

HOW WE GOT OUR

2015  
MILITARY FRIENDLY®  
EMPLOYERS

Our rankings of the Top 100 Military Friendly Employers® are based on a survey of over 100 questions 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 and universities were not considered for top 100, but were eligible for MFE designation (see below).

Survey Question Categories

Weighting

Recruiting Effort (resources and policies)	35%
Recruiting Results	24%
Number of Years on the list	11%
Guard and Reserve Policies	10%
Retention	10%
Internal programs / community outreach	10%



The exceptional degree of competition for this year's Top 100 list resulted in many great programs not making the rankings, merely because participation and hiring military talent are at an all-time high. Therefore, we've added another 89 companies to the exclusive group of designated Military Friendly® Employers to represent another 1% of companies that have strong opportunities for service members and their spouses. Companies earned the designation via the same methodology and data-driven survey as the Top 100 Military Friendly® Employers. Government agencies, non-profits and universities were eligible to compete for the designation (these types of employers are not eligible for consideration in the Top 100).



The survey results that comprise the lists were independently tested by Ernst & Young LLP based upon the weightings and methodology established by Victory Media.

MILITARY FRIENDLY®  
EMPLOYERS  
ADVISORY  
BOARD



**Charles S. "Chick" Ciccolella**  
Former Assistant Secretary  
U.S. Dept. of Labor  
VETS



**Emily King**  
Transition consultant  
and author



**Lisa Rosser**  
Founder  
Value of a Veteran



**Mark Miner**  
Commissioner  
St. Johns  
County, Fla.



**William Offutt**  
Former  
Special Asst.  
U.S. Dept. of Labor VETS

# MILITARY FRIENDLY EMPLOYERS<sup>®</sup> BY THE NUMBERS

90%

HAVE SIGNED THE ESGR  
STATEMENT OF SUPPORT



155,741  
TOTAL

1,127 AVERAGE

NUMBER OF NEW  
HIRES (IN THE  
PREVIOUS  
12 MONTHS)  
WHO WERE  
TRANSITIONING  
MILITARY MEMBERS  
OR VETERANS



89%  
15

HAVE  
FULL-TIME  
MILITARY  
RECRUITERS

MILITARY RECRUITERS  
ON AVERAGE



90%

HAVE A MILITARY  
SPECIFIC SECTION  
ON THEIR HR OR  
COMPANY WEBSITE



41%

OF POSITIONS WITH MILITARY  
FRIENDLY EMPLOYERS<sup>®</sup>  
REQUIRE A GOVERNMENT  
SECURITY CLEARANCE AS A  
MANDATORY PREREQUISITE



59%

DO NOT  
REQUIRE A  
CLEARANCE