

2022 CASE STUDY

Berkshire Hathaway Energy: Military Leave Policy



Veterans **in Energy**

www.veteransinenergy.org

THE SITUATION

Berkshire Hathaway Energy recognized it needed to modernize and improve military benefits for employees. VETRN, Berkshire Hathaway Energy's employee resource group for veterans, was tasked with creating a plan and taking it to leadership for implementation.

The group received this assignment from Berkshire Hathaway Energy leaders during the 2019 Veterans in Energy Leadership Forum. Veterans from six Berkshire Hathaway Energy businesses worked together to ensure the company was delivering a best-in-class leave policy for military families.



Veterans
Engagement
Transition and
Retention
Network



THE SOLUTION

Berkshire Hathaway Energy supports its businesses in adopting enhanced policies that further reduce hardships on military families, including:

15 Days Paid Time Off

- ▶ Annually for employees called to serve
- ▶ Annually for an employee whose spouse is called to serve
- ▶ Available before, during or after military service to reduce hardship

Pay Differential

- ▶ When called to serve over 30 days, employees are paid the difference between military pay and company salary for the entire duration of military duty

Paid Time Off/Vacation/Years of Service

- ▶ Continue to accrue while serving

Health Care, Life Insurance, Elected and Family Member Benefits

- ▶ Eligibility continues while serving

Retirement Plans – 401(k)

- ▶ Plan contributions continue while serving

IMPACT AND BENEFITS

Berkshire Hathaway Energy recognizes the talent and dedication veterans bring to the workforce and is **committed to hiring and retaining veterans.**

Military Friendly® Employer

Berkshire Hathaway Energy has been named a Military Friendly® Employer by VIQTORY for 13 consecutive years. This service-disabled, veteran-owned small business connects the military community to civilian employment, education and entrepreneurial opportunities.



HEAR ABOUT PAVING
THE WAY TO A NEW STANDARD



POLICY DEVELOPMENT GUIDANCE

When presenting the policy improvements to leadership, VETRN emphasized that **military experience = value**.

Individuals from all branches of the military possess qualities that strengthen Berkshire Hathaway Energy's businesses:

- ▶ Technical skills
- ▶ Attention to detail
- ▶ Commitment to safety
- ▶ Effective planning
- ▶ Reliability
- ▶ Strong leadership



VETRN IS A NETWORK OF SUPPORT
CLICK HERE TO LEARN MORE



RESOURCES AND SUPPORT

Resources

Veterans in Energy Network

- ▶ Mentorship
- ▶ Committee collaboration and support

Center of Energy Workforce Development

- ▶ Value of veteran employees
- ▶ Military skills = energy job skills

Collaboration Network

As your organization considers improvements to its policy, Berkshire Hathaway Energy is here to help! Reach out to VETRN@MidAmerican.com for collaboration and support!



TESTIMONIAL

VETRN
VETERANS ENGAGEMENT, TRANSITION AND RETENTION NETWORK

“The military and the U.S. Army in particular were a tremendous help in preparing me for a career in energy. I was trained in and learned a set of values that the Army lives and operates by – values like duty, loyalty, honor and integrity. These same values are cherished in the utility world.”

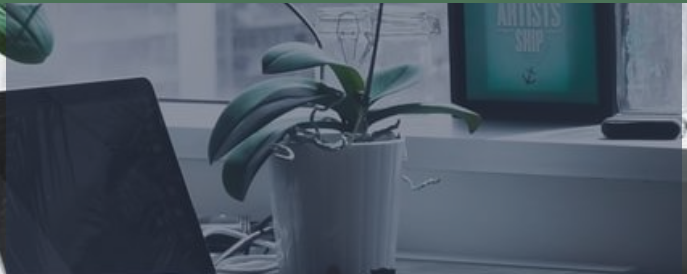
Rob Berntsen

Senior Vice President
and General Counsel
BHE Renewables



An Iowa native, Rob earned a bachelor's degree from Georgetown University and a juris doctorate from the University of Iowa. Shortly after 9/11, Rob joined the Reserves as an officer in the U.S. Army Judge Advocate General's Corps. In 2005, he was working in government relations and public service in Washington, D.C., when he was called up to serve in Iraq as part of Operation Iraqi Freedom. As a JAG, Rob specialized in administrative law, a specific skill developed during his military service that would ultimately transfer very effectively to the energy industry.

VETERANS IN ENERGY MISSION



Merging military backgrounds, leadership experience, and a commitment to veterans helping veterans, VIE has identified three areas of focus:



Veterans in Energy

Veterans in Energy (VIE) provides transition, retention and professional development support to military veterans. The energy industry has a long history of employing military veterans because they have training and skills that match those required for technical, engineering, support and leadership positions in energy companies.

Through education and networking, VIE is focused on working with energy companies to improve the working environment, career development, and quality of life for military veterans and spouses working in the energy industry.



Networking: Understanding the support of one veteran to another, VIE works to connect military veteran employees for the purpose of leadership growth and professional development.



Leadership: Providing leadership training and opportunities at state, regional, and national levels.



Corporate support: Working with energy companies nationwide to create and implement Employee Resource Groups (ERGs) and professional development opportunities for their employees.



Partnerships

