

Union Pacific Railroad **Transportation**

▶ Union Pacific's history of supporting America's military goes all the way back to 1862, when Abraham Lincoln signed the Pacific Railway Act authorizing the construction of the transcontinental railroad, creating Union Pacific. A large number of Civil War veterans found employment with Union Pacific, first surveying the route and then laying the tracks to connect east and west.



QUICK STATS

- Headquarters | Omaha, Neb.
- # of Employees | 45,000
- 2008 Revenue | \$18 billion
- Web site | www.up.com
- Employment Web site | www.unionpacific.jobs

"We recognize there is a great importance in recruiting military personnel," said Barb Schaefer, Union Pacific senior vice president of human resources. "The qualities a veteran obtains while in the military are qualities Union Pacific looks for in a great employee."

While the global recession has forced Union Pacific to slow its overall hiring the last 12 months, the Recruiting Department has developed a new military task team to create and implement a



military recruiting plan. The company has maintained its contacts and relations with military personnel. For example, Union Pacific has continued its involvement at military transition offices, military education offices, ESGR, Reserve units, military panels, National Guard units, career fairs, information sessions, employer panels, résumé review assistance and serving on local military committees and boards.

"Our dedication to continue to honor our military men and women by providing them information on career opportunities at Union Pacific Railroad, combined with our professional approach to actively recruit them to our team, contributed to being named the most Military Friendly Employer®," Schaefer said.

Union Pacific operates 32,000 miles of track in the western two-thirds of the U.S. with 45,000 dedicated employees.

It took innovation and ingenuity to build the railroad, and nearly 150 years later Union Pacific continues to be the engine of change in the ground freight transportation industry. •



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Barb Schaefer
Senior Vice President
of Human Resources





CSX Corporation Transportation



differential pay based only on military base pay. Hazardous duty pay, housing allowance, separation pay and other additional pay for deployed military members are not calculated into the differential pay program. CSX provides differential pay and the continuation of benefits for up to 15 days a year for annual military training and for up to five years for state emergency duty and federal deployments in support of Operation Iraqi Freedom and Operation Enduring Freedom.



“We’re committed to hiring America’s veterans because their superior training, experience in logistics and ability to work in demanding, team-based environments make them real assets.”

Michael Ward
Chairman, President and
Chief Executive Officer

QUICK STATS

Headquarters | Jacksonville, Fla.
of Employees | 34,000
2008 Revenue | More than \$11 billion
Web site | www.csx.com
Employment Web site | <http://careers.csx.com>

▶ CSX actively seeks employees with service experience in the U.S. Armed Forces to join the company as it faces a promising future of strong growth and opportunity.

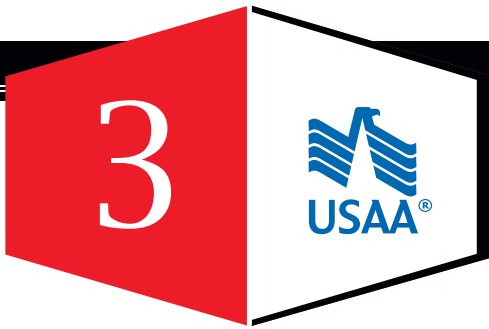
“We’re committed to hiring America’s veterans because their superior training, experience in logistics and ability to work in demanding, team-based environments make them real assets,” said Michael Ward, chairman, president and chief executive officer.

Nearly one in four new CSX hires is a veteran, as is one of every five employees. For employees continuing to serve in the National Guard and Reserve components of the Armed Forces, CSX has extremely competitive military benefits, such as

In 2009, CSX earned American Legion and Veterans of Foreign Wars Florida Employer of the Year awards, the ESGR “Above and Beyond Award” and is a past recipient of the ESGR Freedom Award, ESGR’s highest honor.

