

G.I. JOBS®

Your Guide To Post-Military Success

2008 **TOP 50**  **MILITARY FRIENDLY EMPLOYERS**®

TOP 50 MILITARY FRIENDLY EMPLOYERS®

HIRING AMERICA'S VETERANS

Veterans are needed now more than ever. BY JOSHUA HUDSON

The price of gas and food is rising, and there are real concerns how troubles on Wall Street will affect Americans on Main Street. The news has put the concerns of the economy on the front page, yet the predictions by the Bureau of Labor Statistics show unprecedented growth in the demand for qualified employees in corporate America. For the companies on this year's "Top 50 Military-Friendly Employers®" list, searching for the best this country has to offer is simple: look at the wealth of talented, educated and experienced in the world's best job training program – the U.S. Armed Forces.

"We believe candidates with military experience are an asset and present a competitive advantage," said Darryll Fortune, director of global public relations for Johnson Controls. He knows his company needs employees who bring ingenuity, a positive attitude, state-of-the-art training and experience to remain competitive in our global economy. That is why Johnson Controls recruits so heavily among military transitioners and is this year's No. 1 on the G.I. Jobs "Top 50 Military-Friendly Employers®" list.

While the economy may bring concern to the pocketbook, it has not deterred corporate America. This is when businesses challenge themselves toward greater success. These are times when business looks for employees with fortitude, attitude and spirit. This is when experience in BDUs translates well on a résumé.

The Top 50 list represents diverse industries and geographies. From railroads to microchips, from finance to utilities; the entire country is looking for veteran talent to keep our country moving forward.

Some of the Top 50 employers are perennial list makers; such as BNSF, Union Pacific and USAA, while others grace the list for the first time.

"Just to be among the Top 50 is an honor," said Connie McLendon, military staffing manager for BNSF, which has consistently ranked amongst the highest on the list each year. □

Headquarters: Fort Worth, Texas
of Employees: 40,000
2007 Revenue: \$15.8 billion
Web site: www.bnsf.com



BNSF
RAILWAY

BNSF Railway
Transportation (Railroad)
www.bnsf.com/careers/military

Last year's No. 1 Top 50 list maker, 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 in 28 states and two Canadian provinces with strong partnerships with short line and connecting railroads giving them access to greater North America. 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 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.

"At BNSF, we salute your service, value your skills and recognize the talent associated with military service," said John H. Wesley III, BNSF's military staffing manager. "Those with military experience are dedicated, 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 and its commitment to hiring military. What's more, BNSF offers enhanced and extended benefits for those employees called to active duty.

"Military people often sell themselves short on their résumés," said Wesley. "Focus on measurable accomplishments rather than responsibilities held. Some résumés are generic descriptions of jobs and responsibilities, without describing the 'value added' accomplishments tailored achieved in that job."

The mechanical department is responsible for the inspection, maintenance and repair of locomotives and railcars. BNSF is also hiring conductor trainees, diesel engine mechanics, electronics technicians, railcar repair (carman) 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. □



VETERANS FIND A HOME WITH **BNSF** RAILWAY

2007's No. 1 "Top Military-Friendly Employer®" avidly recruit's separating military.


by Joshua Hudson

As the cost of fuel continues to rise, the need for economical transportation of goods increases and the solution seems to be a refocus on the American railroad.

The railroad industry estimates it will create 80,000 American jobs over the next six years. It is one of the few industries that does not, could not and would not rely on overseas manpower to operate its trains and maintain its facilities and equipment. Working in the industry requires employees who understand the importance of mission, safety and dedication. That is why railroad companies such as BNSF want veterans. The military training develops more than just technical skills but also work ethic, dedication, team cooperation, safety awareness

and a "can-do" attitude that has been tempered like the steel of each rail.

BNSF Railway Company goes back more than 150 years, and today's BNSF is a product of mergers and acquisitions of more than 390 different railway lines. 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

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 

Matthew Rose • Chairman, President and CEO • BNSF Railway

Photographed by Nathan Payne, courtesy BNSF Railway



BNSF Railway

Headquarters: Fort Worth, Texas
 # of Employees: 40,000
 2007 Revenue: \$15.8 billion
 Web site: www.bnsf.com
 Employment Web site:
www.bnsf.com/careers/military

“The railroad industry estimates it will create 80,000 American jobs over the next six years. It is one of the few industries that does not, could not and would not rely on overseas manpower to operate its trains and maintain its facilities and equipment.”

