



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 2 and 2 inclusive.

Welcome to the Military Times EDGE "Best for Vets: Employers" survey.

A few notes before you get started:

If you quit the survey before pressing "submit" on the final page, your answers will be saved. You can return to the survey to change or add answers by clicking on the emailed link again. At the end of the survey, you will have a chance to review your answers and print a copy for your records. You cannot return to the survey once you click "submit." If you need to make changes after submitting, contact Cecilia Hadley (chadley@militarytimes.com or 703.642.7387).

Thank you for your time and interest.

Are you filling out this survey on behalf of all of the company's divisions and/or subsidiaries?

- Yes
- No
- Not applicable

Section 1 of 4: Recruiting veterans

Does your company specifically recruit U.S. military veterans?

- Yes
- No

If so, what strategies does your company use to recruit veterans?

- Attending military-specific job fairs
- Posting job openings on military-specific job boards
- Advertising in military-specific publications and websites
- Maintaining an employment website directed at veterans
- Contracting recruiters that specialize in veterans hiring
- Developing relationships with Local Veterans Employment Representatives
- Developing relationships with local Guard and Reserve units
- Developing relationships with the military Transition Assistance Program
- Developing relationships with student veterans groups and/or colleges
- Developing relationships with professional military associations
- Developing relationships with veterans service organizations
- Recruiting through current veteran employees
- Participating in the Employer Partnership of the Armed Forces
- Participating in Employer Support of the Guard and Reserve
- Participating in the Army Partnership for Youth Success program

Other

•BNSF has an exclusive military staffing program with a full-time employee and a career Web site that are dedicated to military staffing. Interested members of the military can learn more about BNSF and apply online at www.bnsf.com/careers/military or contact John Wesley III, US Army, 1SG (Retired), manager, Military Staffing, at john.wesley2@bnsf.com. The program originated in 2005 as BNSF met and exceeded the challenge of creating an actionable program that took advantage of making veterans a valuable part of the BNSF workforce. Today, John Wesley dedicates 100% of his time and resources to connecting service members in transition to career opportunities with BNSF Railway. •PAY AND BENEFITS: BNSF is proud to connect interested military candidates with meaningful, challenging and rewarding career opportunities. Total percentage of annual recruitment advertising budget solely targeted towards military hiring (included-previous full fiscal year complete). Veterans' recruiting, training, transition and promotion programs implemented just in the in the past year

How many military job fairs did your company attend in fiscal 2010?

- 1 to 10
- 11 to 20
- 21 to 30
- 31 to 40
- 41 to 50
- More than 50

Other

•RECRUITING EVENTS: YTD 2011, BNSF has attended 21 of the 58 currently scheduled military recruiting events (average 1 per week). In 2010, we've participated in 57 events, averaging approximately one event per week. Year over year, BNSF's participation at job fairs, TAP seminars and related events have been expanded far beyond the traditional boundaries of the western 28 states in which we operate. By partnering with military friendly organizations like Recruit Military, Corporate Gray, ACAP, NCOA, Civilian Jobs.com, and Military.com, we connect with veterans coast to coast and abroad in our efforts to link service members with career opportunities.

Please list the URL address of your company's military employment site.

Website

<http://www.bnsf.com/careers/military/index.html>

Does your company have full-time employees who work specifically on veterans recruitment at least 50 percent of the time?

- Yes
- No

If so, how many?

Number

1 & 24 (Our company employs a recruiter dedicated 100% of the time to military hiring)

How many of those employees are veterans themselves?

Number

5

Do recruiters and hiring managers receive any training in military culture, structure or career paths?

- Yes
- No

If so, who receives this training?

- All recruiters
- Some recruiters
- All hiring managers
- Some hiring managers

Other

Military recruiting /culture included in annual training of ALL Leaders a minimum of once per year

How often?

- Once
- Annually
- Biannually
- Quarterly

Other

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Do veterans receive any special consideration in your company's hiring process?

- Yes
- No

If so, how?

- All veterans applications are marked and/or tracked as veterans
- All veterans are given contact information for staff members who work specifically with veterans
- All veterans are contacted directly by staff members who work specifically with veterans

Other

Weekly communication contact to new applicants by Military Recruiter

What percentage of your recruiting budget for the last complete fiscal year was dedicated to recruiting U.S. military veterans?

- Zero percent
- 1 to 10 percent
- 11 to 20 percent
- 21 to 30 percent
- 31 to 40 percent
- More than 40 percent
- Do not know
- Do not disclose

How many new hires did your company make in the U.S. in fiscal 2010?

- Do not know
- Do not disclose

Number

1437

How many of those new hires identified themselves as military veterans?

- Do not know
- Do not disclose

Number

243

How many of those new hires identified themselves as disabled military veterans?

- Do not know
- Do not disclose

Number

27

Does your company dedicate any effort and resources specifically to hiring disabled veterans?

- Yes
- No

If so, what strategies does your company use?

- Assigning staff specifically to recruit and/or work with disabled vets
- Working with Defense Department and/or VA entities responsible for disabled vets
- Working with veteran service organizations dedicated to disabled vets
- Attending job fairs specifically for disabled vets
- Providing job-search help specifically to disabled vets
- Providing skills training specifically to disabled vets
- Providing internships specifically for disabled vets

Other

.....

Is there anything else you would like to tell us about your company's recruitment and hiring of disabled veterans?