CSX has superb paid employee training at its Railroad Education and Development Institute in Atlanta. New employees obtain a foundation of skills to carry with them as they begin their career with America’s largest East Coast railroad. With nearly 48 percent of its work force expected to retire in the next nine years and the strong growth the company enjoys, CSX truly delivers the opportunity of a lifetime and is “How Tomorrow Moves.” •





USAA Financial Services Finance

▶ Throughout its 87-year history, USAA has played an important role in helping military families with their financial security, providing them with insurance, investments and banking products as well as financial planning and advice. The company is also one of the nation's top Military Friendly Employers®. USAA is consistently recognized for its commitment to hiring service members and recognizing the unique talents and valuable experience they bring to the work force.

USAA has ranked in the top 10 seven years straight for *G.I. Jobs'* Top Military Friendly Employers® award and is ranked No. 1 on *Military Spouse* magazine's Top 10 Military Spouse Friendly Employers 2009 list.



adamant about having employees with military experience at all levels of USAA," Robles said. "For more than 87 years, we've been dedicated to serving military families. To continue to do that well, we have to attract, develop and retain, not only people who have served in the military, but the best of those who have served.

"I recently met a job candidate who had just left the military, and when I asked him why he was interested in working for USAA, you know what he said? He said he liked that we always

place our core values of service, loyalty, honesty

and integrity front and center. He said that means something to him because 'any company that is driven by doing what's right and not by short-term profits and greed – that company is going to be successful.' What company in their right mind wouldn't try to hire people like that?" •

"Our board of directors and I are adamant about having employees with military experience at all levels of USAA. For more than 87 years, we've been dedicated to serving military families. To continue to do that well, we have to attract, develop and retain, not only people who have served in the military, but the best of those who have served."

Joe Robles
President/CEO
U.S. Army (1966-1994)



QUICK STATS

- Headquarters | San Antonio, Texas
- # of Employees | 22,200
- # of Members | 7.3 million
- 2008 Revenue | \$12.9 billion
- Web site | www.usaa.com
- Employment Web site | www.usaa.com/careers

The leadership traits, work ethic and shared experiences that come with having served in the military are valuable employee assets and a key strategy to USAA's success. This passion and focus comes directly from USAA's CEO Joe Robles, who enlisted in the Army and retired as a major general. His leadership ensures the entire USAA team understands the value military vets bring to the work force.

"Our board of directors and I are

BNSF Railway Transportation



▶ The history of one of this year's Top 100 champions 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 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 6,700 locomotives, with an average of 220,000 freight cars moving on the rails any given time.

Today, BNSF Railway plays a vital role for people around the world every day of the year – magazines are published on paper delivered by BNSF trains,

medicines are carried for distribution to hospitals and pharmacies, produce is shipped from farms to markets, 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 – the list is endless

Military staffing at BNSF is managed by John H. Wesley III. He and BNSF are committed to recruiting those with military experience and, as testament, were the voted No. 1 Military Friendly Employer® in 2007, and No. 2 in 2008 by *G.I. Jobs* magazine.

QUICK STATS

Headquarters | Fort Worth, Texas

of Employees | 40,000

2008 Revenue | \$18 billion

Web site | www.bnsf.com

Employment Web site | www.bnsf.com/careers/military

It is estimated that BNSF has about 8,000 to 10,000 veteran employees, about 20 percent of the work force, and has employed more than 75 veterans this year: 17 percent of all hires in 2009. Overall, BNSF has hired more than 3,090 veterans since 2005.

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



“At BNSF, we salute your service, value your skills, and recognize the talent associated with military service. Those with military experience are dedicated, mission-focused, highly skilled, motivated, and possess unique experiences and technical knowledge.”

John H. Wesley III
 Military Staffing Manager





ManTech International Corporation **Defense**

▶ ManTech International Corporation is a leading provider of innovative technologies and solutions for mission-critical national security programs for the intelligence community; the Departments of Defense, State, Homeland Security and Justice; the National Oceanic and Atmospheric Administration; the space community; and other U.S. federal government customers. In 2008, *BusinessWeek* magazine named ManTech one of the top 100 information technology companies in the world and Forbes.com ranked ManTech as one of the 400 best big companies in the nation.