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 requirements and screening for the railroad are intense, and it may take a large number of candidates to find one good hire. Their number of successful hires from among military candidates is significantly higher than the national average.

“BNSF recognizes the talent associated with military service,” said Connie McLendon, director of staffing for BNSF. “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.”

It is for that reason BNSF Railway works hard to find veterans to hire. It also ranked No.1 in *G.I. Jobs’* Top 50 Military-Friendly Employers® in 2007 and ranks highly on the list every year.

In addition, the company’s policies have earned them a Secretary of Defense “Employer Support of the Guard and Reserve Award” and BNSF aggressively support sits more than 750 employees who have been called to service in the Global War on Terror.

BNSF wants to fill positions in veteran-military talent in areas like their mechanical department. The 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 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.

At least some of the credit for BNSF’s success, and its strategy to hire military, can be attributed to the company’s Chairman, President and Chief Executive Officer, Matthew Rose. He became president and chief executive officer in 2000 and was elected chairman in 2002. In that time, military hiring and programs have increased significantly.

Born in Kansas, Rose worked as a brakeman and switchman for the Missouri Pacific Railroad while he attended college at the University of Missouri. His career has moved him through the transportation industry at all levels. It has given him a unique view of what makes his company work.

The success of the railroads is not in the muscle of diesel engines. Rose recognized, through direct experience, BNSF’s future was in taking care of its customers and finding the right talent pool to make that happen. It is the veterans at BNSF who help keep America’s goods pumping through the steel-railed arteries of this country and keep our economy alive.



G.I. Jobs interviewed Rose about the future of his industry and where veterans fit within the industry’s future.

GIJ: What is the state of the railroad industry today?

Rose: As the most fuel-efficient mode of land transportation, the rail industry has a bright future. Moving long-haul freight by rail can help reduce greenhouse gas emissions, reduce our dependence on imported oil and reduce highway congestion by moving trailers and containers by rail for the long haul.

GIJ: What are some of the challenges in the current economy for jobs?

Rose: Even though the consumer economy is somewhat soft, BNSF’s balanced franchise - we’re one of the largest grain haulers in North America and move enough low-sulfur, Powder River Basin coal to power one of every ten homes in the country - includes enough commodity business to keep us growing. We expect to hire about 1,900 union-represented employees and an additional 350 management employees this year, so we are continuing to provide significant employment opportunities even in a soft economy.

GIJ: With increasing prices for fuel, is there more cooperation or competition with the railroads to transport goods?

Rose: Railroads are the most fuel-efficient mode of land transportation, and trucking companies are finding that putting their trailers and containers on the railroad for the long haul helps them address not only fuel issues, but also driver availability, highway congestion and other issues. Railroads and trucking companies are partnering to a greater extent than ever before.

GIJ: Does the railroad industry suffer from recession or does it benefit?

Rose: About 40 percent of our business does not reflect the natural cycles of the economy, i.e. our bulk businesses. The other 60 percent of our business does cycle with GDP. As our economy slows down, however, there is more interest in moving more freight via rail due to costs. So, to look at it another way, while we are dependent on economic growth, the diversity of our business mix will allow us to remain strong during economic slow times.

GIJ: What does it mean to receive the Secretary of Defense Employer Support Freedom Award?

Rose: This is an important honor for BNSF and all its employees, including veteran employees. It is recognition not only of BNSF’s efforts to hire transitioning military but also to support its employees called to active duty in the service of our country. Support for the military extends from company policies to the efforts of individual employees and employee groups to show their support for members of the BNSF team who are serving our country.

GIJ: Why is it that BNSF has focused on veteran employees?

Rose: Those who wear our nation’s uniforms are mission-focused, highly skilled, motivated and possess unique experiences and technical knowledge. Military candidates embody the core competencies essential at BNSF: leadership, teamwork and the ability to perform safely in a fast-paced, dynamic environment. The way we see it, the military candidate is a great fit for a career at BNSF Railway. »»»

Matthew Rose
 Chairman, President and CEO • BNSF Railway



GIJ: Could BNSF achieve its level of success without the military-experience of its veteran workers?