A Military Friendly Employer

OVERVIEW:

A subsidiary of Berkshire Hathaway, BNSF Railway Company operates one of the largest North American rail networks, with about 32,000 route miles in 28 states and two Canadian provinces. BNSF is among the world's top transporters of intermodal traffic serving over 40 ports, moves more grain than any other American railroad, carries the components of many of the products we depend on daily, and hauls enough low-sulfur coal to generate electricity to power one out of every 10 homes in the nation. "Those who wear our nation's uniforms are mission-focused, highly skilled, motivated and possess unique experiences and technical knowledge," said Matt Rose, BNSF chairman, president and chief executive officer. "Military candidates embody the core competencies of BNSF: leadership, teamwork, and the ability to perform safely in a fast-paced, dynamic environment". We remain proud of our work and dedication actively recruiting service members in transition from military to civilian life, as well as those who have part-time commitments such as reservists. BNSF offers enhanced and extended benefits for employees called to active duty, including make-whole pay and continued health care. In addition, the company goes above and beyond offering 15 days of make-whole pay for annual training and drill duty. More than 100 BNSF employees currently serve on active duty in support of the Operation Iraqi Freedom, Noble Eagle or Enduring Freedom. Over 3,000 BNSF employees have been activated since Sept. 11, 2001, with over 2,500 being in support of recent campaigns in Iraq and Afghanistan.

•**VETERAN HIRES:** BNSF has a long tradition of hiring veterans. In 2004, we hired over 300 veterans with an additional 750 veterans hired in 2005. In 2006, we hired over 1000 veterans (20% of all hires). In 2007, over 750 new hires (30% of all hires) were veterans. In 2008, over 500 new hires (22% of all hires) were veterans. In the past 12 months, more than 15% of all hires were veterans. In 2009, 16% of all hires were veterans (more than 83). In 2010, 18% of all BNSF hires are veterans (243). YTD 2011, BNSF has hired more than 280 Veterans (19%) Overall, BNSF has hired more than 3,700 veterans since 2005.

•**PAY AND BENEFITS:** BNSF is proud to connect interested military candidates with meaningful, challenging and rewarding career opportunities.

1. The average pay at BNSF is over \$60,000 per year.

2. Benefits Package (e.g. Health Care, Dental, Railroad Retirement) valued at \$23,000 per year. For many in the skilled crafts, there are no monthly premiums.

3. Once new hires make it past three years, they stay! Voluntary attrition averages in the low single digits. With 40% of our existing workforce (Baby Boomers) eligible to retire by 2015, advancement is encouraged and opportunities are available.

Our company employs a recruiter dedicated 100% of the time to military hiring

- BNSF has an exclusive military staffing program with a full-time employee and a career Web site that are dedicated to military staffing. Interested members of the military can learn more about BNSF and apply online at www.bnsf.com/careers/military or contact John Wesley III, US Army, 1SG (Retired), manager, Military Staffing, at john.wesley2@bnsf.com. The program originated in 2005 as BNSF met and exceeded the challenge of creating an actionable program that took advantage of making veterans a valuable part of the BNSF workforce. Today, John Wesley dedicates 100% of his time and resources to connecting service members in transition to career opportunities with BNSF Railway.

- Specific resources dedicated to targeting and staffing veterans for the high-profile field-based operations management program (FOM) known as the Experienced First Line Supervisor program or (EFLS). Since 2005, BNSF has hired over 800 seasoned and skilled veterans into this management program at locations across the system, including Fort Worth, TX.

- Twenty-five (23) field-based HR Professionals are dedicated to non-management staffing (98% of all hiring). While Wesley drives enterprise military staffing strategy, field-based HRs execute locally across 28 states. It is fair to say, of the 25 HRs, seven (7) field-based HR Generalists specifically dedicate 22% of their time to military staffing by executing essential duties at the local level: participate in local military job fairs and TAP seminars, recruit, application review as well as job orientation, assessment and selection. Moreover, these seven HR professionals drive the military staffing program with local hiring managers - the individuals who ultimately make and / or "buy into" the final selection decision.

- In 2011 alone, BNSF Railway has already hired over 1,500 new employees, of which more than 280 (19%) are veterans, transitioning from military to civilian life. BNSF developed an extensive and extended team of professionals who execute mission critical staffing responsibilities connecting veterans with job opportunities at BNSF Railway. By most standards, the hiring journey is a long one with many decision points along the way. Without the efforts and support of the "extended" military staffing network, our ability to attract, motivate and retain candidates with military experience would be significantly compromised.

Total percentage of annual recruitment advertising budget solely targeted towards military hiring (included-previous full fiscal year complete)

- Total BNSF spends annually (e.g. travel, advertising, salary) on military staffing is about \$800,000.

- \$300,000 spent on military staffing advertising equals approximately 35% of the total staffing advertising budget.

- In addition to outreach efforts such as GI Jobs Magazine, Military.com, Career Builder, Military.com, Recruit Military, Vetjobs.com, Civilianjobs.com, and Employment Guide, BNSF spends hundreds of thousands of dollars to reach those service members without internet access in deployed regions around the world with long-running print ads in Military Times, local hometown newspapers, and television and radio broadcast networks.

