

# G.I. Jobs Top 50 Military-Friendly Employers<sup>SM</sup>

# Methodology

Our rankings of the The Top 50 Most Military-Friendly Employers<sup>SM</sup> are based on company responses to surveys: on policies for Reserve/Guard called to active duty and a *G.I. Jobs* survey that covers similar material, but also explores recruiting and hiring initiatives as well as any special programs – including community involvement.

Due to a massive increase in corporate demand for transitioning military talent, the pool of companies eligible for the list was increased from 500 (minimum of \$4 billion annual revenues) to approximately 2,500 (minimum of \$1 billion annual revenues). As a result, the list was increased from Top 25 to Top 50.

## Criteria Weighting:

● Assets dedicated to military hiring	40%
● Reserve/Guard policies	25%
● Percentage of new hires who are veterans (last two years)	20%
● Internal military and veteran recruiting/training/promotional/programs plus veteran community involvement and outreach	15%



## Top Companies by Category

### Reserve and Guard Friendly Policies

1. USAA
2. Morgan Stanley
3. Union Pacific Railroad
4. GE
5. The Home Depot

### Most Recruiting Assets Committed to Recruiting Military Veterans

1. Union Pacific
2. BellSouth
3. Johnson Controls
4. The Home Depot
5. BNSF Railway

### Highest Percentage of Vets Hired Compared to New Hires

1. BNSF Railway
2. Johnson Controls
3. USAA
4. The Home Depot
5. ITT Corp