

## Lumen kicking off award winning 2023 internship program; Company recognized nationally for valuing Generation Z, early-career employees



**June 1, 2023**

Lumen CEO Kate Johnson says it best: You build a company from the people up. It is Lumen humans who bring the company's mission to life – digitally connecting people, data, and applications – quickly, securely, and effortlessly.

Diversity is vital to Lumen's digital and innovative culture. Key to diversity of thought are people who are just starting their careers and bringing waves of unique value and insights to help us accomplish our mission.

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When you put these fresh perspectives into the mix, they can provide the spark that fires up everyone's creative energy.

**A program creating a buzz...**

That spark is why Lumen invests in a rewarding internship experience, one that has created a

national buzz. Lumen received more than 20,000 applications for its 2023 program. Word certainly has gotten out.

Lumen is excited to welcome more than 130 interns to our 10-week, fully immersive internship beginning June 2.

Lumen provides interns the opportunity to work on challenging projects, as well as creates a pathway to great career options. Lumen extended job offers to about 80 percent of its 2022 interns.

“Gen Z is the future, and we want them to help chart Lumen’s future,” said Lauren Terrill, Director Talent Acquisition. “These employees are often digital natives, engrained in technology. They live and breathe it in all aspects of their lives. Our early career programs are vital to building our talent pipeline and helping us deliver on our purpose – one that benefits the world: To further human progress through technology.”

### **Internship experiences that win awards**

Lumen is proud our University Relations and recruiting programs have received a [Campus Forward Award](#). The award recognizes our investment in and hiring of next-generation talent through internships and entry-level programs. This honor comes from RippleMatch, a service that automates the job search process by matching students with first-round interviews, specifically focusing on Gen Z.

RippleMatch selected Lumen from a competitive pool of the top 50 national large early career programs (251-500 entry-level and intern hires annually). The selection considered innovative recruiting strategies, caring deeply about the candidate experience, and making significant investments in Diversity and Inclusion.

Additionally, we have early career professional programs in several of our organizations including: Finance, Human Resources, Mass Markets and the College Connect program with tracks in Customer Success, Sales and Solutions Engineering.

“The Lumen University Relations internship program was the launching pad for my success working full-time for the company,” said Bo Mendez a 2022 internship program participant and now a full-time Lumen employee. “I was given resources to support my understanding of the company culture, navigate the differing domains within Lumen, and present to our vice presidents! I was given training to build my interpersonal skills and to develop myself as a leader. My team gave me scaffolded support during my onboarding process, and I felt positive about my debut into the field.”

## **The word is getting out**

Recognition of Lumen's efforts to attract early career talent extends beyond RippleMatch. WayUp, an early career social platform that enables early-career candidates to discover and be discovered by employers, named Lumen's internship program #1 in its 2021 rankings. Lumen also has been recognized in WayUp's Top 100 Intern Program list for the past four consecutive years.

Lumen engages with early career talent through a variety of avenues including on-campus and virtual events with colleges and universities, and on its social media channels.

Are you interested in a career at Lumen? Check out our [job postings](#) and stay connected with us on LinkedIn. Intern jobs for 2024 will be posted in the fall of 2023, and early career jobs are posted throughout the year. We're a great place for amazing people to start and energize their careers!

<https://news.lumen.com/lumen-kicking-off-award-winning-2023-internship-program-company-recognized-nationally-for-valuing-generation-z-early-career-employees>