Total military job fairs attended in the previous twelve months by the BNSF

BNSF Railway participated in 80 military career activities in the past 12 months averaging over one event per week. The list of activities extends beyond traditional job fairs. In addition to TAP seminars and speaking engagements, BNSF also sponsored hiring events dedicated to those in most need and immediate transition (Fort Hood, Fort Lewis, Everett Naval Station) and employer day events hosted by TAP / ACAP centers.

Percentage of your new hires (those hired within the previous 12 months) that were veterans

Overall, BNSF has hired more than 3,700 veterans since 2005

- YTD 2011, 19% (280) of all hires (1,500) were veterans

- In 2010, 18% (243) of all hires were veterans

- In 2009, 15% (74) of all hires were veterans.

- In 2008, nearly 22% of all hires were veterans (over 500). In 2007, one in three hires (over 750) was a veteran (30%).

- In 2006, BNSF hired over 1,000 veterans - 20% of all hires. In 2005, BNSF hired over 750 veterans.

- In 2006, 58 (69%) of all Experienced First-Line Supervisors (EFLS) hired by BNSF were veterans. Of those 85 hired into the 2007 EFLS program, 71 (83%) are veterans. In 2008, 77 (75%) are veterans.

Veterans' recruiting, training, transition and promotion programs implemented just in the in the past year

RECRUITING / TRANSITION / PROMOTION

- Military recruiting web site for job seekers who are veterans: <http://www.bnsf.com/careers/military/index.html>

Video and links to:

Employment FAQs

Upcoming Recruiting Events

Benefits

Career Paths

Open Jobs

Check Application Status

- In 2009, BNSF created a partnership with more than fifty (50) National Guard and Reserve unit contacts in each of the western 28 operating states. This partnership places Guard and Reserve service members in direct contact with the BNSF military recruiter and promises to dedicate time and resources with military career counselors in order to connect service members with career opportunities at BNSF.

- Training & Education: BNSF sponsors apprenticeship/on-the-job training programs which support education and training benefits for service members under the Montgomery G.I. Bill (MGIB) program. BNSF works closely with state representatives through the National Association of State Approving Agencies (NASAA) to guarantee quality programs are in place for veterans to take full advantage of. (Currently working on BNSF's paid "Dispatcher Trainee" program)

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•**FEEDBACK:** Metrics-based feedback to TAP / ACAP centers annually. At the end of the year, we provide detailed hiring data (e.g. total hires, branch, base; rank) to all TAP and ACAP managers and staff in an effort to enhance the overall effectiveness of the programs.

•**RECRUITING EVENTS:** YTD 2011, BNSF has attended 21 of the 58 currently scheduled military recruiting events (average 1 per week). In 2010, we've participated in 57 events, averaging approximately one event per week. Year over year, BNSF's participation at job fairs, TAP seminars and related events have been expanded far beyond the traditional boundaries of the western 28 states in which we operate. By partnering with military friendly organizations like Recruit Military, Corporate Gray, ACAP, NCOA, Civilian Jobs.com, and Military.com, we connect with veterans coast to coast and abroad in our efforts to link service members with career opportunities.

•**EMPLOYMENT MARKETING / OUTREACH EFFORTS:** BNSF's broad based employment marketing strategy emphasizes communication, relationship building and advertising. We market our career opportunities via the following resources:

- GI Jobs Magazine (print ad, profiles, testimonials and features)

- Search & Employ Magazine

- Military Times & "Edge Magazine"

- Employment Guide

- Transition Assistance Program: job fairs, career transition seminars, individual referrals

- Local DOL Workforce Centers / Career One Stops

- Army PAYS

- ACAP Job Board, Job Fairs

- Vetjobs.com Job Board

- Recruit Military

- Marine Corps Jobs Explorer (JEX)

- US Army Reserve Employment Partnership (signed OCT 2008)

- Universal Technical Institute

- WyoTech

- Connects veteran job seekers U. S. wide with career opportunities at BNSF by partnering with multiple veteran assistance agencies such as VETS, Workforce Solutions, Employment Development Department (EDD), Partners in Promotions, and others.

- Partnership with DFW Airport USO: BNSF donates time and financial resources to support the DFW USO. Several times a year, volunteers participate in "Welcome Home" activities for service members on leave whose flights transit through DFW airport.

- Military Times (long running print ad / currently running): In recent years, BNSF spent over \$100,000 to reach those service members without internet access in deployed regions around the world with a long-running print ad in the Military Times newspapers.

- BNSF provides details on available job opportunities and assists in the application process for transitioning service members on a weekly basis by communicating with more than 350 military contacts at Transition Assistance Program Centers (TAP), select Department of Labor (DOL) Workforce Centers, National Guard and Reserve Bureaus nationwide and abroad. Additionally, BNSF has partnered with Guard and Reserve recruiters in each state in order to link veterans with opportunities.

- Veteran candidate designation code in applicant tracking system – when candidates self-identify with military experience, the veteran's branch of service appears by their name alerting the BNSF Military Recruiter, HR professionals, and hiring managers of their veteran status.

NATIONAL GUARD / RESERVE:

BNSF currently has several sustaining attributes in place with policies and practices that go "above and beyond" the law to support current and newly hired veterans who still serve. These benefits play a vital role in "sustaining our force" by promptly returning veterans to the workforce once called to duty and attracting new veteran candidates to employment opportunities. BNSF recognizes and values the sacrifice made by employees who serve in the National Guard and Reserve.

