Syracuse University

D'Aniello Institute for Veterans & Military Families

JPMorgan Chase & Co., Founding Partner

CSX ★ PRIDE IN™ SERVICE

CSX Names D'Aniello Institute for Veterans and Military Families as Workforce Development Partner Under Pride in Service Initiative

(Syracuse, New York) - CSX, one of the nation's leading transportation companies, has added the D'Aniello Institute for Veterans and Military Families (IVMF) at Syracuse University as a workforce development partner for its Pride in Service program. Pride in Service is the company's signature community investment initiative aimed at supporting and strengthening the military, veteran and first responder communities across its 26-state service territory. The IVMF will work alongside CSX and its other nonprofit partners focused on workforce development, bridging community divides, social, emotional, and mental health, as well as financial and food insecurity.

CSX provided grant funding for the IVMF national Onward to Opportunity (O2O) program, which is a free career training and certification curriculum designed to assist veterans, active-duty service members, and military spouses with civilian workforce preparation. The online and in-person program provides training in a range of high-demand fields, including information technology, project management, and human resources with 40+ industry-recognized certifications available at no cost for eligible participants.

The O2O program is the only veteran-focused career training program evaluated by a third party, validating evidence-based benefits to participants and employers. The program was evaluated at Penn State University Military Clearinghouse and determined O2O graduates, on average, earn $7,000 more a year on starting salaries than those non-O2O participants. For enlisted service members, which comprise nearly 82% of the armed forces, the results were more impactful with O2O participants earning $13,000 or more in starting salaries.

CSX is proud to be recognized as one of the top military employers in the country and nearly one in five CSX employees has served in some capacity. From various corporate roles to field positions to CSX's own internal police force and HAZMAT

teams, CSX actively seeks out veterans to strengthen the rail company's workforce for the future.

"As a military friendly employer, CSX understands the valued experience and technical skills that service members bring to the logistics and transportation industry, and we are eager to have them on the ONE CSX team," said Diana Sorfleet, CSX executive vice president and chief administrative officer. "We're excited to partner with IVMF to deepen our support for military connected individuals and help them prepare for successful transition into the workforce."

Since its launch in 2015, the O2O program has reached more than 76,000 participants. CSX's donation will support O2O's ongoing success in empowering transitioning service members, veterans and military spouses in achieving their career goals during life after service.

"We are pleased to officially join CSX in their commitment to the military community through their Pride in Service program," said Michael Bianchi, IVMF's Senior Director for Education and Career Training. "This partnership will help the IVMF continue to deliver impactful career training opportunities for our nation's service members, veterans, and their spouses within high impact communities where CSX operates."

CSX employs a full-time, dedicated military recruiter and has an active Military Business Resource Group made up of military-connected employees that help support retention by providing mentorship, shared experiences, tools and resources among members and the broader community.

Those interested in learning more about veteran employment opportunities at CSX are encouraged to visit csx.com/military. For more information about the free career training opportunities available for service members, veterans, and military spouses, please visit IVMF's Onward to Opportunity program.

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About CSX:

CSX, based in Jacksonville, Florida, is a premier transportation company. It provides rail, intermodal and rail-to-truck transload services and solutions to customers across a broad array of markets, including energy, industrial, construction, agricultural and consumer products. For nearly 200 years, CSX has played a critical role in the nation's economic expansion and industrial development. Its network connects every major metropolitan area in the eastern United States, where nearly two-thirds of the nation's population resides. It also links more than 240 short-line railroads and more than 70 ocean, river and lake ports with major population centers and farming towns alike. More information about CSX Corporation and its subsidiaries is available at www.csx.com.

About the D'Aniello Institute for Veterans and Military Families:

Syracuse University's D'Aniello Institute for Veterans and Military Families (IVMF) was founded in 2011, as a partnership between Syracuse University and JPMorgan Chase & Co. Headquartered on the campus of Syracuse University and located in the Daniel and Gayle D'Aniello Building at the Syracuse University National Veterans Resource Center, the IVMF was founded as higher-education's first interdisciplinary academic institute singularly focused on advancing the lives of the nation's military, veterans, and their families. The IVMF team designs and delivers class-leading training programs and services to the military-connected community, in support of the transition from military to civilian life and beyond. Each year, more than 20,000 service members, veterans, and family members engage IVMF programs and services, which are provided at no cost to participants. The IVMF's programs are informed by the Institute's sustained and robust data collection, research, and policy analysis team and infrastructure. The D'Aniello Institute's work on behalf of the military-connected community is made possible by gifts and grants from individuals and corporations committed to those who served in America's armed forces and their families. For more information, please visit ivmf.syracuse.edu