



Internship Program Guide

How our internships work, from application to final presentation

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1. Program overview

Our internship program gives students real work on real systems. Interns join a team, own a project, and present results to the company at the end of the term. We hire interns across engineering, operations, security and business functions.

Item	Detail
Terms	Summer, fall and spring terms
Length	About 12 weeks for a standard term
Pay	Paid hourly
Locations	Palm Beach, Tampa and Falcon Test Site 1 depending on the role
Eligibility	Currently enrolled students. U.S. person status is required for roles that access controlled technical data.

2. Who we look for

- Students who are curious and finish what they start
- Clear communicators who ask for help early
- People who care about safety and quality
- Students from any background with the skills for the role

3. How to apply

- 1 Choose a role in Files > Careers. Internship roles use codes starting with INT.
- 2 Read the Role Description and complete the matching Application PDF.
- 3 Email the application and resume to the recruiting contact with the code in the subject line.
- 4 Include your expected graduation date and available term.

4. Selection process

Step	What happens
Application review	Recruiters review applications within about ten business days
Intro call	Short conversation about your interests and availability

Step	What happens
Team interview	Conversation with the hiring team, sometimes with a short practical exercise
Offer	Offer includes term dates, pay and location

5. What your term looks like

Weeks	Focus
1	Onboarding, safety training, meet your team and set goals
2 to 3	Learn the tools and systems, begin your project
4 to 9	Own your project with weekly check-ins
10 to 11	Prepare results and documentation
12	Final presentation and feedback conversation

6. Mentorship and learning

- Every intern has a manager and a mentor.
- Weekly intern sessions cover how the company works, safety, and career paths.
- Interns shadow other teams, visit the test site when appropriate and meet leadership.

7. Conversion to full time

Strong interns are considered for full-time roles or later internships. Conversion depends on performance, business needs and eligibility requirements such as clearance suitability.

8. Rules for interns

- Follow all security, safety and information handling rules.
- Do not take company information off site or onto personal devices.
- Ask before sharing anything about your work on social media.
- Report any safety concern immediately.