I. BNSF offers enhanced and extended benefits for those employees called to active duty in the War on Terrorism, including make-whole pay and company-provided sustained health care benefits for the duration of the orders to include coverage for family members. These benefits are for those who volunteer and for those who are involuntarily called to active duty. When members return, they are returned to their jobs.

II. BNSF offers fifteen (15) days of make-whole pay, without the use of any vacation, for employees in the National Guard and Reserves for military training (e.g. annual training, etc).

III. Currently, over 100 employees are serving on active duty in support of the War on Terrorism (OEF, OIF or Noble Eagle). Many of our employees have been called to active duty more than once. Over 3,000 employees have been called to active duty since Sept. 11, 2001.

IV. To ensure the financial security for our employees called to active duty and their families, BNSF Railway has contributed millions of dollars (over \$20 million) in make-whole pay and benefits, since Sept. 11, 2001.

V. Fall 2009- BNSF began its Veteran Blue Star Gold Star Banner program sending the appropriate blue or gold star flag of recognition to every family of each of deployed employee service member who has answered the call to service in support of the Global War on Terrorism. Additionally, the appropriate flag is sent to the veteran employee's place of work, and displayed for co-workers to remember until the employee returns.

RECOGNITION

- In September 2010, BNSF received the Global "Best Military Recruiting Program of the Year" award for 2010 from Onrec-RecruitingBlog.com

- In September 2010, BNSF was announced recipient of The American Legion, National, Employment Service Award, for 2009.

- In July 2010, BNSF was ranked #3 top employer on the Military Times "Best for Vets" list.

- In June 2010, BNSF was recognized recipient of The American Legion, Department of Texas, Employment Service Award, for 2009.

- In May 2010, BNSF named CivilianJobs.com 2010 Most Valuable Employers (MVE) for Military

- In May 2009, the BNSF was recognized as Employer of the Year by the California Employers Advisory Council (CEAC), California Employment Development Department (EDD), and the Veteran Employment Committee (VEC).

- In May 2009, the BNSF was recognized and awarded the title Most Valuable Employers (MVE) for Military by CivilianJobs.com. (MVE) is awarded annually to top employers whose recruiting, training and retention plans best serve military service members and veterans.

- In March 2009, the BNSF was awarded "Prominence Award" by the National and Texas State Committees' of Employer Support for Guard and Reserve (ESGR).

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•Since first making the GI Jobs Magazine list of America's Top 50 Most Military Friendly Employers, BNSF has continuously ranked among the top companies:

o2011, # 6

o2009 /10 , #4

o2008, #2

o2007, #1

o2006, #4

o2005, #23

•In February 2006, BNSF renewed its longstanding commitment to those serving in the National Guard and Reserve by becoming the first railroad to sign a Five-Star Statement of Support with the National Committee for Employer Support of the Guard and Reserve (ESGR). BNSF was also recognized by Employer Support of the Guard and Reserve (ESGR) for efforts "Above and Beyond" in support of our citizen-soldiers including the Patriot Award, NOV 2005.

•BNSF is a 2006 Department of Defense Freedom Award recipient. In September 2006, following completion of the 2006 GI Jobs survey, BNSF Railway was one of 15 companies selected out of 900 nominations to receive the Secretary of Defense's Employer Support of the Guard and Reserve (ESGR) Freedom Award. This prestigious award recognizes that BNSF's policies and practices, such as annual USERRA training for all people leaders, welcome home celebrations and hiring nearly 150 members of the National Guard and Reserve, go "Above and Beyond" in support of our nation's citizen soldiers. In 2006, BNSF also provided testimony on its corporate commitment to hiring veterans before the U.S. House of Representatives Committee on Veterans' Affairs.

•We actively work together with Marine for Life, Transition Assistance Program (TAP), Army Career and Alumni Program (ACAP) and Family Support Centers. To see a list of upcoming military job fairs, visit Recruiting Events.

Other BNSF support initiatives:

oFall 2009- Mr. Matt Rose, BNSF Railway's President, Chairman and CEO will begin sending personal letters of appreciation annually, to all BNSF Veteran employees in observance of Veterans Day. Additionally, each veteran will receive the newly crafted BNSF Veterans Lapel Pin. This military program initiative is known as BNSF's annual "Veterans Recognition Program".

oFall of 2009, In observance of Veterans Day, BNSF will host an event for approximately 60 Texas State Employer Support of the Guard and Reserve (ESGR) and representatives from the surrounding Joint Reserve Base (JRB), in an effort to sustain and build upon current relationships, establish new ones, share services, opportunities and ideas and connect veteran job seekers with career opportunities with BNSF Railway.

oIn 2009, BNSF created the "Military New Hire Tool Kit" which includes Military Leave of Absence policies and forms, Employer Support of the Guard & Reserve contact numbers, USERRA and G.I. Bill Fact sheets, and more, all items that prove both informative and essential to newly hired Veterans to BNSF.

