



MILITARY TIMES  
**EDGE**

Best for Vets: Employers 2012

## Best for Vets: Employers 2012

This document contains respondents between 1 and 1 inclusive.

## Company information

**What company do you represent?**

BNSF RAILWAY

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

- Yes
- No
- Not applicable

**Please BRIEFLY describe what your company does.**

BNSF Railway operates one of the largest railroad networks in North America. This network covers the western two-thirds of the United States. BNSF plays a vital role in the U.S. economy, hauling the products consumers use every day and the raw materials manufacturers need to make those products.

**Where are your headquarters located?**

Headquartered in Fort Worth, Texas

**What is your company's website?**

<http://bnsf.com/careers>

**Please estimate your company's fiscal year 2011 revenue. (Enter your response as a numeral, such as "\$20,000.")**

\$ 0

**About how many people do you employ?**

40

## Section 1 of 4: Hiring and Recruiting

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

- Yes
- No

**If so, what strategies does your company use to recruit veterans? Check all that apply.**

- 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 is able to link high-performing and highly capable veterans with meaningful and challenging careers by partnering with over 400 Army Career Alumni Programs (ACAP), Family Support Centers Transition Assistance Program Centers (TAP), select Department of Labor (DOL) Workforce Centers, National Guard and Reserve Bureaus both nationwide and abroad.

**How many military job fairs did your company attend in fiscal 2011?**

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

**Other**

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

Website

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

**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

**How many of those employees are veterans themselves?**

Number

1

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

- Yes
- No

**If so, who receives this training? Check all that apply.**

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

Other

All officers at BNSF

### How often?

- Once
- Annually
- Biannually
- Quarterly

Other

.....

### How do you give veterans extra help during your hiring process? Check all that apply.

- 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
- We do not give veterans special consideration in hiring.

Other

BNSF has an exclusive military staffing program with a full-time employee and a career Web site that are dedicated to military staffing. John Wesley dedicates 100% of his time and resources to connecting service members in transition to career opportunities with BNSF Railway

### 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 2011?

- Do not know
- Do not disclose

Number

5,475 total new hires

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

- Do not know
- Do not disclose

Number

1339 (24%) Vets

**Did half or more than half of all veteran hires in fiscal year 2011 receive a signing bonus?**

- Yes
- No

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

- Do not know
- Do not disclose

Number

190 (14%)

**Does your company dedicate any effort and resources specifically to hiring disabled veterans? If so, what strategies does your company use? Check all that apply.**

- 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 veterans 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?**

BNSF has a strong military recruiting program with a long tradition of hiring veterans. In 2005, we hired 756 veterans (17% of all hires). In 2006, we hired 1016 veterans (21% of all hires). In 2007, we hired 740 veterans (29% of all hires). In 2008, we hired 520 veterans (22% of all hires). In 2009, we hired 84 veterans (16% of all hires). In 2010, we hired 243 veterans (16% of all hires). Overall, BNSF has hired more than 4000 veterans since 2005. BNSF currently employs 6,000 plus veterans, which equates to approximately 16 percent of its workforce. In 2011, BNSF hired more than 1330 Veterans (24%)

#### BNSF policies and practices that go "ABOVE AND BEYOND" the laws of USERRA

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

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.

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).

#### BNSF veteran programs and initiatives

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.

Annual Veteran's Day recognition program - BNSF chairman and chief executive officer Matt Rose sends personal letters of appreciation to every veteran employee (1st year included the new BNSF veteran lapel pin).

Patriot Award Program - is a way for BNSF veteran employees who are called to serve in active military duty to recognize and thank their supervisors for their support

#### RECOGNITION

•In 2012, BNSF was named a finalist for the CivilianJobs.com. (MVE) "Best for Vets" award and has ranked in the top 10 since its start in 2009. CivilianJobs.com. (MVE) is awarded annually to top employers whose recruiting, training and retention plans best serve military service members and veterans.

o2011 – BNSF Ranked #2

o2010 – BNSF Ranked #4

o2009 – BNSF Ranked #1

•In September 2011, BNSF was ranked #1 top employer on the Military Times "Best for Vets" list

•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 2009, the BNSF was recognized as Employer of the Year by the California Employers Advisory Council (CEAC), California Employment Development



•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 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:

\*Note Recognition is for the following year

o2011, #4

o2010, # 6

o2009 #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 Defenses' 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.