“We actively and aggressively recruit veterans. Veterans have the technical skills and leadership qualities that we need to support our customers.”

Lawrence B. Prior
President & COO

QUICK STATS

- Headquarters | Fairfax, Va.
- # of Employees | 8,000
- 2008 Revenue | \$1.8 billion
- Web site | www.mantech.com
- Employment Web site | www.mantech.com/careers

“We actively and aggressively recruit veterans,” said Lawrence B. Prior, president and COO. “Veterans have the technical skills and leadership qualities that we need to support our customers. They also share our dedication to the mission, and a commitment to support our customer’s national security requirements, no matter how challenging the task.”

ManTech attends many career fairs that are targeted to veterans, participates in military-base career fairs around the world, and the company advertises for open positions on Web sites and in

publications that are focused on veterans. ManTech is fortunate that due to its excellent reputation both for performance and how it treats veterans, many personnel transitioning from the military actively seek out ManTech.

ManTech also shares recruiting efforts with the U.S. Army ReserveX, an innovative program that encourages candidates to seek opportunities at both organizations.

ManTech is very proud of the fact that *G.I. Jobs* magazine has named the company a Top Military Friendly Employer® for the last four years.

Due to ManTech’s growth, it has hundreds of openings and is currently looking for experienced professionals skilled in engineering, software/IT, and technical support areas such as electronics, logistics and satellite communications. •





Johnson Controls Automotive



tary backgrounds because they have been instilled with a commitment to safety, leadership, responsibility, problem solving and continuous improvement,” said Jan Zizzo, talent acquisition manager for Johnson Controls Building Efficiency business.

Zizzo feels military hires positively affect the company. Nevertheless, she reminds service members they must tailor their résumés and interviews for an audience that may not be familiar with military terms or jargon. They also need to translate their military experience and accomplishments into civilian terms.

“Getting things accomplished in the civilian sector deals more with relationships rather than influence based on rank,” she said. “You know how great your accomplishments are: don’t assume that a civilian hiring manager will immediately understand your impressive credentials without some guidance.”

The company’s Automotive Experience business unit provides innovative automotive interiors that help make driving more comfortable, safe and enjoyable. The Building Efficiency business unit offers products and services that optimize energy use and improve comfort and security. Through the Power Solutions business, Johnson Controls is the leading supplier of lead acid batteries for virtually every type of passenger car, light truck or utility vehicle as well as the leading independent supplier of hybrid battery systems. •



“We actively seek individuals with military backgrounds

because they have been instilled with a commitment to safety, leadership, responsibility, problem solving and continuous improvement.”

Jan Zizzo
Talent Acquisition Manager

QUICK STATS

- Headquarters | Milwaukee, Wisc.
- # of Employees | 140,000 globally
- 2008 Revenue | \$38 billion
- Web site | www.johnsoncontrols.com
- Employment Web site | www.johnsoncontrols.com/careers

► Johnson Controls (NYSE: JCI) is a global leader in automotive experience, building efficiency and power solutions. The company has 140,000 employees in more than 1,300 locations serving customers in 125 countries. Johnson Controls has expanded remarkably since Professor Warren Johnson founded the company in 1885 to manufacture his invention: the electric room thermostat.

G.I. Jobs named Johnson Controls No. 1 on the Top Military Friendly Employers® list for 2008.

“We actively seek individuals with mili-





Norfolk Southern Transportation

▶ Norfolk Southern actively recruits people with military backgrounds for careers in railroad operations and management. “Hiring America’s military veterans is one of the best business investments we make at Norfolk Southern,” said Cindy Earhart, vice president of human resources. “Veterans bring technical skills and work experiences that are a good match for a career in the rail industry, as well as the personal qualities that we value – leadership, flexibility, dedication and teamwork. We believe Norfolk Southern is an excellent place for military veterans to start their new careers.”