•Labor Relations Department: Highlights Employees Who Are Veterans

This site provides a tremendous opportunity for our employees to share information with all of us. It has received a lot of positive feedback.

http://bnsfweb.bnsf.com/departments/laborrelations/html/veterans_stories_submissions.html

Credit for Military Service under the Railroad Retirement Act http://www.bnsf.com/employees/communications/bnsf_today/2008/04/2008-04-14-e.html

BNSF Group Remembers the Troops with Care Packages

http://www.bnsf.com/employees/communications/bnsf_today/2007/10/2007-10-25-d.html

•On the Holiday Express, BNSF provides special train trips to pay tribute to the families of the U.S. military. The Holiday Express stopped first in Topeka, Kan., followed by stops in Omaha, Neb., and Lincoln, Neb. In December 2009, military families boarded vintage passenger cars adorned with holiday décor for a 90-minute train trip. Once on board, family members were treated to special holiday snacks, given a commemorative holiday ornament and visited with Santa. An estimated 300 military family members rode the train each day. In addition to the rides, BNSF officials presented donations to a number of worthy organizations that support military families. Carl Ice, executive vice president and chief operations officer, BNSF, presented \$20,000 in donations to two Kansas not-for-profit organizations that provide support to military families and returning soldiers. The BNSF Foundation also presented \$10,000 each to the Kansas National Guard Foundation and the Fort Riley Army Soldier & Family Assistance Center in support of the Warrior Transition. BNSF's Holiday Express train provided rides to more than 2,400 members of military families during its two-week trip through Kansas, Nebraska, Illinois, Iowa and Missouri. In all, the BNSF Foundation will donate \$70,000 to organizations that offer support to military families in need.

Mission: Provide financial assistance to military families on a case by case basis, to financially support deployment and welcome home receptions and comfort gatherings for the families of deployed military and to provide financial support for the Welfare and Relief projects of the units assigned in North Texas. In addition, the Foundation supports the soldiers that have been wounded in battle and that are recuperating at military hospitals in Texas.

Does your company have an active hiring program for active-duty military spouses?

- Yes
- No

Is there anything else you would like to tell us about your company's recruitment and hiring of military veterans?

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RECRUITING / TRANSITION / PROMOTION

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Upcoming Recruiting Events

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Open Jobs

Check Application Status

- In 2009, BNSF created a partnership with more than fifty (50) National Guard and Reserve unit contacts in each of the western 28 operating states. This partnership places Guard and Reserve service members in direct contact with the BNSF military recruiter and promises to dedicate time and resources with military career counselors in order to connect service members with career opportunities at BNSF.

•Training & Education: BNSF sponsors apprenticeship/on-the-job training programs which support education and training benefits for service members under the Montgomery G.I. Bill (MGIB) program. BNSF works closely with state representatives through the National Association of State Approving Agencies (NASAA) to guarantee quality programs are in place for veterans to take full advantage of. (Currently working on BNSF's paid "Dispatcher Trainee" program)

•FEEDBACK: Metrics-based feedback to TAP / ACAP centers annually. At the end of the year, we provide detailed hiring data (e.g. total hires, branch, base; rank) to all TAP and ACAP managers and staff in an effort to enhance the overall effectiveness of the programs.

•RECRUITING EVENTS: YTD 2011, BNSF has attended 21 of the 58 currently scheduled military recruiting events (average 1 per week). In 2010, we've participated in 57 events, averaging approximately one event per week. Year over year, BNSF's participation at job fairs, TAP seminars and related events have been expanded far beyond the traditional boundaries of the western 28 states in which we operate. By partnering with military friendly organizations like Recruit Military, Corporate Gray, ACAP, NCOA, Civilian Jobs.com, and Military.com, we connect with veterans coast to coast and abroad in our efforts to link service members with career opportunities.

•EMPLOYMENT MARKETING / OUTREACH EFFORTS: BNSF's broad based employment marketing strategy emphasizes communication, relationship building and advertising. We market our career opportunities via the following resources:

- GI Jobs Magazine (print ad, profiles, testimonials and features)

 - Search & Employ Magazine

 - Military Times & "Edge Magazine"

 - Employment Guide

- Transition Assistance Program: job fairs, career transition seminars, individual referrals

 - Local DOL Workforce Centers / Career One Stops

 - Army PAYS

 - ACAP Job Board, Job Fairs

 - Vetjobs.com Job Board

 - Recruit Military

 - Marine Corps Jobs Explorer (JEX)

- US Army Reserve Employment Partnership (signed OCT 2008)

 - Universal Technical Institute

 - WyoTech

- Connects veteran job seekers U. S. wide with career opportunities at BNSF by partnering with multiple veteran assistance agencies such as VETS, Workforce Solutions, Employment Development Department (EDD), Partners in Promotions, and others.

- Partnership with DFW Airport USO: BNSF donates time and financial resources to support the DFW USO. Several times a year, volunteers participate in "Welcome Home" activities for service members on leave whose flights transit through DFW airport.

- Military Times (long running print ad / currently running): In recent years, BNSF spent over \$100,000 to reach those service members without internet access in deployed regions around the world with a long-running print ad in the Military Times newspapers.

- BNSF provides details on available job opportunities and assists in the application process for transitioning service members on a weekly basis by communicating with more than 350 military contacts at Transition Assistance Program Centers (TAP), select Department of Labor (DOL) Workforce Centers, National Guard and Reserve Bureaus nationwide and abroad. Additionally, BNSF has partnered with Guard and Reserve recruiters in each state in order to link veterans with opportunities.

- Veteran candidate designation code in applicant tracking system – when candidates self-identify with military experience, the veteran's branch of service appears

- Veteran candidate designation code in applicant tracking system – when candidates self-identify with military experience, the veteran's branch of service appears by their name alerting the BNSF Military Recruiter, HR professionals, and hiring managers of their veteran status.

