



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 July 2016, we hired 4,360 veterans.
- Ryder has partnered with Hiring our Heroes and FASTPORT to mentor current military members and give them an opportunity to learn about the trucking industry and get more information about employment in trucking and working for Ryder. Our Mentorship Program with them has put us in contact with over 170 veterans and transitioning service members.
- Since joining Hiring Our Heroes in November 2011, Ryder has increased the percentage of veterans in its 27,400+ employee U.S. workforce from 8 percent to 10.47 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 abilities 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 saw a 53 percent increase from 2014 to 2015 and comprised 10 percent of total hires.



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

VETERAN HIRING INITIATIVES AT RYDER

- We provide a military hiring landing page (<http://www.ryder.com/military>) that serves to help veterans match their skills with open positions at Ryder.
- We have strengthened our 20-plus member veteran hiring task force by focusing our efforts on customizing our on-boarding, training, and development practices to better meet the needs of veterans transitioning to civilian jobs.
- In May 2016, we established a Women Veterans Task Force to focus on methods and practices for attracting more female veterans to the transportation industry and to Ryder in particular.
- We renewed our commitment to participating on the Veterans Employment Advisory Council for 2016.
- 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. Among Ryder's 2,900 veteran U.S. employee base, 400 have been selected to participate in the program at various Ryder locations across the country.
- In July 2016, Ryder partnered with Soldier for Life – Transition Assistance Program to begin a pilot program that provides hands-on diesel technician training to military veterans exiting service. Following completion of the training, which takes place over a 12-week-long period, graduates are placed in eligible open Level II technician positions at Ryder locations across the country.

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



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

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 March 2016, we renewed our commitment to the Department of Defense Employer Support of the Guard and Reserve (ESGR).
- At the Mid-America Trucking Show, Ryder, along with FASTPORT and dozens of trucking industry partners, publicly pledged to promote the mission and activities of the ESGR. By signing a Statement of Support, we publicly affirm our company supports guardsmen, reservists, transitioning service members, and veterans.

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.
- Each issue of Ryder People, the Company's internal employee newsletter, features a section that recognizes employees for their military service.

AWARDS

- Ryder was a finalist for the 2012 Hiring Our Heroes Post-9/11 Veteran Employment Award.
- Ryder was among the 25 businesses nominated for five awards because of demonstrated leadership in addressing the challenges faced by veterans, transitioning service members, and military families in their search for meaningful employment.
- 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.
- In 2011, Dwight Lippy, 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.
- From 2013-2016, Ryder was named one of CivilianJobs.com's Most Valuable Employers (MVE) for Military recognition. 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, Ryder was named one of four finalists for Hiring Our Heroes' 4th Annual Lee Anderson Veteran



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

and Military Spouse Employment Award. The award honors those who have demonstrated leadership in addressing the unique challenges facing our nation's military members and spouses in their search for meaningful employment.

- Ryder was named a finalist in 2015 for the 5th Annual Hiring Our Heroes Don Weber Wounded Veteran and Military Caregiver Employment Award.