

# Our Partnership with **United Rentals**

United Rentals, the largest equipment rental company in the U.S., partnered with Workforce Opportunity Services (WOS) in 2013 to create their Service to Employment Program (STEP). STEP was designed to cultivate a pipeline of talent for the equipment rental industry while providing veterans with employment opportunities to transition them into the civilian workforce.

Since STEP's inception in 2013, a total of 26 classes have graduated the training program, with over 200 veterans being hired on full-time at United Rentals. Training for the program takes place in United Rentals' Atlanta, GA and Dallas, TX locations, with relocation assistance and reimbursements for travel expenses provided by both United Rentals and WOS.

Prior to joining the program, several veterans were homeless, underemployed and/or unemployed. STEP has been and continues to be a life-changing opportunity for the veterans who complete the program.

“In my experience, there aren't many organizations that specialize in how to transition veterans effectively from the military environment into the corporate environment. WOS offers companies like us the full package of recruiting and applying a transition program while really being flexible with our needs to get talent into our company.”

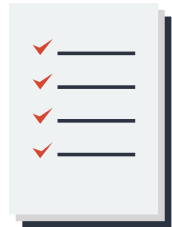
—**Craig A. Pintoff, EVP, Chief Administrative and Legal Officer, United Rentals**

**Through its partnership with WOS, United Rentals has successfully grown its veteran talent pipeline**



After 9 weeks of classroom, hands-on and on the job training at United Rentals, over **200** veterans have been hired as full-time employees

**5x faster**  
onboarding time



**30% higher**  
retention rate

**Positions Filled**  
Service Technician



**Partner Locations**



PROGRAM OVERVIEW	RECRUITING PROCESS
<p>Over the course of <b>6 weeks</b>, program participants are selected from a pool of applicants after being vetted by WOS.</p>	<ol style="list-style-type: none"> <li>1. WOS screens candidates over the phone</li> <li>2. WOS conducts video interview</li> <li>3. Candidates complete a background check and motor vehicle review</li> <li>4. Candidates take behavior assessment</li> <li>5. United Rentals HR screens candidates over the phone</li> <li>6. United Rentals Service Manager conducts video interview</li> <li>7. Final-stage applicants take drug test</li> <li>8. Candidates are selected and enrolled into STEP training</li> </ol>
<p>STEP participants take courses over <b>5 weeks</b> ranging from hydraulics and engines to equipment operation certification training.</p>	
<p>Participants complete <b>4 weeks</b> of on-the-job training that includes equipment inspections, basic maintenance tasks, and diagnostic/troubleshooting work.</p>	
<p><b>Upon completion</b> of the program, participants are placed in full-time roles at United Rentals.</p>	

“This opportunity has given me a stronger sense of financial stability. Prior to getting involved, I was struggling trying to make things work with a minimum wage income.”

—Wyatt Henningsen, U.S. Army Veteran

“When I left the Armed forces, I wasn’t able to find gainful employment. I was working three jobs and had very little time to spend with my family. Today, thanks to WOS, I’m going on my fifth year of employment and now train other WOS program participants at United Rentals. This has been a life-changer for both me and my family.”

—Dewaylynn Ross, U.S. Army Veteran

## About Workforce Opportunity Services (WOS)

WOS is a leading 501(c)(3) nonprofit committed to developing the skills of untapped talent from underserved and veteran communities through partnerships with organizations dedicated to diversifying their workforce.

## About United Rentals

As North America’s largest equipment rental company, United Rentals serves construction and industrial companies, utilities, municipalities, homeowners, and communities with the goal of fulfilling customer needs and surpassing expectations.