NATIONAL GUARD / RESERVE:

BNSF currently has several sustaining attributes in place with policies and practices that go "above and beyond" the law to support current and newly hired veterans who still serve. These benefits play a vital role in "sustaining our force" by promptly returning veterans to the workforce once called to duty and attracting new veteran candidates to employment opportunities. BNSF recognizes and values the sacrifice made by employees who serve in the National Guard and Reserve.

I. BNSF offers enhanced and extended benefits for those employees called to active duty in the War on Terrorism, including make-whole pay and company-provided sustained health care benefits for the duration of the orders to include coverage for family members. These benefits are for those who volunteer and for those who are involuntarily called to active duty. When members return, they are returned to their jobs.

II. BNSF offers fifteen (15) days of make-whole pay, without the use of any vacation, for employees in the National Guard and Reserves for military training (e.g. annual training, etc).

III. Currently, over 100 employees are serving on active duty in support of the War on Terrorism (OEF, OIF or Noble Eagle). Many of our employees have been called to active duty more than once. Over 3,000 employees have been called to active duty since Sept. 11, 2001.

IV. To ensure the financial security for our employees called to active duty and their families, BNSF Railway has contributed millions of dollars (over \$20 million) in make-whole pay and benefits, since Sept. 11, 2001.

V. Fall 2009- BNSF began its Veteran Blue Star Gold Star Banner program sending the appropriate blue or gold star flag of recognition to every family of each of deployed employee service member who has answered the call to service in support of the Global War on Terrorism. Additionally, the appropriate flag is sent to the veteran employee's place of work, and displayed for co-workers to remember until the employee returns.

RECOGNITION

- In September 2010, BNSF received the Global "Best Military Recruiting Program of the Year" award for 2010 from Onrec-RecruitingBlog.com

- In September 2010, BNSF was announced recipient of The American Legion, National, Employment Service Award, for 2009.

- In July 2010, BNSF was ranked #3 top employer on the Military Times "Best for Vets" list.

- In June 2010, BNSF was recognized recipient of The American Legion, Department of Texas, Employment Service Award, for 2009.

- In May 2010, BNSF named CivilianJobs.com 2010 Most Valuable Employers (MVE) for Military

- In May 2009, the BNSF was recognized as Employer of the Year by the California Employers Advisory Council (CEAC), California Employment Development Department (EDD), and the Veteran Employment Committee (VEC).

- In May 2009, the BNSF was recognized and awarded the title Most Valuable Employers (MVE) for Military by CivilianJobs.com. (MVE) is awarded annually to top employers whose recruiting, training and retention plans best serve military service members and veterans.

employers whose recruiting, training and retention plans best serve military service members and veterans.

•In March 2009, the BNSF was awarded “Prominence Award” by the National and Texas State Committees’ of Employer Support for Guard and Reserve (ESGR). The “Prominence Award” is the highest award the National Committee for ESGR can present to an employer who has consistently provided exemplary support to Guard and Reserve employees

•Since first making the GI Jobs Magazine list of America’s Top 50 Most Military Friendly Employers, BNSF has continuously ranked among the top companies:

o2011, # 6

o2009 /10 , #4

o2008, #2

o2007, #1

o2006, #4

o2005, #23

•In February 2006, BNSF renewed its longstanding commitment to those serving in the National Guard and Reserve by becoming the first railroad to sign a Five-Star Statement of Support with the National Committee for Employer Support of the Guard and Reserve (ESGR). BNSF was also recognized by Employer Support of the Guard and Reserve (ESGR) for efforts "Above and Beyond" in support of our citizen-soldiers including the Patriot Award, NOV 2005.

•BNSF is a 2006 Department of Defense Freedom Award recipient. In September 2006, following completion of the 2006 GI Jobs survey, BNSF Railway was one of 15 companies selected out of 900 nominations to receive the Secretary of Defense’s Employer Support of the Guard and Reserve (ESGR) Freedom Award. This prestigious award recognizes that BNSF’s policies and practices, such as annual USERRA training for all people leaders, welcome home celebrations and hiring nearly 150 members of the National Guard and Reserve, go “Above and Beyond” in support of our nation’s citizen soldiers. In 2006, BNSF also provided testimony on its corporate commitment to hiring veterans before the U.S. House of Representatives Committee on Veterans’ Affairs.

•We actively work together with Marine for Life, Transition Assistance Program (TAP), Army Career and Alumni Program (ACAP) and Family Support Centers. To see a list of upcoming military job fairs, visit Recruiting Events.

Other BNSF support initiatives:

oFall 2009- Mr. Matt Rose, BNSF Railway’s President, Chairman and CEO will begin sending personal letters of appreciation annually, to all BNSF Veteran employees in observance of Veterans Day. Additionally, each veteran will receive the newly crafted BNSF Veterans Lapel Pin. This military program initiative in know as BNSF’s annual “Veterans Recognition Program”.

oFall of 2009, In observance of Veterans Day, BNSF will hosted an event for approximately 60 Texas State Employer Support of the Guard and Reserve (ESGR) and representatives from the surrounding Joint Reserve Base (JRB), in an effort to sustain and build upon current relationships, establish new ones, share services, opportunities and ideas and connect veteran job seekers with career opportunities with BNSF Railway.

oIn 2009. BNSF created the “Military New Hire Tool Kit” which includes Military Leave of Absence policies and forms, Employer Support of the Guard & Reserve contact numbers, USERRA and G.I. Bill Fact sheets, and more, all items that prove both informative and essential to newly hired Veterans to BNSF.