### Is your company a member of the Military Spouse Employment Partnership (MSEP) and/or Army Spouse Employment Partnership (ASEP)?

Yes, we participate in MSEP

Yes, we participate in ASEP

No, neither.

### Does your company have any other hiring programs 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?

BNSF is extremely dedicated to hiring veterans. With 2011 being a record year (our highest) for Veteran recruitment, we expect to exceed that in 2012.

## Section 2 of 4: Corporate culture

Approximately what percentage of your current U.S. employees have identified themselves as veterans? If you don't track or don't disclose this number, please leave the question blank.

18 %

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

Yes

No

If so, please describe them.

- ESGR briefing

- BNSF policies and practices that go "ABOVE AND BEYOND" the laws of USERRA

- BNSF offers enhanced and extended benefits for those employees called to active duty.

- make-whole pay and company-provided sustained health care benefits for the duration of the orders to include coverage for family members.

- 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).

BNSF veteran programs and initiatives

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.

Annual Veteran's Day recognition program - BNSF chairman and chief executive officer Matt Rose sends personal letters of appreciation to every veteran employee (1st year included the new BNSF veteran lapel pin).

Patriot Award Program - is a way for BNSF veteran employees who are called to serve in active military duty to recognize and thank their supervisors for their support

**Does your company have any training programs exclusively or primarily for veterans?**

- Yes
- No

**Does your company provide veterans mentoring from more senior employees?**

- Yes
- No

**If your company has an employee affinity or resource group specifically for veterans and/or reservists, which of the following services does it provide? Check all that apply.**

- Maintains a listserv to communicate veteran- and reservist-related news and information
- Maintains a website or intranet site for communication and networking among veterans/reservists
- Holds regular social and/or networking events for veterans/reservists
- Organizes military-related service projects
- Offers orientation help for new veteran/reservist hires
- Facilitates mentorship opportunities between veterans/reservists
- We do not have an affinity or resource group

Other

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

All included!

**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.**

Both skilled and non skilled craft positions are open and available for structured training and OJT

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

- Yes
- No

**If so, please describe the policy.**

BNSF Understands the value of those "Real world" skills and experiences that Veterans bring to our workforce! "That's enough"

**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

Annual Veteran's Day recognition program - BNSF chairman and chief executive officer Matt Rose sends personal letters of appreciation to every veteran employee (1st year included the new BNSF veteran lapel pin).

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

- Yes
- No

**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.**

The entire BNSF family, from Executives down, support and promote the employment of our veterans

**What accommodations does your company make for employees who are military spouses? Check all that apply.**

- Allow them to work off-site
- Provide transfer to another company branch if their spouse is transferred
- None

Other:

BNSF abided by the laws of USERRA

**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.**

Some of BNSF's top Executives are members on boards with military employment as the key initiatives

### **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.

•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 Defenses' 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.

BNSF is involved DAILY with our local ESGR partners. Additionally, several members of BNSF to include the Military Recruiter are ESGR Committee Members.

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

- Yes
- No

## What best describes your company's pay for reservists fulfilling their normal reserve obligations?

- Their full civilian pay while receiving 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
- The reservist is not paid by the company during annual training

## Is there any limit on how long reservists receive pay while attending training? Exclude vacation time.

- Less than two weeks
- Two weeks
- Three weeks
- One month
- More than one month

Other:

NONE! benefit is for the duration of service

**Please describe any other policies you have to accomodate reservists' regular commitments.**

BNSF policies and practices that go "ABOVE AND BEYOND" the laws of USERRA

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

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.

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).

**Does your company have any policies to accommodate or support reservists called to active duty? If so, what best describes them? Check all that apply.**

- Pay
- Benefits
- Social support
- None of the above

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

- Their full civilian pay, while receiving 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 company pay? Again, exclude vacation time.**

- One month or less
- Six months
- One year
- Two years
- Five years
- Unlimited

Other limit:

.....

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

- Yes
- No

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

BNSF policies and practices that go "ABOVE AND BEYOND" the laws of USERRA

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

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.

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).

**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

Extended Benefits for the Service member employee & their Family

**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?**

Regardless if service is voluntary or involuntary!

**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**

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

**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?**

na

**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."**

**&copy; 2011 Military Times EDGE Magazine**