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Cindy Earhart
Vice President of Human Resources

QUICK STATS

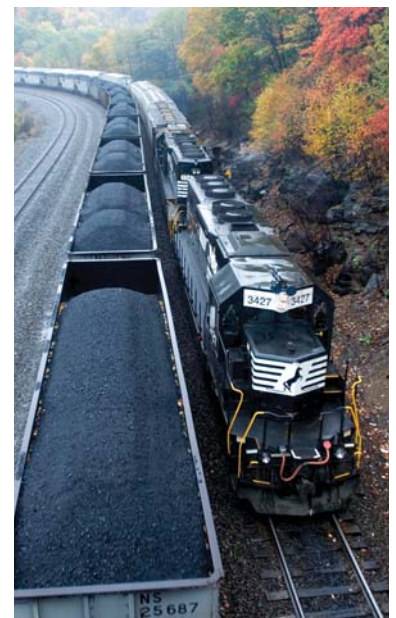
- Headquarters | Norfolk, Va.
- # of Employees | 30,709
- 2008 Revenue | \$10.7 billion
- Web site | www.nscorp.com
- Employment Web site | www.nscorp.com/careers

Norfolk Southern is military friendly, with 11 percent of its work force having previously served in the Armed Forces. The company has a full-time military recruiter who attends transition assistance events throughout the Eastern U.S. and participates in the Army’s PaYS recruiting program.

Norfolk Southern people are committed to a vision to be the safest, most customer-focused, and successful transportation company in the world. The skills, leadership experience and commitment to excellence that veterans bring to

the work force make them ideally suited to helping achieve that vision. Their work ethic is a good fit with Norfolk Southern’s SPIRIT values of safety, performance, integrity, respect, innovation and teamwork. Veteran employees efficiently and safely handle all aspects of freight railroading seven days a week, 24 hours a day in 22 states. For 20 consecutive years, Norfolk Southern has been the rail industry leader in workplace safety, an achievement that veterans especially relate to and appreciate.

Norfolk Southern values people who are dedicated to being on the job when called, executing their assignments safely and efficiently, and looking out for their personal and team safety. Veterans excel in working under these circumstances, and Norfolk Southern is proud to have them on the team. •





CINTAS Corporation **Diversified Services**



► Cintas Corporation provides highly specialized services to more than 800,000 businesses throughout the world. Cintas designs, manufactures and implements corporate identity uniform programs, and provides entrance mats, restroom supplies, carpet and tile cleaning, promotional products, first aid and safety products, fire protection services and document management services. The company operates more than 350 facilities in North America, Latin America, Europe and Asia, including four manufacturing plants and eight distribution centers.

“Cintas has a long-standing history of recruiting and employing military

men and women. We have found that they make some of our very best Cintas employee-partners,” said Scott Farmer, chief executive officer. “My father, who founded this company, was a lieutenant in the Marine Corps, so my family has a deep connection to our military men and women and we feel indebted to them for their service.”

Military men and women find compatibility in Cintas’ corporate culture. Cintas’ employee-partners are career-minded, tough-minded, and strong-willed. They exceed expectations. They work with



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Scott Farmer
Chief Executive Officer

QUICK STATS

- Headquarters | Cincinnati
- # of Employees | 30,000
- 2008 Revenue | \$3.8 billion
- Web site | www.cintas.com
- Employment Web site | www.cintas.com/hr/military.asp

enthusiasm, professionalism, honesty and integrity. They cherish their co-workers. They act with competitive urgency and are committed to hard work.

For the past 20 years, Sally Hart, Cintas’ national military recruiting director, has helped countless veterans translate their military experience to positions at Cintas.

“We find the military to be a great resource for frontline, hands-on leaders who are comfortable in an industrial environment,” Hart said. “Veterans understand the mission and value teamwork.”





Southern Company Energy

▶ With more than 4.4 million customers and more than 42,000 megawatts of generating capacity, Atlanta-based Southern Company is the premier energy company serving the Southeast.

