



March 27, 2012

Con-way receives patriot award

FREMONT — Con-way Freight, a subsidiary of Con-way Inc., was presented the Patriotic Employer Award at its Coldwater, Mich. facility in Fremont by the Northeast Committee for Employer Support of the Guard and Reserve.

The Patriot Award was created by ESGR and the Department of Defense to publicly recognize employers who believe in a strong National Guard and Reserve. Employers qualify for recognition when they demonstrate leadership and promote personnel policies that encourage employee participation in the National Guard and Reserve.

“Every one of us slept in a warm, safe bed over the last 24 hours and we were able to do so without fear as a result of Americans like Sean Dreer, an employee of Con-way Freight who is currently serving in Afghanistan. Sean left his family and his job in order to keep our nation safe,” said David Hohiemer Jr., service center manager at Con-way Freight’s Coldwater facility.

“I am honored to work with a team that recognizes those sacrifices made when an employee has to change uniforms and defend our freedom and who does their best to demonstrate sincere appreciation while helping out whenever and wherever possible.”

Employers who receive the Patriot Award are committed to their employees who serve in the National Guard and Reserve, publicly acknowledge the contributions of Reserve component employees and devote resources that go beyond the Uniformed Services Employment and Re-employment Rights Act requirements and provide assistance to Guard and Reserve employee families during mobilizations.

“Soldiers returning from duty have for generations experienced hardship re-entering employment in the private sector,” said Elizabeth Ransom, ESGR program support specialist. “As the draw down of troops from Iraq and Afghanistan continues, we have a debt of honor to these heroes. They deserve employers who are dedicated to helping them make the transition from military to civilian employment as seamless as possible.”

Con-way offers its employee/soldiers pay differentials and uninterrupted health benefits for their families during the first year of deployment. Over the last five years, the company has paid more than \$1.1 million in differential compensation to its deployed citizen/soldiers.

Also, the company’s human resources representatives maintain contact with soldiers’ families to ensure

that they understand all available benefits, while employee volunteers also provide outreach to families, assisting them with everyday challenges such as home maintenance, auto repairs and snow removal. For employees on active duty, the company sends care packages with items like soap, shampoo and magazines.

Upon return from active duty, employees are reinstated to the same or equal job, pay and grade level. If an employee needs to move for a returning job, the company pays relocation expenses. To help employees readjust to civilian duty, Con-way's Employee Assistance Program provides access to counseling through the company's health benefit plans.

Today, Con-way employs nearly 2,700 military service veterans, including members of the National Guard and Reserve.

Patriot Award winners are eligible for The Secretary of Defense Employer Support Freedom Award — the highest recognition given by the U.S. government to employers committed to employees who serve in the National Guard and Reserve.

Con-way Inc. was a recipient of the Freedom Award in 2007.

Con-way has more than 300 service centers across North America with more than 28,000 employees. According to the Con-way website, it is a \$5.3-billion publicly traded company.