

Best for Vets: Employers 2015

Rank	Company	Employees		2014 hires		% of recruiting budget for veterans	Military experience instead of certification	Veterans on-boarding	Company training about military	Military spouse policies	ESGR awards	Benefits for activated reservists						Do activated or drilling reservists receive their full civilian pay or the full difference between their military and civilian pay? And for how long?
		Total	Military	Total	Military							Medical insurance	Life insurance	Pay raises	Retirement contributions	Sick days	Vacation days	
1	Verizon	167,274	12,833	24,063	1,934	5%	✓	★★★★★	★★★★★	★★★★★	Freedom ^[1]	✓	✓	✓	✓	✓	✓	Training: full difference, 2 weeks; activated: full difference, 156 weeks ^[2]
2	USAA	26,963	4,824	4,714	759	30%		★★★★★	★★★★★	★★★★★	Freedom ^[1]	✓	✓		✓	✓	✓	Training: full difference, 4 weeks; activated: full pay, 4 weeks, then full difference, 23 weeks
3	Lockheed Martin Corp.	112,000	22,471	6,900	2,354	18%	✓	★★★★★	★	★★★★★	Patriot	✓	✓	✓	✓			Full difference, unlimited
4	BAE Systems Inc.	33,700	4,230	5,500	1,125	20%	✓	★★★★★	★★★★★	★★★★★	Freedom ^[1]	✓	✓	✓	✓	✓	✓	No pay
5	Charles Schwab & Co. Inc.	13,907	548	2,095	132	10%	✓	★★★★★	★★★★★	★★★★★	Above and Beyond ^[1]	✓	✓	✓	✓			Training: full pay, unlimited; activated: full difference, 104 weeks
6	Intuitive Research and Technology Corp.	297	103	28	13	46%	✓	★★★★★	★★★★★	★★★	Patriot	✓	✓	✓	✓	✓	✓	Training: full difference, 2 weeks; activated: full difference, 6 months
7	AT&T	245,175	10,163	30,252	3,791	1%		★★★★★	★★★★★	★★★★★	Freedom ^[1]	✓	✓	✓			✓	Training: full difference, 2 weeks; activated: full difference, 30 months
8	Capital One Financial Corp.	46,000	1,830	10,277	407	3%	✓	★★★★★	★★★★★	★★★★★	Freedom ^[1]	✓	✓	✓	✓	✓	✓	Training: full pay, 11 business days, then full difference, unlimited; activated: full difference, unlimited
9	Humana Inc.	56,000	no data	15,000	404	no data	✓	★★★★★	★★★★★	★★★★★	Freedom ^[1]	✓	✓	✓	✓	✓	✓	Full difference, 52 weeks
10	JPMorgan Chase & Co.	241,325	no data	29,981	no data	15%		★★★★★	★	★★★★★	Freedom ^[1]	✓			✓	✓	✓	Training: full pay, 2 weeks; activated: full pay, unlimited
11	Union Pacific Railroad	47,000	9,853	6,200	1,727	38%	✓	★★★★★	★★★★★	★★★	Freedom ^[1]	✓	✓	✓	✓	✓	✓	No pay
12	Booz Allen Hamilton	22,318	7,413	4,306	1,446	70%	✓	★★★★★	★	★★★★★	Above and Beyond ^[1]	✓	✓	✓	✓	✓	✓	Full difference, 20 business days
13	Devon Energy	5,800	320	1,100	85	30%	✓	★★★★★	★★★	★★★★★	Pro Patria ^[1]	✓	✓	✓	✓	✓	✓	Full pay, 3 months, then full difference, 9 months
13	Hilton Worldwide ^[3]	56,407	1,156	18,625	674	35%		★★★★★	★★★★★	★★★★★	Seven Seals	✓	✓					Training: no pay; activated: full difference, 12 months
15	ManTech	7,118	3,052	1,824	777	75%	✓	★★★★★	★★★	★★★★★	Patriot	✓	✓					Training: full difference, 20 business days; activated: full difference, 9 months

