

**G.I. JOBS**<sup>®</sup>

Civilian Career Guide for Military Job-Seekers

**BNSF**  
RAILWAY

2007 **TOP 50**   
**MILITARY  
FRIENDLY  
EMPLOYERS**<sup>®</sup>

**TOP 50**  
**MILITARY FRIENDLY**  
**EMPLOYERS**<sup>®</sup>



**G.I. TOP 50**  
military friendly employers 2007  
2005 • 2006 • 2007

BNSF Railway ranked  
No. 1 in this year's Top 50  
Military-Friendly Employers® list.



"We recognize and appreciate the sacrifice and service not only of the citizen-soldiers who are members of Team BNSF, but of all of America's heroes who have answered the call to serve and defend our country."

- Matthew K. Rose  
Chairman, President and CEO  
BNSF Railway

# HIRING America's Veterans

It's not what they've done for America,  
it's what they do for American business.

by Anita Doberman & Joshua Hudson

**H**iring ex-military is patriotic, but that is not why corporate America loves them. As a general rule, corporate America has one ultimate bottom line: the bottom line. So it is not surprising that the trend in corporate military hiring continues to rise. Like an Ivy League diploma or a recommendation from a trusted colleague, military service is shorthand for "quality experienced employee."

#### The Bottom Line

Military service means technical experience in critical skills: leadership, problem solving, project management and adaptability. Perhaps most of all, successful completion of military service is an indicator of commitment and trust.

There's no padding here. Many companies understand the worth of military experience, but this year's Top 50 Military-Friendly Employers® are the "best

of the best." Firms earning more than \$1 billion in annual revenues were surveyed and demonstrated strong military recruiting efforts, high percentage of new military hires, and instituted policies for National Guard and Reservists. Approximately 2,500 companies were considered: 2 percent made the list.


On October 15, 2007, Kathleen Casey-Kirschling – America's first official baby boomer – applied for social security. This is the first in the wave of 80 million at a rate of 10,000 a day over the next few decades. Combine that with continuing economic expansion and it is clear to see that the demand for talent is rising while the quality and quantity of the workforce is shrinking. Now and into the future, military experience will be one of the indicators to employers of proven quality and performance.

Our Top 50 represent companies that span coast to coast, such as perennial Top 50 performers BNSF and Union Pacific.

And like their geographical diversity, no one industry dominates.

Connie McLendon, military staffing manager for BNSF said, "We have worked hard to increase our outreach to members in transition from military to civilian work. Just to be among the Top 50 Most Military-Friendly Employers® is an honor."

BNSF ranked No. 1 in *G.I. Jobs'* Top 50 Military-Friendly Employers® 2007. The company recognizes the talent associated with military service.

"Military employees are mission-focused, highly-skilled, motivated, and possess unique experiences and technical knowledge," said McLendon. "BNSF recognizes that military candidates embody essential core competencies at BNSF: leadership, teamwork and the ability to perform safely in a fast-paced, dynamic environment." 

"Approximately 2,500  
companies were considered:  
2 percent made the list."



It All Moves  
Through Me.



At BNSF, we believe hiring those with military service is good for veterans, good for business and good for America.

We salute your service, value your skills and welcome your unique experiences. If you are ready to continue to serve the nation – in a whole new way, you're ready to join BNSF Railway.

**Operations • Engineering • Mechanical**

What Moves You?  
[bnsf.com/careers/military](http://bnsf.com/careers/military)



Ranked #1 – Most Military Friendly Employer – 2007



2006 Freedom Award Recipient



BNSF is an EEO/M/W/D/V/Military Friendly Employer. We welcome and encourage diversity in our workplace.

# From Planes to Trains

Airman turns military know-how into BNSF Railway success.

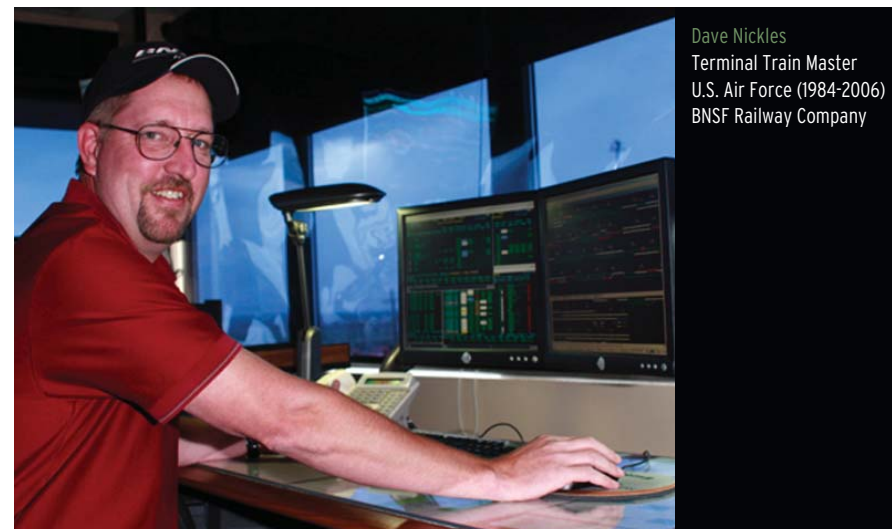
by Warren Duffie

**A**s an Air Force air transportation specialist, Dave Nickles mastered the art of moving large groups of people and supplies on and off massive cargo planes. As a civilian, he transferred that skill into a rewarding career as a terminal master.

