

MANAGEMENT TRAINING AND LEADERSHIP DEVELOPMENT PROGRAMS



TOMORROW MOVES US.  
WHAT MOVES YOU?

HOW TOMORROW MOVES



YOUR TOMORROW  
IS CALLI





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## WELCOME TO CSX.

As a premier transportation company in North America, we're driven to move ... and not just billions of tons of goods every year. We're moving *careers*, the *economy* and *environmental preservation*.

Opportunities abound at this Fortune 250 company. See what a career at CSX could mean to you.

## MOVED BY PRINCIPLES

### Vision

To be the safest, most progressive North American railroad, relentless in the pursuit of customer and employee excellence.

### Purpose

To capitalize on the efficiency of rail transportation to serve America.

### Core Values

- It Starts With the Customer
- People Make the Difference
- Safety Is a Way of Life
- Fact-Based
- Right Results, Right Way



# HOW TOMORROW GROWS



If you want to see a company brimming with opportunity for growth, look to CSX.

Rail usage continues to set record highs, largely because the population and consumption are increasing and global trade is expanding. Domestic and global companies alike need to move products across the United States and beyond. Rail offers them the opportunity to do that in a way that is safe, efficient and better for the environment. There is a rail renaissance taking place in America, and with more than 21,000 miles of track connecting the U.S., and Canada, there are opportunities for fulfilling CSX careers in a wide variety of fields across the eastern half of the United States. Great jobs for people who are interested in moving commerce, doing something real for the environment, learning new things every day and earning excellent pay and benefits right away. Many of our jobs offer the unique ability to work in office and outdoor environments with seasoned veterans who know the ropes and can help you learn.

# HOW TOMORROW ADVANCES

CSX offers two programs for those looking to get their foot in the door at CSX. The **Management Training** and **Leadership Development Programs** are designed to develop tomorrow's leaders through a blend of top-notch training and on-the-job experience.

These programs are what you would expect from a Fortune 250 company — progressive, immersive, stimulating and highly rewarding. You will make critical choices on a daily basis, influence real-world decisions and learn how to apply your classroom and prior job experience to an actual work environment.

## HIGHLIGHTS INCLUDE

- Rotating through various operations
- Working alongside senior-level management
- Training both in a classroom and through on-the-job experience
- Building overall business acumen through experiential learning projects







# MANAGEMENT TRAINING PROGRAM

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- Prepares you as a Front Line Supervisor, a position in which you will manage employees in operational roles
- Classroom training at our state-of-the art Railroad Education and Development Institute (REDI) in Atlanta, GA, as well as on-site operational training
- Be directly responsible for the movement of trains to deliver goods and products to CSX customers

**Transportation.** Learn about logistics, efficiencies, how to best manage and coordinate the movement of goods between terminals, and deliveries to the customer.

**Engineering.** Understand all methods of engineering, including facilities, bridges, signals and track. Work closely with the people who run trains to ensure that all railroad infrastructure functions properly.

**Mechanical.** Study how the maintenance, repairs, service and inspections of locomotives and equipment are all vital to keeping shipments moving.

**Intermodal.** Receive world-class training in combining rail, highway and marine transportation, which more than 66 percent of the U.S. population relies on, to deliver goods and services used every day.

**Customer Service/Network Operations.** Discover how to oversee customer interaction across the entire train network and how to manage the systems that support it.



# LEADERSHIP DEVELOPMENT PROGRAM

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- Develop the skills necessary to lead key projects and teams
- Work to solve business challenges while developing your leadership ability through action-learning projects
- Support CSX clients both at headquarters and in the field

**Sales and Marketing.** Grow your customer relationship skills and learn the fine points of how to develop business through determining transportation rates and contracts.

**Purchasing.** Learn to manage the purchase of materials and inventory to reduce expenses and maximize cost efficiency.

**Finance.** Experience in-depth and hands-on financial analysis and reporting projects that greatly influence decision-making at all levels of CSX.

**Information Technology.** Deliver sound solutions and influence business decisions as a technology leader in the high-tech, innovative rail business.

**Police Department.** Lead the charge in providing protection to ensure a safe workplace for employees, customers and visitors.

# A R E C O G N I Z E D L E A D E R

CSX embraces rewarding and recognizing all those who contribute to our success. We're also proud of the recognition others have given us.





# HOW TOMORROW BENEFITS

CSX is a performance-based company. That performance is rewarded in a number of different ways, including a highly competitive and comprehensive health and welfare benefits program.

- Vacation and holiday pay
- 401(k) and pension plan
- Performance-based incentive plan
- Travel and accident insurance
- Tuition reimbursement
- Retail discounts
- Fitness testing
- Nutrition counseling
- Free fitness coaching
- On-site Wellness Centers

Packages vary based on employment.



# HOW TOMORROW CARES

Being part of the community is not just an aspiration or a “nice-to-do” at CSX. Our 21,000 miles of contiguous real estate literally wind through big and small towns, along the countryside and behind thousands of backyards. Simply put, if our neighbors don’t support of us, we can’t do business. At CSX, you’ll find thousands of people who are passionate about this part of what we do. The CSX Beyond Our Rails program encompasses local and national investments, partnerships, in-kind product and service donations, disaster recovery assistance and volunteer opportunities. CSX loves its employees to put sweat equity into these initiatives, and new recruits find that it’s a great way to build relationships and show their leadership capabilities.

**I AM CSX**



Today is when careers start at CSX. Learn more at [csx.com/futureleader](https://csx.com/futureleader)



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