•Labor Relations Department: Highlights Employees Who Are Veterans

This site provides a tremendous opportunity for our employees to share information with all of us. It has received a lot of positive feedback.

http://bnsfweb.bnsf.com/departments/laborrelations/html/veterans_stories_submissions.html

Credit for Military Service under the Railroad Retirement Act http://www.bnsf.com/employees/communications/bnsf_today/2008/04/2008-04-14-e.html

BNSF Group Remembers the Troops with Care Packages

http://www.bnsf.com/employees/communications/bnsf_today/2007/10/2007-10-25-d.html

•On the Holiday Express, BNSF provides special train trips to pay tribute to the families of the U.S. military. The Holiday Express stopped first in Topeka, Kan., followed by stops in Omaha, Neb., and Lincoln, Neb. In December 2009, military families boarded vintage passenger cars adorned with holiday décor for a 90-minute train trip. Once on board, family members were treated to special holiday snacks, given a commemorative holiday ornament and visited with Santa. An estimated 300 military family members rode the train each day. In addition to the rides, BNSF officials presented donations to a number of worthy organizations that support military families. Carl Ice, executive vice president and chief operations officer, BNSF, presented \$20,000 in donations to two Kansas not-for-profit organizations that provide support to military families and returning soldiers. The BNSF Foundation also presented \$10,000 each to the Kansas National Guard Foundation and the Fort Riley Army Soldier & Family Assistance Center in support of the Warrior Transition. BNSF's Holiday Express train provided rides to more than 2,400 members of military families during its two-week trip through Kansas, Nebraska, Illinois, Iowa and Missouri. In all, the BNSF Foundation will donate \$70,000 to organizations that offer support to military families in need.

Mission: Provide financial assistance to military families on a case by case basis, to financially support deployment and welcome home receptions and comfort gatherings for the families of deployed military and to provide financial support for the Welfare and Relief projects of the units assigned in North Texas. In addition, the Foundation supports the soldiers that have been wounded in battle and that are recuperating at military hospitals in Texas.

Section 2 of 4: Corporate culture

What percentage of your current U.S. employees have identified themselves as veterans?

- Zero percent
- 1 to 5 percent
- 6 to 10 percent
- 11 to 15 percent
- 16 to 20 percent
- 21 to 25 percent
- More than 25 percent
- Do not track
- Do not disclose

What percentage of your company's executive-level employees have identified themselves as veterans?

- Zero percent
- 1 to 5 percent
- 6 to 10 percent
- 11 to 15 percent
- 16 to 20 percent
- More than 20 percent
- Do not track
- Do not disclose

Does your company's orientation and/or onboarding process include any elements specifically for military veterans?

- Yes
- No

If so, please describe them.

All New hire Vets receive a detailed BNSF Veterans New Hire Packet with information such as EGSR/ BNSF Military Policy, Q&A, Recruiter contact and a BNSF Veterans lapel pin!

Does your company have any training programs (e.g., management training, skills training) exclusively or primarily for veterans?

- Yes
- No

Does your company have an employee affinity or resource group specifically for veterans and/or reservists?

- Yes
- No

Does your company do anything else to connect veteran employees with each other?

- Feature BNSF Veterans in our "Railway magazine"
- Monthly Veteran Communication on BNSF TV
- Annual BNSF Veteran recognition on 11/11

Does your company have any apprenticeships or on-the-job training programs that are eligible for GI Bill funding?

- Yes
- No

If so, please describe them.

All of BNSF's training / Apprenticeship programs are eligible and are based on city and state.

Does your company accept military experience in lieu of technical certification in any fields?

- Yes
- No

If so, please describe the policy.

- (EFLS Management program- 4 yr degree)- Military experience accepted in Lieu! Specific resources dedicated to targeting and staffing veterans for the high-profile field-based operations management program (FOM) known as the Experienced First Line Supervisor program or (EFLS). Since 2005, BNSF has hired over 800 seasoned and skilled veterans into this management program at locations across the system, including Fort Worth, TX.

- skilled craft positions (mechanics, electricians, metals workers, heavy equipt operators, etc....

Does your company observe Veterans Day?

- Yes
- No

If so, check all that apply.

- Paid holiday for all or most employees
- Paid holiday for veteran/reservist employees
- Ceremony or event to recognize veteran/reservist employees
- Other recognition for veteran/reservist employees

Other

oFall 2009- Mr. Matt Rose, BNSF Railway's Chairman and CEO began sending personal letters of appreciation annually, to all BNSF Veteran employees in observance of Veterans Day. Additionally, each veteran will receive the newly crafted BNSF Veterans Lapel Pin. This military program initiative in know as BNSF's annual "Veterans Recognition Program".

Is your company involved in any programs to prepare service members for civilian careers?

- Yes
- No

If so, how is your company involved?

- Assisting with classes/workshops organized by the military Transition Assistance Program or Army Career and Alumni Program
- Assisting with classes/workshops organized by veterans service organizations
- Participating in the Secretary of Defense Corporate Fellows Program
- Participating in the American Corporate Partners program

Other

.....

Is your company involved in any efforts/programs to promote the hiring of veterans in the business community?

- Yes
- No

If so, please describe your company's involvement.

- care packages
- Donations
- Annual support the troops Train rides across the USA
- and more...

