

G.I. Jobs magazine releases third annual list, showcasing large corporations that maximize hiring troops leaving the service.

Texas, New York and Georgia-based employers found to be most Military-Friendly.

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PITTSBURGH, November 8, 2005 – Six Texas-based corporations were among the Top 25 Most Military-Friendly Employers in G.I. Jobs magazine's third annual list, honoring large firms that do the most to recruit and retain military veterans. The New York City area contained five companies and four were based in Georgia, all in Atlanta. Combined, the three states contributed an incredible 60% of the 25 on the list.

"Growth areas like these three states produce growth companies and growth companies have great hiring needs. Troops leaving the military represent the second largest, and most desirable, labor pool in the nation. So this geographical correlation makes sense," said Chris Hale, general manager of G.I. Jobs.

But the top veteran employer came from the Corn Belt. Touting both a resource-laden effort and high performance results in recruiting transitioning military personnel, railroad behemoth and Omaha-based Union Pacific was found to be the most "military-friendly" employer in America. The company, which ranked sixth on last year's list, improved an already excellent program by committing full-time recruiters to the effort. Rich McCormack, publisher of G.I. Jobs, said that "Union Pacific also has four recruiters who spend 50% of their time on military recruiting and they have an excellent reserve and guard policy."

Hale notes that attention surrounding this list has grown considerably since the first one in 2003. "Nearly all big companies now have a military recruiting program in place. What used to be a relatively secret source for finding top-notch employees is now widely known. Companies that aren't competing for military talent today probably aren't competing for much of anything," Hale said.

McCormack reinforced this point in the long term. "Most labor experts predict major labor shortages starting in 2009 with baby boomers exiting the workforce. At this point, companies will be competing vehemently for the best talent. Those companies who have not branded themselves as military-friendly will be at a severe competitive disadvantage to those who have established a strong military recruiting program."

Over 30% of new hires last year at Milwaukee-based Johnson Controls (#2) were military veterans, a testament to the company's commitment to military hiring given that only about 9% of the total U.S. population once served. GE ranked third for the third straight year, showing its long-term commitment to hiring veterans. The Home Depot, last year's #1, placed fourth this year. McCormack said, "The Home Depot still has a world class program. They hired 10,000 veterans last year. This was just an exceptionally competitive year with a lot of companies increasing their efforts."

Atlanta-based BellSouth made the biggest jump, moving up 11 spots to #8 this year, largely due to the addition of several new military recruiters to their team. Atlanta may have showed the best overall performance on this year's list, boasting four of the top 12 companies, including #4 The Home Depot, #8 BellSouth, #10 Coca-Cola Enterprises and #12 Georgia Pacific.

In addition to GE, the New York City area contingency included Wall Street darlings #19 Morgan Stanley and #24 Merrill Lynch which have a long history of hiring military officers as financial planners and analysts. Defense specialists #17 Honeywell and #22 ITT rounded out the Big Apple area's representation.

The Dallas area led the military base-laden Lone Star State by contributing #13 EDS, #15 Exxon Mobil, #23 BNSF Railway and #25 Southwest Airlines. San Antonio-based USAA (#5) and SBC Communications (#16) rounded out the Texas Six.

G.I. Jobs, the national magazine that assists transitioning military members and veterans in their search for civilian employment, determined the list from surveys, interviews and research of Fortune 500 companies. The list was created based on company criteria including the strength of company's military recruiting efforts, the percentage of new hires with prior military service, and company's policies toward National Guard and reserve service. For a complete list, visit www.gijobs.net.

*Rich McCormack and Chris Hale are available for interviews.

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Top 25 Most Military-Friendly Employers	2005 Ranking
Union Pacific	1
Johnson Controls	2
General Electric	3
The Home Depot	4
USAA	5
Sprint Nextel	6
Lockheed Martin	7
BellSouth	8
American Electric Power	9
Coca-Cola Enterprises	10
Brinks	11
Georgia Pacific	12
Electronic Data Systems	13
Manpower	14
Exxon Mobil Corporation	15
SBC Communications	16
Honeywell	17
State Farm Insurance	18
Morgan Stanley	19
Cintas	20
Capital One Financial	21
ITT Industries	22
BNSF Railway	23
Merrill Lynch	24
Southwest Airlines	25

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