

How We Determine Which Employers Are Most Military Friendly

Criteria Weighting:

Our rankings of the Top 100 Military Friendly Employers® are based on a survey which assesses a company's long-term commitment to hiring former military, recruiting and hiring efforts and results, policies for Reserve/Guard members called to active duty, and the presence of special recruitment military programs.

Corporate America has a voracious appetite for hiring military. The pool of companies eligible for our list is approximately 5,000 (minimum of \$500 million in annual revenues). Only 2 percent made the list.

* *Government, agencies, non-profits and universities do not qualify.*

Category	Weight
Previous 3 years' rankings	30%
Assets dedicated to hiring military	28%
Reserve/Guard policies	18%
Percentage of new veteran hires	14%
Internal military and veteran recruiting/training/promotional programs, plus veteran community involvement and outreach	10%

Consistent Performers

(On the list 3 years or more)

American Electric Power	■ ■ ■ ■ ■ ■ ■ ■	Applied Materials	■ ■ ■ ■ ■ ■ ■ ■	Corrections Corporation of America	■ ■ ■ ■ ■ ■ ■ ■
Brink's U.S.	■ ■ ■ ■ ■ ■ ■ ■	Bank of America	■ ■ ■ ■ ■ ■ ■ ■	DynCorp International	■ ■ ■ ■ ■ ■ ■ ■
General Electric	■ ■ ■ ■ ■ ■ ■ ■	Booz Allen Hamilton	■ ■ ■ ■ ■ ■ ■ ■	EnSCO International	■ ■ ■ ■ ■ ■ ■ ■
The Home Depot	■ ■ ■ ■ ■ ■ ■ ■	CSX Corporation	■ ■ ■ ■ ■ ■ ■ ■	FMC Technologies, Inc.	■ ■ ■ ■ ■ ■ ■ ■
USAA	■ ■ ■ ■ ■ ■ ■ ■	Fluor	■ ■ ■ ■ ■ ■ ■ ■	Freeport-McMoRan Copper & Gold Inc.	■ ■ ■ ■ ■ ■ ■ ■
Johnson Controls	■ ■ ■ ■ ■ ■ ■ ■	J.B. Hunt Transport Services, Inc.	■ ■ ■ ■ ■ ■ ■ ■	Lowe's Companies, Inc.	■ ■ ■ ■ ■ ■ ■ ■
Lockheed Martin	■ ■ ■ ■ ■ ■ ■ ■	ManTech International Corporation	■ ■ ■ ■ ■ ■ ■ ■	Norfolk Southern	■ ■ ■ ■ ■ ■ ■ ■
Union Pacific Railroad	■ ■ ■ ■ ■ ■ ■ ■	Schneider National	■ ■ ■ ■ ■ ■ ■ ■	Southern Company	■ ■ ■ ■ ■ ■ ■ ■
BNSF Railway	■ ■ ■ ■ ■ ■ ■ ■	Sears Holdings Corporation	■ ■ ■ ■ ■ ■ ■ ■	T-Mobile	■ ■ ■ ■ ■ ■ ■ ■
Cintas Corporation	■ ■ ■ ■ ■ ■ ■ ■	Southern California Edison	■ ■ ■ ■ ■ ■ ■ ■	Travelers	■ ■ ■ ■ ■ ■ ■ ■
ITT Corporation	■ ■ ■ ■ ■ ■ ■ ■	Werner Enterprises	■ ■ ■ ■ ■ ■ ■ ■	URS, EG&G Division	■ ■ ■ ■ ■ ■ ■ ■
State Farm Insurance	■ ■ ■ ■ ■ ■ ■ ■	AT&T	■ ■ ■ ■ ■ ■ ■ ■		

■ = 1 year

Top Companies By Category

Most Assets Committed to Recruiting Military Veterans

- 1 Northrop Grumman
- 2 Union Pacific Railroad
- 3 CACI International
- 4 URS, EG&G Division
- 5 The Home Depot
- 6 Booz Allen Hamilton
- 7 Werner Enterprises
- 8 Johnson Controls
- 9 ManTech International Corporation
- 10 Cintas Corporation

Reserve & Guard Policies

- 1 BNSF Railway
- 2 Southern Company
- 3 ITT Corporation
- 4 Travelers
- 5 Frito Lay, Inc.
- 6 Rockwell Collins Inc.
- 7 State Farm Insurance
- 8 Freeport-McMoRan Copper & Gold Inc.
- 9 The Standard
- 10 USAA

Highest Percentage of Vets Hired

- 1 AECOM Government Services
- 2 L-3 Communications
- 3 DynCorp International
- 4 Cubic Corporation
- 5 URS, EG&G Division
- 6 VSE Corporation
- 7 American Eurocopter
- 8 ManTech International Corporation
- 9 CSC
- 10 ITT Corporation