

## Ultimate Amazon Intern Guide

If you have interned @ amazon before and/or you have any comments/suggestions to add, dm me @ kj#2386

## Amazon Culture

### 1. PIP OMG ??!

- a. You **can't** get PIP'ed as an intern. Do not worry about it. What you read and see on sites like Blind tend to be the vocal minority.

Similar to the website 'RateMyProfessor' the people who are more likely to leave a review are the ones who did not do well, did not like the class or had an overall negative opinion on the professor or class in general. On the other hand, people who DID do well and had a neutral/positive experience are less likely to leave a review. Thus, you will notice the bad experiences more than any good ones.

### 2. Do I get to choose my team? What's team matching like?

- a. Unfortunately we're not fancy like some other companies so team matching is completely random and based on business needs. So this means, ASP is **not** looking at your resume to see what you do/don't know. Yes this means that if you have no experience with front-end, you can be placed on a front-end team.

### 3. How can I max chances at a return offer (for intern or FT)?

- a. To maximize your chances at a return offer, you need to: communicate, be nice, complete your project to the best of your ability. The first 2 are the most important in my opinion. Completing your project is usually a guaranteed return offer, however completing your project doesn't mean you will get a return offer nor does not completing your project mean you won't get an offer. Focus on soft skills and the rest will follow.

### 4. What is onboarding like? What should I expect?

- a. You should be paired with another member of the team, either an onboarding buddy and/or project mentor. These could be the same person or 2 different people but you should have one. Your team also should have a project lined up for you already before you start. Note that they do **not** look at your resume beforehand to gauge what you do/ do not know. These projects can range from backend, front end, full stack, mobile etc. You are NOT expected to know anything regarding external or internal services, that is the purpose of the internship.

### 5. How should I prepare leading up to the internship?

- a. Because there are a LOT of teams at Amazon, there is no certain way to prepare as you could be working on just about anything. I suggest quite literally just relaxing and enjoying your time up until your internship since it is technically a full time job. If you feel like you really need to do some preparation, the most common language used is Java. Additionally, knowing the ins and outs of Git (merging, committing, rebasing, etc) is very helpful. Lastly, knowing OOP can be helpful as well.

### 6. I'm on the AWS team, are the rumors true?

- a. Amazon is a huge company. There is no single team for a large service such as AWS. AWS is composed of hundreds if not thousands of teams who own small parts of the whole. Similarly with products such as 'Amazon.com' there isn't one team who owns that entire website. For example, one team may work on the search part of the website, another may work on user accounts, another may work on the UI portion of the home page, etc etc. With that being said, because there are just so many teams, it is nearly impossible to dictate whether that team has bad on call or bad WLB etc. Generally, some teams that work on things such as EC2 or API Gateway may be known to have higher on-call rates BUT high visibility of the product which means you're learning fast (and have good resume points, and promotion potential). Similar to PIP rumors, don't worry about WLB as an intern. I know people who are in AWS who find it relaxing, and some find it boring at times (just like any other team at amazon), it really just depends on what you're working on.
- 7. When do you find out if you got a return offer?**
  - a. On the last day of your internship, your manager will say 'inclined' or 'not inclined' to hire/come back. Inclined =return offer. However, your outcome shouldn't be too surprising if you've been asking about your progress throughout your internship.
- 8. What do you talk about in 1:1's with your manager?**
  - a. Your progress as a whole, any feedback, hobbies, things outside of work. Your manager is a regular person like you so just have a regular conversation.

## **Other Amazon FAQ**

- 1. Can I change locations BEFORE or AFTER accepting my initial offer?**
  - a. Probably not. Doesn't hurt to ask Student Programs though as the worst they can say is no.
- 2. Can I change locations or teams if I get a return offer?**
  - a. Yes BUT you must decline the return offer FIRST. When you decline, ASP will email you with a survey asking the reason for declining with a variety of options such as: Want a new team and different location, same team different location, don't want to come back at all. Choose the option that you want. Please note that because you are DECLINING an offer, there is (an albeit low) chance that you do NOT get another offer. The earlier you decline and request a new team/location, the higher your chances are of getting the location you asked for. Additionally, if you decline because you requested a new team, there is no guarantee that your new team will be better/worse than your previous one.
- 3. When should I start looking for housing (Seattle)?**
  - a. In Seattle, almost all apartment complexes (and subleases) literally do not know their availability until about 20-30 days out. So the general goal is to possibly start narrowing down possible options about 30-45 or so days out.
- 4. What are some housing options for summer interns in Seattle?**
  - a. The most popular options are [Cornish](#), [UW](#), subleasing from college students, and any other apartment complex that offers 3 month leases. Another last resort

is AirBnb. I tend to not advise AirBnb as they can kick you out at any point with very short notice AND tend to be expensive nowadays anyway.

**5. What about transportation in Seattle? Do I need a car?**

- a. A car is not really recommended as parking is honestly a bit of a nightmare (especially downtown) and you have to pay for it at 99% of places. The most common forms of transportation are: walking, bus, and light rail. As interns, all of these things are FREE for you to use! YAY! For the bus and light rail, on the first day you start, you can request an ORCA card from an internal site and pick it up at your home office once you receive the email to do so. The card does have unlimited uses as well<sup>1</sup>. Additionally, you can reimburse Lyft and uber rides to and from the office as well through the internal site (there is a max \$\$ amount per month, I believe around \$250).