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		Total	Military	Total	Military	% of recruiting budget for veterans	Military experience instead of certification	Veterans on-boarding	Company training about military	Military spouse policies	ESGR awards	Medical insurance	Life insurance	Pay raises	Retirement	Sick days		Vacation days
															contributions			
16	Alion Science and Technology	2,800	1,105	458	165	25%	✓	★★★★★	★★★★★	★★★★		✓	✓	✓	✓	✓	✓	Full pay, 21 business days
17	LMI	1,063	368	204	50	40%	✓	★★★★★	★★★	★★★★	Freedom	✓		✓				Training: full pay, 10 business days; activated: full difference, 26 weeks
18	First Data Corp.	24,000	1,039	2,800	no data	20%	✓	★★★★★	★	★★★★★	Patriot	✓	✓	✓	✓	✓	✓	Full difference, 90 business days
19	Defense Mobile Corp.	21	8	17	6	100%	✓	★★★★★	★★★★★	★★★★★	Patriot	✓			✓		✓	Training: full pay, unlimited; activated: partial difference, unlimited
20	General Motors	212,000	6,894	5,100	734	1%	✓	★★★★★	★★★	★★★	Freedom ^[4]	✓	✓	✓	✓		✓	Training: full difference, 20 business days; activated: full difference, unlimited
21	Dominion Resources Inc.	14,500	1,437	731	111	25%	✓	★★★★★	★		Freedom	✓	✓	✓	✓	✓	✓	Full difference, 5 years
22	Southern Co.	26,000	2,550	1,589	210	5%	✓	★★★★	★★★	★	Freedom ^[4]	✓	✓	✓			✓	Training: full difference, 2 weeks; activated: full difference, unlimited
23	Exelon Corp.	29,353	3,582	3,001	312	33%	✓	★★★★	★★★★	★★★	Above and Beyond	✓	✓		✓		✓	Full difference, 120 hours
24	Bank of America	191,825	no data	29,643	2,008	no data	✓		★★★	★★★★	Freedom ^[4]	✓	✓	✓	✓	✓	✓	Training: full pay, 2 weeks; activated: full pay, 12 weeks, then full difference, 248 weeks
25	Concurrent Technologies Corp. (CTC) ^[4]	724	118	64	34	25%	✓	★★★★	★★★★★	★★★	Extraordinary Employer Support ^[4]	✓	✓	✓	✓	✓	✓	Full difference, unlimited
26	Walmart	2,200,000	100,000	500,000	46,445	15%		★★★★★	★★★	★★★★	Freedom ^[4]	✓	✓	✓	✓			Full difference, unlimited
27	Prudential Financial Inc.	20,091	593	3,510	182	15%		★★★★★	★★★★★	★★★★★		✓	✓	✓	✓	✓	✓	Training: full pay, 2 weeks; activated: full pay, unlimited
28	The Exchange (Army & Air Force Exchange)	29,571	3,957	13,270	1,539	20%		★★★★★	★★★★★	★★★★	Pro Patria	✓	✓	✓	✓			Training: full pay, 15 business days; activated: full difference, unlimited ^[5]
29	U.S. Bank	66,358	1,728	11,874	256	5%		★★★★★	★★★★★	★★★★	Freedom ^[4]	✓	✓	✓	✓	✓	✓	Training: full pay, 2 weeks; activated: full pay, 6 weeks, then full difference, 104 weeks
30	CDW	7,200	321	1,200	82	20%		★★★★★	★★★★	★★★		✓	✓	✓	✓	✓	✓	Full difference, 104 weeks

