

*SPRING PRESENTS:  
A SOCIAL DISTANCING SPECIAL*

# RAIL EMPLOYER RESOURCES FOR THE NEXT GENERATION

Join us  
virtually for  
our free and  
recorded  
GoToMeeting  
events!

## 5 PART LEARNING SERIES:

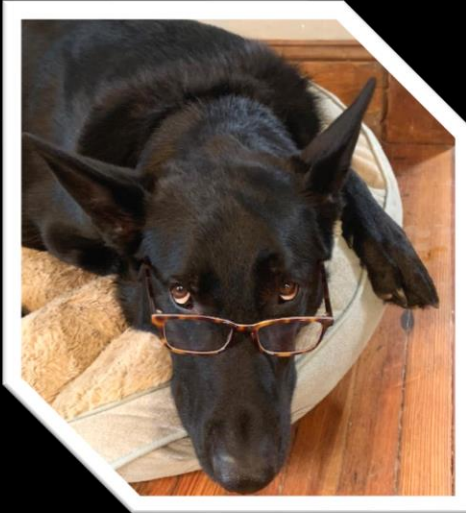
WHAT ARE YOU DOING?  
FIRST & FUTURE CONTACT  
FUTURE FEATURES  
ALL ABOARD  
YOU WILL MAKE A FINE NEW APPRENTICE



*SPRING PRESENTS:*

# EMPLOYER RESOURCES FOR THE NEXT GENERATION:

## CHAPTER 4 ALL ABOARD

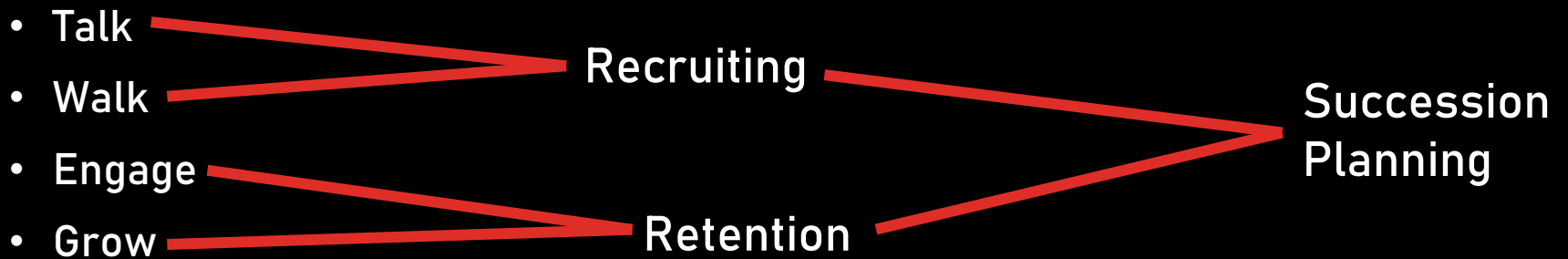


PRESIDENT AND  
FOUNDER  
OF SUCCESSION  
PLANNING FOR  
RAILROADS  
INVESTING IN THE  
NEXT  
GENERATION  
(SPRING)

CHIEF BONE COLLECTOR  
& HEAD OF SECURITY  
(AKA CHARLEMAGNE)



# SUMMARY



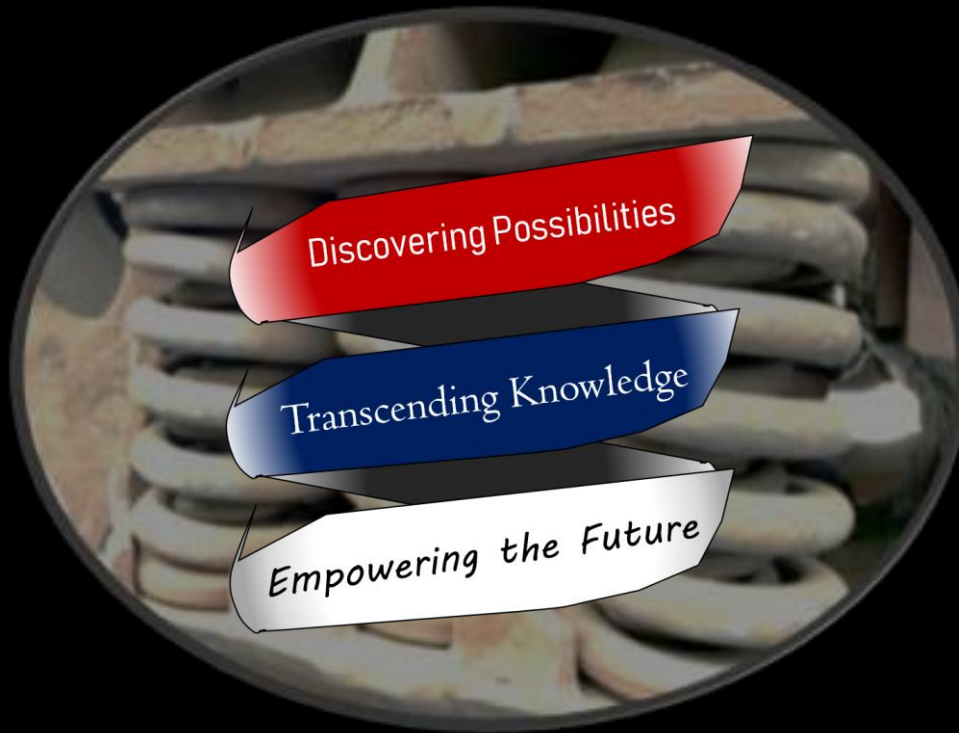




## STEP 4:

# PLAN AHEAD

- Grow your team for the long term, but have a short term plan with recruiting agencies (SPRING or others)
- Connectivity and outreach channels, once established grow them & be consistent
- Outreach & social impact
  - Always building the brand and strengthening your connections with local communities or causes
- Internships – word of mouth & social media can be powerful tools with the next generation
- Apprenticeships for civilians and veterans alike, employer benefits
- Build your pipeline



Recruiting Strategies

New Hire &  
Mentorship Programs

Planning for the  
Future

SPRING helps to actuate freight from one rail to the next

# Contact us:

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Planning for Railroads Investing in Next  
Generation (SPRING)

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