Rose: Members of the BNSF team who have military experience are critical to our success. People with a military background tend to be a very good fit. We consider ourselves fortunate that so many transitioning military have chosen to continue their careers with BNSF Railway.

GIJ: You have been CEO for eight years; what policies have you changed to reflect the need to hire more military workers?

Rose: Policy changes have been a team effort – not just the actions of a single CEO. We have made an effort to raise our visibility among those transitioning from the military.

GIJ: What does it mean to be ranked the No. 1 “Top Military-Friendly Employer®” by *G.I. Jobs*?

Rose: This great honor signifies the commitment by the 40,000 members of the BNSF team to the support of the team members who have been called to military service as well as the members of the military who are becoming members of our team. It is reflective of the pride we take in our support of the military.

GIJ: You have had about 1,000 employees called to duty since 9/11; how do you deal with that? Does it discourage you that so many employees could walk out the door for a year or more?

Rose: We’re pleased to make arrangements for the return of our employees called to active military service, and we believe they return with a renewed commitment to serving our customers and moving the commerce of the nation and the world.

GIJ: Why do you think it is important to keep activated military on “whole-pay” and increased health care benefits? Doesn’t that cut into operating costs and hurt the company? Why is that so important to BNSF?

Rose: The added costs of making whole our employees who serve their country pales in comparison to the burden they are shouldering to keep America safe and secure. It is our privilege to maintain their salary and benefits while they are serving our country.

GIJ: What are some of your military-friendly programs at the company?



“We’re pleased to make arrangements for the return of our employees called to active military service, and we believe they return with a renewed commitment to serving our customers and moving the commerce of the nation and the world.”

Rose: BNSF offers enhanced and extended benefits for those employees called to active duty in the war on terrorism, including make-whole pay and sustained health-care and other benefits. In addition, we offer fifteen days of make-whole pay for annual training and drill duty.

GIJ: What new technologies will change how people work?

Rose: Technologies that will change the way people work include wireless connectivity among people and locations, as well as the application of GPS technology to improve the safety of rail operations. In addition to our Hy-Rail Limits Compliance System, which warns hy-rail operators and dispatchers when hy-rail operators are nearing the limits of their track occupancy authority, we are also developing the Electronic Train Management System, which applies similar GPS technology to provide a safety overlay for train operations.

GIJ: What is the number one advantage of working in the railroad industry?

Rose: The railroad industry offers stability and the satisfaction of knowing that our employees play a role in keeping the commercial lifeblood of the nation and the world flowing.

GIJ: What does BNSF offer that other companies do not?

Rose: BNSF offers the opportunity to be part of what is generally acknowledged to be the leading team in the railroad industry, as well as an opportunity to exercise and develop the leadership and technical skills that have been learned as a member of the military.

GIJ: Railroad retirements are always talked about when people consider rail work; what is so unique about retiring from the railroad industry?

Rose: The Railroad Retirement system offers not only benefits equivalent to Social Security – the so-called Tier I benefits – but also Tier II benefits, which were established to take the place of private pensions offered by other employers. In addition, BNSF offers employees the ability to participate in 401(k) plans through which they can establish and contribute to their own retirement savings.



VETERAN TALENT

by Warren Duffie

As a mechanic and aviation tech, former-gunnery sergeant Keith Thomas spent 20-years in the Marine Corps keeping the “hoorah” tanks and C-130s operating at battle-ready efficiency. While that diversity of mechanical talent certainly looked impressive on a résumé, it was the “get it done” attitude that attracted military staffing manager Connie McLendon’s eye and why he was asked to join BNSF’s team.

“When I was stationed at Camp Pendleton, preparing to leave the military,” said Thomas, 39. “She told me about her company and how I would be a good fit. I told her I didn’t know anything about railroads or trains, and she said, ‘You’ve supervised people, right? You can be a leader with us.’”

Today, Thomas is glad he took McLendon’s advice. He joined BNSF’s “Experienced First Line Supervisor (EFLS)” program - an intense leadership initiative that trains new employee managers. Thomas works in the signal division of the engineering department and supervisors around 20 signal mechanics and operators.

Based at a railroad yard in Lincoln, Neb., Thomas begins his day at 0645, reviewing the previous shifts logs and communications. He then spends the rest of his day overseeing the maintenance schedules of his staff over several hundred miles of track.

