

# Hiring Exchange for Rail-Related Employers (HERE)

Veteran Focused Recruiting for the Rail Industry

*"Finding our service men and women their next mission within the rail industry"*

## Build your company's veteran talent pipeline. Be present. Be HERE.

The Hiring Exchange for Rail-Related Employers or HERE is a focused veteran recruiting effort brought to you by SPRING and its sponsoring partners McRail Insurance. We offer rail industry employers an opportunity to actively recruit transitioning military men and women through our recruiters on a nationwide basis. Our recruiting experts will represent employer's job openings at veteran career fairs on bases, within veteran communities, and virtually throughout the year. There are four tiers of membership. From small rail industry suppliers to railroad employers, all sized rail related companies can participate in our program without breaking the bank. To get involved, employers simply select and purchase the advantage option that best matches the needs for their company through SPRING's online store. Our representatives will outreach to the point of contact from the transaction within 24 hours to bring that team on board.

### Membership & Tier Summary:

- Each option is based on the number of open positions in which you would like us to promote
- Each option is available for a calendar year period and you can swap out job descriptions throughout that time at any time
- We intend to attend 12 events each year, however this total may vary based on membership participation and event availability
- Each tier provides a certificate of commitment to the employer and a percentage of a donation that goes directly to the American Legion at the end of the year
- Tiers will all have access to varying candidate information from any recruiting event, please see each tier's details for reporting benefits: <https://www.springrecruits.com/shop>



**Red Tier**  
2 Job Postings  
\$399



**Blue Tier**  
4 Job Postings  
\$699

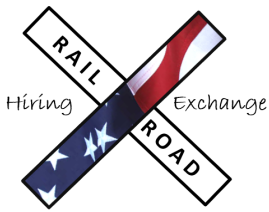


**Silver Tier**  
6 Job Postings  
\$1,299



**Gold Tier**  
8 Job Postings  
\$1,999

*Please visit our website for a full list of tier breakdowns and benefits*



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### **How it works:**

Employers purchase the tier membership in which best fits their needs. Next, we will reach out to the employer to retrieve company logos, images, and job descriptions in which they want represented at the events we will be attending throughout the year. Then, knowledgeable rail recruiters attend veteran events, communicating and attracting veteran talent to our industry and our many career openings, explaining the descriptions as needed, and encourage applications for the jobs we have posted or within our career catalog (this is a physical display of all job descriptions for in-person events, or a PPT or other listing type for the virtual events).

The conversations are led by the candidate based on where they want to be or their skills & interests. We provide general information to candidates regarding the employers within our network that match up with their preferences. All candidates can see and review the job descriptions listed from our booth through our career catalog, and we will follow up with those that visited our booth after the event with a concluding "thank you" email that will reiterate and highlight all job openings posted. All candidate information that is provided to our booth will be shared with the employer's within our network for further outreach or review by the employer. We will not archive any resumes to ensure privacy.

### **Future Events:**

Hiring Our Heroes - nationwide (TBD)

VFW (TBD)

American Legion (TBD)

On Base career days - nationwide (TBD)

We look forward to representing your company at these future events and connecting you with a pipeline of veteran talent for the future!

<https://www.springrecruits.com/here-veteran-recruiting>