“You would think there’s a big difference between cargo planes and the railroad,” said the former senior master

sergeant. “However, the systems are very similar. The only real difference is that coal moves slower than people.”

Nickles, 42, is a terminal train master for BNSF Railway Company. He oversees the rail yard in Alliance, Neb., one of the company’s most important hubs. Each day, the yard sends nearly 80 trains through the open-pit mines of the “Coal Loop,” which winds through South Dakota and Wyoming.



Dave Nickles  
Terminal Train Master  
U.S. Air Force (1984-2006)  
BNSF Railway Company

## Vets on the Railroad

Leadership is the main reason BNSF actively seeks military veterans. Operating one of America’s largest railroad networks – 32,000 miles over 28 states – the company hauls more grain than any other U.S. railroad and enough low-sulphur coal to generate 10 percent of the country’s electricity.

BNSF recognizes that a large key to its success is because of veteran muscle. Named No. 1 for 2007 *G.I. Jobs* Top 50 Military-Friendly Employers®, the railway has long partnered with the Tran-

sition Assistance Program (TAP), Army Career and Alumni Program (ACAP), and Family Support Centers.

“Available positions include management, track maintenance, mechanics, diesel engine mechanics, and electricians. But even veterans with non-technical backgrounds can do well as conductors,” said Connie McLendon, BNSF’s military staffing manager.

Conductor salaries average \$67,000 annually. BNSF sees a direct benefit to military leadership skills and appreciates

## The Nickles File

**Highest Rank Held:**  
Senior Master Sergeant (E-8)

**Education:**  
Air Transportation training, Sheppard Air Force Base, Texas  
A.A. in Logistics Management, Community College of the Air Force

**Experience:**  
22 years, U.S. Air Force

### Chronological Résumé

2006 - Present  
Terminal Train Master, BNSF Railway Company, Alliance, Neb.

1984 - 2006  
U.S. Air Force  
Served in Japan, Arkansas, Korea, Illinois, Washington, and Diego Garcia (B.I.O.T).

### The Daily Grind

0530  
Arrive at work, review e-mails and general notices, and go over previous shift’s communications.

0600 - 0645  
Plan arrival and departure of trains.

0645 - 1700  
Execute daily plan through meetings and conference calls.

1700 - 1730  
Prepare the day’s information for the next shift operator.

1730  
Go home.

the training in self-reliance, attention to detail and organization skills that come with a military background.

One of the company’s premier offerings is the Experienced First Line Supervisor (EFLS) program – an intense leadership initiative that trains new employees hired from outside the company to manage railroad workers. EFLS encompasses a variety of departments, including transportation, engineering, and mechanical.

EFLS lasts a rigorous six months and comprises three parts. First, new hires attend a corporate orientation at BNSF’s Fort Worth, Texas, headquarters, where

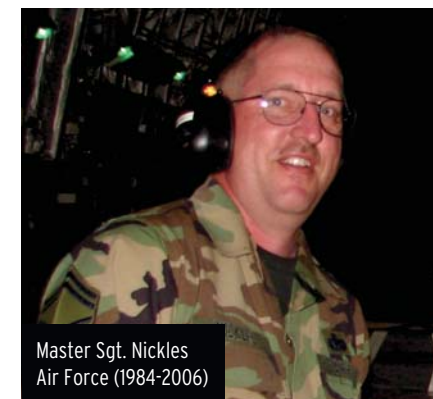
they learn about company culture and rules. Afterwards, they attend technical training in Overland Park, Kan. – studying railroad terminology, federal safety regulations, and personnel management, to name a few. Finally, all of this is followed up by on-the-job training with a mentor.



Master Sgt. Nickles forward deployed to the Middle East.

## From the Midwest to the Military

An Iowa native, Nickles enlisted in 1984. After basic training, he attended technical school at Sheppard Air Force Base, Texas. He was stationed in Japan, Arkansas, Korea, Illinois, Washington, and Diego Garcia (B.I.O.T). Nickles participated in Operations DESERT STORM, Operation RESTORE HOPE in Somalia, Operation ENDURING FREEDOM and IRAQI FREEDOM, and disaster relief efforts in Florida and California.



