



American Short Line and Regional Railroad Association

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Vancer Honored with ASLRRRA's 2021 Veterans Engagement Award

WASHINGTON, September 15, 2021 – The American Short Line Regional Railroad Association (ASLRRRA) congratulates Vancer, who has been selected as the 2021 Veterans Engagement Award winner for focused and sustained efforts to recruit and retain veterans for employment, and for the company's efforts beyond their workplace in supporting skill development for military veterans and their families.

"Veterans bring a commitment to safety and mission, and valuable experience to the railroad industry," said Chuck Baker, ASLRRRA President. "Our members have long recognized these attributes, and this award illustrates the many ways our members go above and beyond to recruit and retain this talent. Vancer's commitment to identifying veterans in the community and creating a program that provides support as they transition to civilian roles has led to a workforce where one in ten employees is a veteran."

Recognizing that military experience provides skills that translate well into positions at Vancer, the human resources team has created the Military Liaisons program, a group of select employees with previous and

recent military experience who can demonstrate 1) a positive attitude regarding the military and 2) the ability to promote Vancer in a positive light to enhance Vancer's efforts to attract employees. Liaisons act as a contact and guide for potential and new employees who are transitioning from active-duty military positions into Vancer roles.

A Military Liaison team member partners with a new employee in several ways, including attending military career fairs, participating in pre-employment tours of Vancer's facilities by active military service members, discussing the job and department functions, serving as a mentor for questions about transitioning into civilian work, introducing employees to other Vancer military service members, and working with the human resources team to improve military initiatives at Vancer. This program has led to numerous awards and recognitions from the military community.

"Vancer is proud that over 10.5% of our workforce consists of veterans, members of the National Guard, and Reservists. Our commitment to hiring from these groups has led Vancer to receive the Seven Seals Award by the Employer Support of the Guard and Reserve (ESGR)," said Kevin Kinkle, Vice President of Human Resources, Vancer.

Programs like the Military Liaisons, and a strong suite of employee benefits that support military personnel and their families available in Vancer's Transition Assistance Program, have led to employee opinion survey results demonstrating above average benchmark scores for both employee participation and employee engagement. In 2020 Vancer posted an 87.9% employee engagement ranking, putting Vancer among its industry's best in class.

"With scores like these, we are confident that Vancer is a workplace where our military service members and veterans can find comfort, and where retention will be high," said Kinkle.

Since the late 1990s, Vancer has supported STEM programming in their community and at local trade and technical schools which will lead to skills development for veterans that can be attracted to a career at Vancer. Vancer's Troops2Techs tooling program and partnership with six Midwest community colleges ensures that program participants have the training needed to start on the right foot. Vancer also assists participants with the cost of the program, allowing individuals to graduate debt free.

Beyond its current employee needs, Vancer seeks to recruit and train future generations, growing its visibility in the community and its commitment to skills development by investing in middle/high schools, trade schools, and philanthropic grant opportunities that support developing talent initiatives. Vancer is currently highly visible in other STEM related programs such as Dream It! Do It! and SkillsUSA.

In 2013, Vancer created a corporate owned and operated Foundation, with the objective of establishing consistent and meaningful giving that would have the most effective impact on the communities in which its employees live and work. The Foundation supports opportunities to volunteer in the community, as well as fundraising ideas from the employee base. Recent Foundation awards include the Central Nebraska Veterans' Memorial to be in Kearney, NE, and the Nebraska Vietnam Veterans' Memorial, to be in Omaha, Nebraska.

The Veterans Engagement Award will be presented at ASLRRA's 2021 Annual Conference & Exhibition on November 18, in Phoenix, Arizona. The award recognizes an ASLRRA member employer who demonstrates positive policies toward U.S. Veterans and who implements unique programs and practices to hire, recognize, support, and engage with veterans in the workplace and the broader community. For additional information on how ASLRRA members support veterans, and the qualifications for this award, click [here](#).

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About ASLRRA - The American Short Line and Regional Railroad Association (ASLRRA) is a non-profit trade association representing the interests of the nation's 600 short line and regional railroads and railroad supply company members in legislative and regulatory matters. Short lines operate 47,500 miles of track in 49 states, or approximately 29% of the national railroad network, touching in origination or termination one out of every five cars moving on the national railroad system, serving customers who otherwise would be cut off from the national railroad network. www.aslrra.org