



# *Putting Ability Back to Work!*

The company's Vocational Rehabilitation Services (VRS) program offers help for Norfolk Southern employees injured on the job, or medically disqualified from service.



Continuing personal illnesses/medical conditions do not necessarily prevent employees from working again. Through the assistance offered by VRS, many eligible employees are able to return to work. VRS helps employees develop skills that may allow them to continue to make meaningful contributions toward their personal and corporate success while providing financial security for themselves and their families.


VRS activities are customized to help employees meet individualized needs. These may include evaluation of job skills, training, job placement, and /or referral to community resources. Depending on their qualifications and experience, program participants may be considered for placement in currently vacant positions within Norfolk Southern or, in some cases, through outside job placement services.

## ***Vocational Rehabilitation Services Offers Employees A Choice***


The VRS program is available at no cost for eligible agreement and nonagreement employees, including those on medical leave. Participation is entirely voluntary, and employees may leave or decline the program at any time.




### ***Service activities may include:***

-  **Online career assessment**


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-  **Vocational counseling and guidance**

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-  **Education and job training/placement assistance**

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-  **Referrals to state and/or local employment resources**

### ***How do I know if I'm eligible for VRS?***

The VRS program is not available to those employees who have been medically approved to return to their current or previous positions, or where no employment relationship exists between the Company and the employee.

Eligible employees who are interested in taking advantage of the program or have any questions should contact Vocational Rehabilitation Services at:

**470-463-7364 | [VRS@nscorp.com](mailto:VRS@nscorp.com)**

*Visit [www.nscorp.com/VRS](http://www.nscorp.com/VRS) for additional information.*



VRS is administered by the Compliance and Health Services Group within the Human Resources Department. All service activities are coordinated and monitored by a nationally Certified Rehabilitation Counselor (CRC). Please see the Norfolk Southern website for additional information regarding eligibility and other important information about VRS.