As a leading U.S. producer of electricity, Southern Company is a driving force in environmental integrity and innovation, leading industry efforts to produce greener energy by expanding renewable options, developing clean coal technologies, championing energy efficiency and advancing new nuclear power.

Southern Company's culture of unquestionable trust, total commitment and superior performance called "Southern Style," coupled with the exchange of value between the company and its employees as outlined in the company's Employment Value Statement, represent the blueprint of the company's success.



QUICK STATS

- Headquarter | Atlanta, Ga.
- # of Employees | 26,000
- 2008 Revenue | \$17.1 billion
- Web site | www.southerncompany.com/military

Through a strategic work force development program, Southern Company actively recruits transitioning military, National Guard and Reserve members, as well as veterans of all service branches.

Military veterans and Reservists made up 26 percent of the company's new hires in 2009 as a result of strategic recruiting efforts, relationships with ACAP/TAP

offices, and the company's competitive pay and benefits package, which includes paid leave when called to active duty. Southern Company pays the difference between the employee's company salary and military salary. Holiday pay while on military leave also applies.

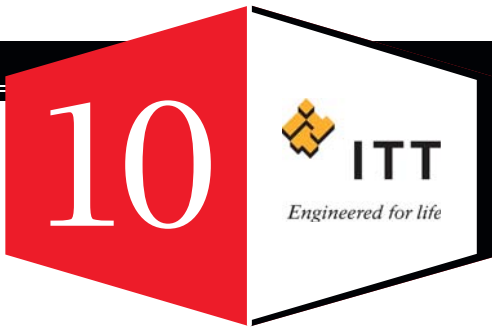
"Military veterans and Reservists have skills and a proven commitment to pride, duty, honor and discipline that mirror our Southern Style values," said David Ratcliffe, chairman, president and CEO of Southern Company. "All of that will add value to Southern Company's overall success. In return, Southern Company can offer military veterans and Reservists stability, opportunity and a supportive, challenging work environment where they can be successful." •



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David Ratcliffe
Chairman, President and CEO





ITT Corporation Defense

▶ ITT Corporation is a top 10 U.S. defense contractor with worldwide job opportunities working side by side with the military. The company's service support contracts are a good fit with the skills many veterans already have in team leadership, logistics, maintenance, computer systems, vehicle repair, contracts, electronics, communications systems, firefighting, airfield management, program management and many other areas. The dynamic nature of the business also provides excellent opportunities for advancement.



"A new contract may suddenly need hundreds of new employees, so it's a good idea to subscribe to job opportunities on our Web site."

Matt Venon
Employment Manager

QUICK STATS

Headquarters | White Plains, N.Y.
of Employees | 40,000
2008 Revenue | \$11.7 billion
Web site | www.itt.com

When John Bennett, now an employee at ITT, injured his leg in a combat helicopter crash while serving in the Army, his dream of lifelong military service came to an end. Looking around to see what to do next, he recalled the favorable impression he had of ITT's logistics and maintenance work for the military.

"I didn't have the best opinion of some contractors," Bennett remembers. "But ITT was different. It was obvious right away that they weren't there to make money off the government. They were there to help war fighters do their jobs." He started with ITT as a consultant, helping ITT develop proposals for military contracts, and he moved up

rapidly within the company. He now helps improve quality at 89 ITT program sites on five continents.

ITT's values of respect, responsibility, and integrity are a real draw for veterans. "An emphasis on values and a 'one team one mission' philosophy strongly appeal to those with military service," said Matt Venon, employment manager at ITT Systems Division. "We have a large number of veterans in our work force, and we value their experience because they know how to work with our military customer."

ITT Corporation's Systems Division is the company's largest employer of veterans and is continually pursuing new contract opportunities from Antarctica to the Middle East.

"A new contract may suddenly need hundreds of new employees, so it's a good idea to subscribe to job opportunities on our Web site," said Venon. •