**6. IT Equipment, Amazon Swag, Relo stipend, Remote vs In person**

- a. Interns receive the following shipped to the address input on Embark: 32 inch monitor, Laptop of choosing (most teams use Mac, ask manager if you're unsure which to pick), Headphones (cheap call center ones), cheap \$5 logitech mouse and keyboard, and a bookbag. You do **not** keep the monitor or laptop at the end of the internship.
- b. Amazon Swag? Please refer to the Leadership Principle "Frugality".
- c. As of 2022, ALL interns who choose to do the internship in person will receive a lump sum relocation stipend deposited into their bank account through Graebel location services (US). If you choose to go **remote**, you will **not** receive the money. If you decide to do your internship hybrid/in-person and the internship is in a HCOL area (Bay Area, NYC, Seattle Metro) you will receive \$2425/month which is about ~\$6.4k upfront for the standard 12 weeks. All other areas will receive \$1875/month. For an example on how this is broken down, check the 'Helpful Diagrams/Images' section.
- d. Amazon Student programs seem to be sending out surveys in waves regarding choice of in person vs remote. Regarding which you should choose is up to you. Note that if you choose in person, there is a chance you may not actually meet your team in person, however you will be able to meet and hang out with other interns (which I found worth during summer 2021).

**7. Do I have to work 9 - 5?**

- a. It depends on your team. For the most part, the majority of teams are pretty much doing their own thing so if this means most of your team is on from 9-5 you'll probably need to be on during that time to maximize chances at getting help as well as attending meetings. However, if your team is pretty lax about working hours, it doesn't really matter when you work, so long as you're attending your required meetings, communicating, and completing your project(s). Also don't be afraid to take 15-20 minute breaks to walk around outside/stretch during your working day.

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<sup>1</sup>Please note, you are meant to only use the card to travel to and from the office. However, do with the "unlimited uses" info as you please.

8. **If I have an offer for {location} but I want to switch with my friend who has an offer for {another location}, will ASP let us swap?**
  - a. No.

## **Advice from former interns**

1. Don't be afraid to ask questions. You will likely have an onboarding buddy and/or mentor (sometimes same person, sometimes different people) and they are there to answer ALL of your questions, especially when first starting out. Of course, when it comes to actual coding, try to find the answer yourself first (google, stackoverflow, internal sites) but if you're stuck for more than 2ish hours, feel free to ping mentor(s), or people on your team that know how to help (you're not being annoying!).
2. If you've never had an internship before (or even if you have), the whole thing can be a bit overwhelming and you may feel some [imposter syndrome](#) creeping up. Please note that feeling or thinking things like "I don't know how I managed to get this internship", "I feel like I know nothing", "Everyone else is finding this stuff easy", "I keep getting stuck I don't know if I'm cut out for this", etc etc are classic (and common) signs of imposter syndrome. Trust the process! Amazon hired you for a reason and you have a lot of people who are and have been in your place. You can and will succeed, please reach out to your team (and people outside of your team!) for additional support throughout your internship.
3. Communication is an important skill. Keep your manager and mentor(s) up to date about what you're doing, what you're stuck on etc. If you've been stuck on a blocker for 6 days, the first time your manager/mentor hears about the blocker shouldn't be on day 7. If things are going well/smoothly, let them know that as well and where you are!
4. Learn how to ask questions. Don't ping someone with "idk how to do XYZ :(". First conduct your own research for about 1 - 2 hours and try different solutions. If nothing budges, message someone with something similar to the lines of
  - a. "Hi {persons name} I am trying to do {task at hand} for/because {state why you need to do this} but I am running into an error that says {error message}. I've tried to do {one thing you tried and link to where you found it if applicable}, I've also tried {...}. The error is still persisting, I was wondering if you had time to jump on a call for a couple minutes to help debug?"
5. Find hobbies outside of your internship, especially if you relocated. PLEASE do not sit in the apartment for 5-6 days out of the week coding. Your chair needs a break (I can smell it from here!). Go meet with other interns in the area and go find something to do. Go to the beach, try new food, go sit out and enjoy the sun, touch grass, pet a dog. Do something that doesn't involve a computer. This will improve your mental, physical, and emotional health a lot more than you think. These breaks/outings can also help clear your mind, especially if you've been stuck on an issue at work.
6. Start a slack channel that consists of your manager, your onboarding buddy, and mentor (if they're 2 different people). This way, it is easier to 'mass-text' everyone on your progress without having to let everyone know separately or forgetting to tell 1 person but you told the other, etc.

## Helpful Diagrams/Images

- A. Below is an example breakdown of how relocation stipend is dispersed for interns doing a 12 week internship in HCOL area.

Start Date: May 26

End Date: Aug 14

May						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

$$6/31 \approx .19 \quad 30/30 = 1 \quad 31/31 = 1 \quad 14/31 \approx .45$$



$$6/31 + 30/30 + 31/31 + 14/31 \approx 2.6452...$$

$$2.6452... * \$2425 \approx \$6414.52$$

- B. **APPROXIMATE** Onboarding timeline. Note that you may not hear from the manager until the day before or day of that you start. If you don't receive anything else in time according to the diagram, feel free to email ASP.

## Onboarding Timeline



### C. Example introductory introduction email to managers.

*If you are brand new to Amazon or are returning to a new team:*

Hi <HIRING MANAGER>,

My name is <NAME> and I'm a <STUDENT YEAR> at <SCHOOL>. I'm looking forward to meeting you and joining your team! <Insert anecdotal option here>.

Cheers,

<NAME>

Anecdotal Options:

- Fun Fact about yourself
  - "A fun fact about me is ..."
- An interest outside of school/work
  - "Outside of school and work, I also enjoy..."
- An aspect of the role/program you are most excited for
  - "I am particularly excited to work on <job detail> during my time with Amazon and would like to learn more about <job detail>."
- Something about yourself you feel your manager should know (work style, background, etc.)
  - "One thing you should know about me is..."
- Is there anything particular I can do to help prepare for my Day 1 at Amazon?