



ANACOSTIA RAIL HOLDINGS COMPANY



**Turn your military experiences
into a career in the short line
railroad industry**



Anacostia's Veteran Hiring Mission Statement

Anacostia Rail Holdings and its affiliate railroads are committed to actively and purposely recruiting U.S. veterans. Veterans exhibit talents and abilities that Anacostia values in its employees - reliability, self-motivation, leadership, adaptability, and safety.

Veterans make up more than 18% of the Anacostia work force and are represented throughout the railroad, from entry level positions to senior management.

Anacostia's veteran recruiting initiative utilizes a wide variety of DOD, state and federal government resources, railroad training schools and veteran-focused job boards to develop a deep and diverse veteran candidate pool.



Below are two examples of railroad career training opportunities for veterans:

Skillbridge is a DOD initiative promoting civilian job training for active duty military service members transitioning to civilian life.

Training can take place up to six months prior to the member's separation date and must offer a high probability of employment. Training is offered to the member at little or no cost. Consult with your base's transition office with questions or go to dodskillbridge.com.

NARS (National Academy of Railroad Science), located in Overland Park, Kansas, offers certificate training to individuals who are interested in a railroad career. NARS helps veterans secure funding to cover some or all expenses. Training is offered for freight car repair, structural & track welding, locomotive electrical & mechanical repair, and operations positions.

Applying skills developed in the military to a railroad career

TEAMWORK

You learned to watch out for each other and to work together toward a common goal. You were proud of your organization, enjoyed the camaraderie with your friends and embraced your unit's culture.

The culture at our short line railroads is based on safety and integrity, and stresses team work. Each member of the crew plays a critical role in servicing our customers safely and efficiently.

HIGHLY-TRAINED

No matter what your specialty was, you proved yourself with the ability to learn in an intense training environment. You have excelled in grasping detailed, technical training, and many times mastered multiple skill sets. You were a valuable contributor from day one.

The abilities and study habits that you used to succeed in your specialty will now be adapted to successfully complete our paid training program, which includes classroom as well as on-the-job field training.

CHALLENGING ENVIRONMENTS

You have experience performing your duties in adverse, extreme and remote conditions. You learned to adapt and follow procedures. You are used to being around heavy equipment and transportation operations and you understand the importance of a safety culture.

Railroading is fast-paced and challenging, but rewarding. We have to deliver our services to the customer on schedule despite adverse conditions, while making safety our main focus for both our employees and the communities we serve.

MISSION-ORIENTED

You were drilled with a disciplined and committed way of doing business. With a sense of urgency, you had to continuously embrace challenges and use your ingenuity to safely accomplish your mission, many times in demanding environments.

Our industry is heavily customer-oriented. To be successful, your mission is to provide safe, high-quality rail transportation services to our customers and to protect the communities in which we operate.

What some of our veterans have to say



Otis Cliatt II
President
Pacific Harbor Line
Army veteran

As a member of Special Forces Command (Airborne), I specialized in providing communications in a number of hot spot locations around the world, including combat in Desert Storm. By mastering the art of communicating with individuals of all ethnic backgrounds, this reinforced the following transferable skills: be confident as a leader, be knowledgeable of your strengths and weaknesses, be secure enough to surround yourself with individuals who are experts in their craft. Airborne!

Kobi Walters
Conductor
Gulf Coast Switching Company
Army veteran

In the military, they instill the importance of punctuality and time management. It is also very important that you're able to work as a team. It's a skill set that's really enforced. You depend on the guys around you to make sure everybody does what they need to get done.



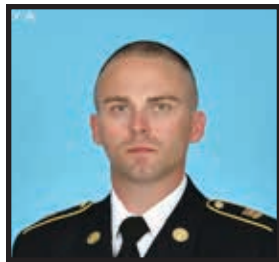
Adam Mullins
Carman
Chicago South Shore & South Bend Railroad
Air Force veteran

I was a special operations equipment engineer. I worked on aircraft equipment and radar all over the world. The main thing I learned from the military is how to communicate with people. I can speak to anyone at any level and feel comfortable with it. Also, I appreciate the railroad's focus on safety. This was an important concept in the military but I've found that this is an even bigger focus here at the CSS.

David Hankins
Director of Human Resources
Anacostia Rail Holdings
Marine Corps veteran

As a Logistics Officer in the Marines, I quickly learned that my entire focus was to ensure that infantrymen had all they needed to perform their job. I also served as a Combat Cargo Officer on the USS Charleston and then managed a combat equipment maintenance facility. I never lost sight of who I was ultimately supporting - that Marine in the foxhole. Now, in HR, I still have that support mentality, providing assistance and experience to the railroads so that they can concentrate on efficiently and safely serving their customers.



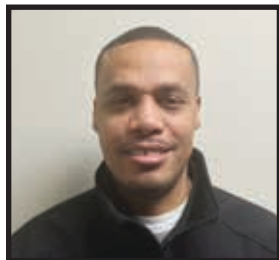


Jeremy Kramer
Director of Transportation
Louisville & Indiana Railroad
Army veteran

In the military, I was a Railway Operations Crewmember (88U). After my discharge from the U.S. Army, I found that the leadership training I received in the military was also being taught in the civilian sector. The Army also taught me about risk reduction and safety measures. I also learned the importance of understanding how to develop and implement effective plans that a team is motivated to participate in and can take ownership in.

Matthew Mollet
Certified Engineer
Northern Lines Railway
Army Reserves

The rail industry, and especially our company, provides a lot of opportunities to those that serve in the military. I'm a logistics officer in the Army Reserves currently deployed in the Middle East. I'm able to use my military leadership and logistics experiences at NLR. Anacostia and NLR have been tremendously supportive of my military service, and their efforts to hire and recognize veterans stands out in the rail industry.



Antoine Preston
Chief Dispatcher
Louisville & Indiana Railroad
Navy veteran

As an Aviation Ordnanceman, I learned to be self-disciplined, to be team-oriented, to maintain mental focus and to work within a chain of command. The work ethic was the same: the expectation to be readily available to perform a duty, practice safety and build camaraderie. The things I've learned over the years in the military have transitioned to the railroad industry with ease, since the structure and the expectations of both are quite similar.



Benefits

Our benefits include medical and dental coverage for employees and their families, 401k retirement plan, railroad retirement benefits, life insurance, and short term disability.



Positions for which you may qualify

There are a number of training opportunities for new employees and we pay them while they're being trained.

Locomotive Engineers operate locomotive equipment for the railroad. They also service and supply equipment, couple and uncouple cars, inspect cars and locomotives, operate rail switches and derails, perform air brake tests, train other employees, and interact with customers being served.



Assistant Engineers/Conductors supervise employees in train operations, couple and uncouple cars, inspect cars and locomotives, operate rail switches and derails, train other employees, and interact with customers being served.

Mechanical Carmen inspect, repair, and provide preventative maintenance services on rail cars. They perform these repairs using hand and power tools, hydraulic lifts, cutting torches, welders, grinders and other metal working tools. They also operate company vehicles, scissor lifts, and fork lifts.



Track Maintenance Specialists inspect and repair track and track components per regulatory requirements. They perform tasks using hand and power tools, metal working tools, welders, grinders, and hydraulic tools, amongst others.



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