

# BNSF Railway Signs “5-Star” Statement of Support For the National Guard and Reserve

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Today, Feb. 14, the National Committee for Employer Support of the Guard and Reserve (ESGR), a Department of Defense agency, announced that BNSF became the first railroad to adopt a "5-Star" Statement of Support for the National Guard and Reserve. The statement was signed in Fort Worth by BNSF Chairman, President and CEO Matt Rose.

The "5-Star" Statement of Support confirms BNSF:

- Publicly demonstrates the company’s support for BNSF employees who serve in the National Guard and Reserve.
- Has reviewed its Human Resources policies to ensure compliance with the Uniformed Services Employment and Re-Employment Rights Act (USERRA).
- Has adopted polices and programs that are "Above and Beyond" the requirements of USERRA Law, and promotes training for supervisors to effectively manage employees who serve.
- Serves as an advocate for employee service in the National Guard and Reserve while continually promoting the mission of ESGR.

BNSF has a long-standing record of commitment to America’s men and women in uniform as well as its citizen soldiers. More than 400 BNSF employees have been called to duty in the armed forces since Sept. 11, 2001, and 195 BNSF employees were on active duty as of Jan. 31, 2006. BNSF offers enhanced and extended benefits to those employees called to active duty, including "make-whole" pay and benefits.

In 2005, BNSF was recognized by *GI Jobs* magazine as one of America’s Top 25 Most Military Friendly Employers. In 2005, BNSF hired more than 750 veterans and has dedicated resources to link interested service members in transition from military to civilian life with meaningful and challenging career opportunities ([bnsf.com/careers/military](http://bnsf.com/careers/military)).

"Less than 1 percent of employers of Guardsmen and Reservists in the United States have achieved the ‘5-Star’ level of recognition by the Department of Defense," said Elvin Schofield, Texas ESGR State Chair. "By signing the ‘5-Star’ Statement of Support, BNSF has fulfilled the requirements to be recognized by the Department of Defense as a patriotic employer who has set the standard of support for all employers in the State of Texas," Schofield added.

"BNSF is pleased to show its support for the Guard and Reserve by signing the ‘5-Star’ Statement," said Rose. "We recognize and appreciate the sacrifice and service not only of the citizen-soldiers who are



BNSF Chairman, President and CEO Matt Rose shakes hands with Caryl Hill, Chairman, Employer Outreach, Texas Committee, Employer Support of the Guard and Reserve, at the signing ceremony in Fort Worth, Texas.

members of Team BNSF, but of all of America's heroes who have answered the call to serve and defend our country since Sept. 11, 2001."

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