

# Ryder's Support of U.S. Military Service Members & Veterans Fact Sheet

## Ryder's Veteran Hiring Strategy

- Ryder has been a longtime supporter of hiring from the military.
- We are grateful to the men and women who make extraordinary sacrifices while serving our nation.
- As a leader in transportation and logistics, Ryder understands the unique work experiences of military personnel and values their inherent leadership qualities.
- The distinct logistical, mechanical, and management skills learned through military service are a great asset to Ryder's organization.
- Veterans are able help fill a variety of roles important to Ryder's operations, including diesel mechanics, professional truck drivers, logistics managers, and other professional support positions.
- We see great opportunities to actively recruit and fill open positions at Ryder with highly skilled military veterans.

## Ryder Veteran Employment Statistics

- From the start of Ryder's veteran hiring initiative in November 2011 to January 2020, we hired more than 9,200 Veterans.
- We have had 1,190 Veteran hires in YTD for 2019.
- Ryder has partnered with the U.S. Chamber of Commerce's Hiring our Heroes and *FASTPORT* to mentor current military members, give them an opportunity to learn about the trucking industry, and get more information about employment in trucking and working at Ryder.
- Since joining Hiring Our Heroes in November 2011, Ryder has increased the percentage of veterans in its 33,000+ employee U.S. workforce from 8 percent to 10 percent. The company has also more than doubled the amount of recently-separated veterans hired in that same time period.
- In 2014, Ryder became a corporate sponsor of Hiring Our Heroes' Fellowship program, a 12-week unpaid internship that provides Fellows—senior non-commissioned and junior to mid-grade officers—with experience in the civilian workforce while they transition out of the military, thus giving them the opportunity to sharpen their skills for future employment. Participating in the program gives Ryder extended exposure to each candidate and the opportunity to show these strong candidates what Ryder has to offer.
- Currently, there are several hundred Ryder employees who are actively serving in the National Guard and reserve.

## Veteran Hiring Initiatives at Ryder

- We provide a military hiring landing page (<http://www.ryder.com/careers/military-recruitment>) that serves to help veterans match their skills with open positions at Ryder.
- We renewed our commitment to participating on the Veterans Employment Advisory Council for 2019.
- On Veteran's Day 2015, Ryder launched its Veteran Buddy Program, pairing current Ryder employees who are military veterans with new veteran employees. The program is designed to

help ease the transition from military to civilian life, which can be a major challenge for recently separated veterans returning to the workforce.

- In July 2016, Ryder began a 12-week Diesel Technician Training Program in partnership with the U.S. Army at Fort Sill, OK. As part of the program, participating soldiers are provided with hands-on diesel technician training during their final 180 days of service, and upon completion, they are placed into a Level II Diesel Technician position at one of Ryder's nearly 800 service locations. Ryder expanded the 12-week Diesel Technician Training Program to also include Fort Riley, KS, in June 2017, to Fort Campbell, KY and Fort Stewart, GA in June 2019 and to Fort Carson, CO in July 2019. To date, 125 transitioning service members have taken jobs at Ryder.

### **Recent Veteran Recruiting Initiatives**

#### **Veterans Employment Advisory Council:**

- Ryder is a member of the Veterans Employment Advisory Council.
- The Council has been established as part of the U. S. Chamber's Hiring Our Heroes program, an initiative focused on enhancing collaboration between the public and private sectors to improve career opportunities for veterans.
- In addition to Ryder, the Advisory Council is represented by industry leaders such as Prudential and CVS Caremark on the Chairman's Circle, as well as 3M, Walmart, Union Pacific, TriWest Healthcare Alliance, Siemens, Seaton Corporation, RecruitMilitary, Navistar, Monster/Military.com, International Franchise Association, Hospital Corporation of America (HCA), Federal Express, Citigroup, and Chesapeake Energy.
- The Veterans Employment Advisory Council is committed to five fundamental principles: 1) hiring veterans and military spouses; 2) sharing best practices and adopting next practices for veteran and military spouse employment; 3) reporting measures such as job opportunities, interviews, and job placements; 4) providing mentors to help transitioning service members and military spouses and with the support of the Chamber's extensive grassroots network; 5) enlisting the commitment of thousands of small and medium-sized businesses across America to do the same.

#### **Department of Defense Employer Support of the Guard and Reserve (ESGR)**

- In August 2016, we renewed our commitment to the Department of Defense Employer Support of the Guard and Reserve (ESGR).

### **Employee Support and Recognition**

- Ryder's Military Leave Policy – Any Ryder employee who is a member of the U.S. Army, Navy, Air Force, Marines, Coast Guard, National Guard, Reserves, or Public Health Service is granted a partially paid leave of absence for military service, training, or related obligations in accordance with applicable law.

### **Awards**

- In August 2019 Ryder was designated 2020 Military Friendly Employer for Veteran and Military hiring and support.
- In June 2019 Ryder was recognized by the Navy Reserve for our support of our employees who are Reservists.
- In 2017, Ryder was honored with the **Lee Anderson Veteran and Military Spouse Employment**

**Award, presented by Hiring Our Heroes.** Ryder was selected for overall excellence in hiring and retaining veterans, transitioning service members, and military spouses.

- From 2013-2017, Ryder was named one of **Recruit Military's Most Valuable Employers (MVE) for Military**. The MVE recognition serves to help military-experienced job seekers and veterans identify the top employers to target for civilian careers. MVEs are selected annually from US-based employers like Ryder, whose recruiting, training and retention plans best serve military service members and veterans.
- In 2014, the Office of the **Secretary of Defense** honored a Ryder Manager of Vehicle Sales with an **Employer Support of the Guard and Reserve Award** for being a patriotic employer who contributes to national security and protecting liberty and freedom by supporting employee participation in America's National Guard and Reserve Force.
- In 2013, Ryder was recognized with the **VeteransPlus Foundations In Support of Heroes (F.I.S.H.) Award** for promoting financial literacy among veteran and military service members.
- In 2011, Dwight Lippy, former Director of Asset Management for Ryder's Southeast Region, was honored with the **ESGR Patriot Award** for supporting a Ryder vehicle sales management trainee who was serving in Iraq with the U.S. Army Reserve.
- Ryder is a past recipient of **the Department of Defense Employer Support of the Guard and Reserve (ESGR) Above and Beyond Award**. Ryder was honored by the ESGR, an agency of the Department of Defense, for its outstanding service and continuing support to the National Guard and Reserve.