“My military training has been crucial in my development here,” he said. “As a former mechanic, I can understand the technical side. But I also spent three years as a recruiter, so that’s helped me interact with my signal crew. I’ve been able to earn their respect.”

Respect for military talent is what BNSF has in abundance. Operating one of America’s largest railroad networks and one cornerstone of its success is veteran experience. BNSF has long partnered with the Transition Assistance Program (TAP), to recruit veterans. Some positions include management (like Thomas), track maintenance, mechanics, diesel engine mechanics, and electricians. But even veterans with non-technical backgrounds can do well as conductors. Conductor positions, averaging \$67,000 annually, “can be for a young Soldier who did four years in the infantry who may not have the mechanical skills, but has the leadership, attention to detail, self-reliance, organization and planning skills,” said McLendon.

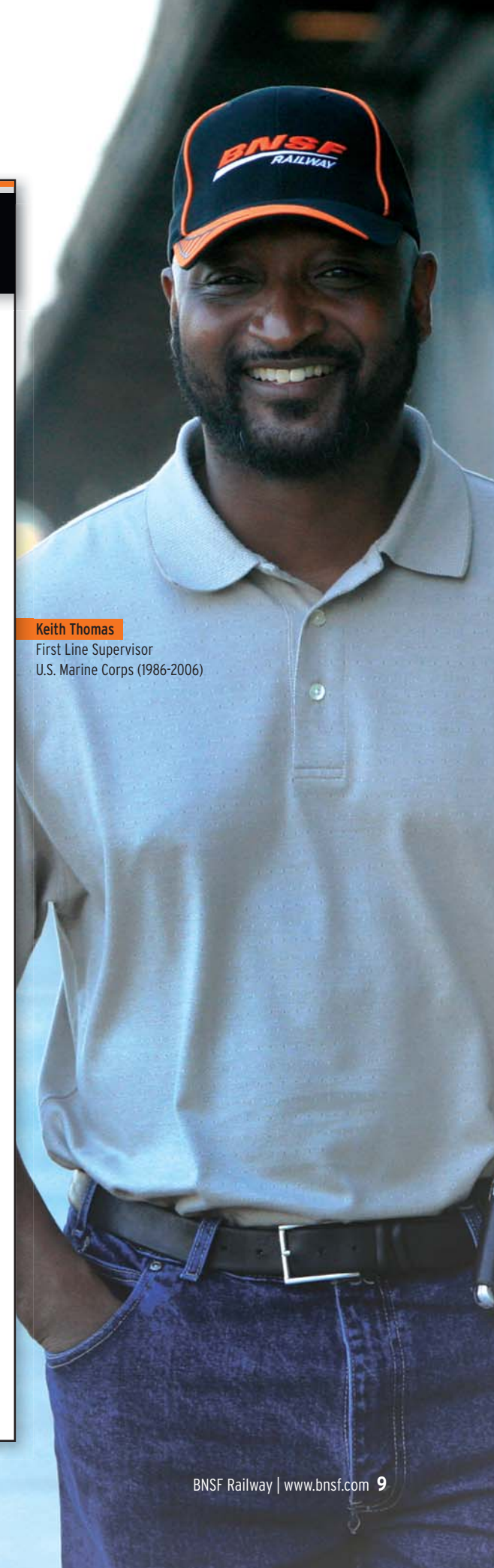
Salaries for those in the EFLS program range from \$56,160 to \$62,400 base, with bonus potential.



Connie McLendon
Director of Staffing
U.S. Navy (1984-1988)

Thomas started preparing early for his transition into the civilian world.

“When I attended TAP classes, I saw too many people with only a couple of months left on their enlistments. Give yourself at least a year,” said Thomas. “You’d be surprised at what you might qualify for. Look at me. I never dreamed of working for the railroad.”



Keith Thomas
First Line Supervisor
U.S. Marine Corps (1986-2006)



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.

What Moves You?

bnsf.com/careers/military

Management
Conductor Trainee
Diesel Engine Mechanic
Electrician
Electronics Technician
Heavy Equipment Mechanic

Machinist (Tool & Die)
Railcar Repair Apprentice
Telecommunications
Track Maintenance
(Laborer, Truck Driver & Welder)



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.