Does your company make any special accommodations for employees who are military spouses?

- Yes
- No

Is your company involved in any other military or veterans' causes or organizations?

- Yes
- No

If so, please list the organizations and describe the nature of the company's involvement.

BNSF Provides financial assistance to military families on a case by case basis, to financially support deployment and welcome home receptions and comfort gatherings for the families of deployed military and to provide financial support for the Welfare and Relief projects of the units assigned in North Texas and other states across America. In addition, the Foundation supports the soldiers that have been wounded in battle and that are recuperating at military hospitals in Texas.

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Section 3 of 4: Reserve policies

Has your company signed a Statement of Support with the Employer Support of the Guard and Reserve, the Defense Department agency that promotes cooperation between reservists and civilian employers?

- Yes
- No

Has your company received any awards from the Employer Support of the Guard and Reserve?

- Yes
- No

If so, please check all that apply.

- Patriot Award
- Above and Beyond Award
- Pro Patria Award
- Freedom Award

Is there anything else you would like to tell us about your company's involvement in ESGR?

•In February 2006, BNSF renewed its longstanding commitment to those serving in the National Guard and Reserve by becoming the first railroad to sign a Five-Star Statement of Support with the National Committee for Employer Support of the Guard and Reserve (ESGR). BNSF was also recognized by Employer Support of the Guard and Reserve (ESGR) for efforts "Above and Beyond" in support of our citizen-soldiers including the Patriot Award, NOV 2005.

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- BNSF has a 'Patriot Award' program for BNSF Veteran employees who wish to recognize their supervisors

many of BNSF Employees are ESGR Volunteers

Does your company have any policies to accommodate or support reservists fulfilling their reserve duty -- typically one weekend a month, two weeks a year?

Yes

No

If so, please describe them.

NATIONAL GUARD / RESERVE:

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Fall 2009- BNSF began its Veteran Blue Star Gold Star Banner program sending the appropriate blue or gold star flag of recognition to every family of each of deployed employee service member who has answered the call to service in support of the Global War on Terrorism. Additionally, the appropriate flag is sent to the veteran employee's place of work, and displayed for co-workers to remember until the employee returns.

Does your company have any policies to accommodate or support reservists called to active duty?

Yes

No

If so, what best describes them?

Pay

Benefits

Personal support

Reservist pay

What best describes your company's pay for eligible activated reservists?

- Their full civilian pay, in addition to their military pay
- The full difference between their civilian pay and their military pay
- A percentage of the difference between their civilian pay and their military pay
- A combination of full and differential pay

Is there any limit on how long activated reservists receive differential pay?

- No limit

Limit:

.....

How is the differential pay calculated?

The full difference between their civilian pay and their military pay

Are reservists who volunteer for active duty eligible for continued pay?

- Yes
- No

Is there anything else you would like to tell us about your company's pay policy for activated reservists?

-15 days of make-whole pay for annual training and drill duty
- duration for OIF/ OEF / OND Deployments

Reservist benefits

What benefits does your company offer activated reservists? Check all that apply.

- Medical insurance
- Life insurance
- Promotion opportunities
- Pay raises
- Profit sharing
- Retirement fund contributions
- Sick days
- Vacation day accrual

Other

. BNSF offers enhanced and extended benefits for employees called to active duty, including make-whole pay and continued health care. In addition, the company goes above and beyond offering 15 days of make-whole pay for annual training and drill duty. More than 100 BNSF employees currently serve on active duty in support of the Operation Iraqi Freedom, Noble Eagle or Enduring Freedom. Over 3,000 BNSF employees have been activated since Sept. 11, 2001, with over 2,500 being in support of recent campaigns in Iraq and Afghanistan.

Does the medical insurance cover dependents?

- Yes
- No

Is there any time limit on medical coverage?

- No limit

Limit:

.....

Does the life insurance cover dependents?

- Yes
- No

Is there any time limit on life insurance coverage?

- No limit

Limit:

.....

Are reservists who volunteer for active duty eligible for these continued benefits?

- Yes
- No

Are there any other restrictions on who is eligible for continued benefits?

Per BNSF Military Leave of Absence Policy

Reservist support services

What kinds of support services does your company offer activated reservists and their families? Check all that apply.

- Financial assistance
- Contact with and personal support for the family
- Contact with and personal support for the service member
- Farewell and/or welcome home events
- Programs or policies to ease reintegration
- Paid time off before or after deployment (in addition to regular vacation days)

Other

Paid and UnPaid Leave of Absence

Are reservists who volunteer for active duty eligible for these support services?

- Yes
- No

Are there any other restrictions on who is eligible for these services?

Per BNSF Military Leave of Absence Policy

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

BNSF RAILWAY COMPANY

Headquarters

FORT WORTH, TX

Number of U.S. employees

approx 38,000

Number of worldwide employees

approx 38,000

Fiscal 2010 revenue

16.8B

Website

<http://bnsf.com>

Employment website

<http://bnsf.com/careers/>

Please describe your company's products and/or services briefly.

Transportation Industry

BNSF is a critical link that connects consumers with the global marketplace. For more than 160 years, BNSF has played a vital role in building and sustaining this nation's economy.

Please check this box to confirm that you answered these questions accurately and to the best of your ability.

I have answered these questions accurately and to the best of my ability.

Click here to review your answers or print a copy for your records before submitting. Just be sure to return to this page and click "Submit."

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