Master Sgt. Nickles  
Air Force (1984-2006)

In 2006, Nickles made the decision to retire and spend more time with his family. As he prepared for his transition class, a buddy of his told him to check out the BNSF material while taking his course.

“He said that BNSF was hiring and looked like a good place to work,” Nickles said. “I always liked the railroad, and it looked like a way to keep my transportation skills intact while learning about another aspect of the business.”

Nickles applied with BNSF in June 2006, and was hired that August. He entered the EFLS program that October.

“I have to say that my transition was pretty much perfect,” Nickles said. “There were no problems at all. One great thing is that my pay went up.”

“The company looks to military veterans because of our leadership skills,” he continued. “BNSF trusts us to get the job done, and there is no need for micromanagement.”

### Nickles’ Advice:

- **Start preparing early.** “Develop your network. Figure out where you want to work and live. This will remove a lot of uncertainty from the transition.”
- **Use TAP.** “You’ll be exposed to a lot of useful information that will make your life so much easier.”
- **Brag about yourself.** “Sell yourself to a company. Stress what you can bring to the table.”



### Company Quick Stats

Company: BNSF Railway Company  
Headquarters: Fort Worth, Texas  
Number of Employees: 40,000  
2006 Revenue: \$15 billion  
Web site: [www.bnsf.com](http://www.bnsf.com)

### What Lynch loves about his job:

- The challenge of meeting company goals.
- The company makes you feel like you’re part of a close-knit team, much like the military.

### Did you know?

Nickles’ buddy was the last buck sergeant in the Air Force.





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[www.bnsf.com/careers/military](http://www.bnsf.com/careers/military)




**T**he history of this year's Top 50 champion is part of the history of the United States. BNSF Railway Company goes back more than 150 years, and today's BNSF is a product of merger or acquisition of more than 390 different railway lines.

BNSF (formerly the Burlington Northern and Santa Fe Railway) is headquartered in Fort Worth, Texas, with 32,000 miles of lines that traverse the country. The railway boasts more than 40,000 employees and between 6,000 to 6,300 locomotives, with an average of 220,000 freight cars moving on the rails any given time.

The list of goods that BNSF moves in a year is as lengthy as it is impressive: 10 percent of America's electricity output comes from coal hauled by BNSF; 10 percent of new cars in America move on BNSF lines; enough lumber to build half a million homes; more than 5 million truck containers; and the list goes on.

Military staffing at BNSF is managed by Connie McLendon. She, and BNSF, are committed to recruiting those with military experience.

"BNSF recognizes the talent associated with military service," she said. "Those with military experience are mission-focused, highly-skilled, motivated, and possess unique experiences and technical knowledge. The military candidate embodies the core competencies essential at BNSF: leadership, teamwork and the ability to perform safely in a fast-paced, dynamic environment."

BNSF's commitment to the military is demonstrated in their policies for Guard and Reserve employees. In 2006, the company received the Secretary of Defense's Employer Support of the Guard and Reserve Freedom Award. The award recognizes BNSF for going "above and beyond" in support of our nation's citizen-soldiers, with its annual Uniformed Services Employment and Reemployment Rights Act training; welcome home celebrations for employees returning from deployment; as well as its commitment to hiring military. What's more, BNSF offers enhanced

and extended benefits for those employees called to active duty.

The company offers make-whole pay, augmenting drilling pay to match their normal paycheck and allows for 15 days of drill time without requiring the use of vacation time. Currently, there are more than 150 BNSF employees forward deployed for the Global War on Terror. Over 750 employees have been called up since September 11, 2001.

McLendon suggests service members take advantage of current military programs offered that will give them an edge in the civilian employment market before they separate. She points to programs that help writing résumés, honing interview skills and learning job search techniques.

"Military people often sell themselves short on their résumés," she said. "Focus on measurable accomplishments rather than responsibilities held. Some résumés are generic descriptions of jobs and



Connie McLendon

responsibilities, without describing the "value added" accomplishments tailored achieved in that job."

By the end of the year, BNSF seeks to fill approximately 100 positions in our mechanical department. The mechanical department is responsible for the inspection, maintenance and repair of locomotives and railcars. The pay is competitive. For example, in Lincoln, Neb. BNSF is recruiting journeyman machinist (Tool and Die) candidates. This position has an entry level salary of \$21.44 per hour, which does not include BNSF's generous benefits packages. Machinists analyze specifications, and operate CNC lathes and/or milling machines, read a micrometer and use other machine shop tools. BNSF is also hiring diesel engine mechanics, electricians, electronics technicians, railcar repair workers, pipefitters and shop laborers.

From operations managers to mechanics to track maintenance workers, BNSF is looking for employees with a variety of skills and experiences to work on their railway. 