31	Intel [3], [4]	50,366	3,917	3,518	102	10%	✓	★★★★★	★★★★★		Freedom ^[1]	✓	✓	✓	✓			Full difference, 104 weeks
32	Performance Contractors Inc.	6,200	653	1,400	194	33%	✓	★★★★★	★★★★★	★★★★★		✓	✓	✓	✓	✓	✓	Training: no pay; activated: full difference, unlimited
33	Express Scripts	30,000	657	11,439	168	1%		★★★★★	★★★★★	★★★★	Extraordinary Employer Support ^[1]	✓	✓	✓	✓			Full difference, 6 months
34	United Rentals Inc. [3]	10,907	1,344	1,963	278	25%	✓	★★★★★	★★★★★	★★★★	Pro Patria ^[1]	✓	✓			✓	✓	Full difference, unlimited
35	Computer Science Corp. (CSC)	74,000	no data	13,999	no data	20%	✓	★★★★★	★★★★★	★★★★★	Extraordinary Employer Support ^[1]	✓	✓	✓	✓	✓	✓	Full difference, 12 months
36	Cigna	36,000	672	8,275	112	10%	✓	★★★★★	★★★★★	★★★★	Pro Patria	✓	✓					Full difference, 52 weeks
37	Eaton	34,069	1,556	4,572	312	12%		★★★★★	★★★★★	★★★★	Freedom ^[1]	✓	✓	✓	✓		✓	Full pay, 2 weeks
38	Accenture	no data	✓	★★★★★	★★★★★	★★★★		✓	✓	✓	✓	✓	✓	Training: full difference, 2 weeks; activated: full difference, unlimited				
38	KPMG LLP	25,363	442	6,908	261	no data		★★★★★	★★★★★	★★★★★	Patriot	✓	✓		✓			Full difference, 12 months
40	Exelis Inc.	10,000	1,522	1,100	214	15%	✓	★★★★★	★★★★★	★★★★		✓	✓	✓	✓	✓	✓	Full difference, unlimited
41	GE	170,557	10,361	15,133	1,363	33%	✓	★★★★★	★★★★★		Freedom ^[1]	✓	✓	✓	✓		✓	Training: full difference, 17 business days; activated: full difference, unlimited; activated: full pay, 4 weeks, then full difference, 256 weeks
42	Citi	78,000	2,500	13,013	526	no data	✓	★★★★★	★★★★★	★★★★★	Freedom	✓	✓	✓	✓	✓	✓	Training: full pay, 4 weeks, then full difference, 256 weeks
43	Waste Management	42,000	2,900	7,600	580	10%	✓	★★★★★	★★★★★	★★★★★	Extraordinary Employer Support ^[1]	✓	✓	✓	✓	✓	✓	Full difference, 60 months
44	Leidos	19,500	2,896	3,960	681	10%	✓	★★★★★	★★★★★	★★★★★		✓	✓		✓		✓	Full difference, 52 weeks
45	Kraft Foods Group Inc.	20,000	1,100	2,664	158	0%	✓	★★★★★	★★★★★	★★★★★		✓	✓		✓			Training: full difference, 15 business days; activated: full difference, 5 years
46	DaVita Kidney Care	46,000	no data	no data	no data	15%		★★★★★	★★★★★	★★★★★	Freedom ^[1]	✓	✓		✓			Full difference, 5 years
47	Progressive Insurance	26,812	1,244	3,736	179	5%	✓	★★★★★	★★★★★	★★★★★	Pro Patria ^[1]	✓	✓	✓	✓		✓	Full difference, 24 weeks
48	Travelers	30,000	1,043	2,702	114	20%	✓	★★★★★	★★★★★	★★★★★	Freedom ^[1]	✓	✓	✓	✓	✓	✓	Training: full difference, 2 weeks; activated: full difference, 5 years
49	Shell Oil Co.	21,700	804	0	99	10%	✓	★★★★★	★★★★★			✓	✓	✓	✓	✓	✓	Full difference, 17 business days

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		Total	Military	Total	Military							Medical insurance	Life insurance	Pay raises	Retirement contributions	Sick days	Vacation days	
50	Merck & Co. Inc. First	23,304	325	861	25	10%	✓	★★★★★	★	★★	Freedom ^[1]	✓	✓	✓	✓	✓	✓	Full pay, 60 business days, then full difference, unlimited
51	Command Financial Services	1,051	654	132	39	100%		★★★★★	★★★★★	★★★★		✓	✓	✓	✓		✓	No pay
52	CBRE Group Inc. [3]	24,000	2,024	5,696	487	10%	✓	★★★★	★★★	★★★★	Above and Beyond	✓	✓	✓	✓	✓	✓	Full difference, 1 year
53	TSYS	10,014	no data	1,370	84	5%	✓	★★★★★	★★	★★★★★	Freedom ^[1]	✓	✓	✓	✓	✓	✓	Full difference, unlimited
54	EMC	52,000	no data	7,000	no data	no data	✓	★★★★★	★★★	★★★★	Pro Patria ^[1]	✓	✓	✓	✓			Training: full difference, 30 business days; activated: full difference, 18 months
55	Xcel Energy	11,500	no data	1,449	121	50%	✓	★★★★	★	★	Pro Patria ^[1]	✓	✓	✓	✓			Full difference, 1 year
56	Precise Systems Inc.	170	62	42	14	2%	✓	★★★★	★	★★★★		✓	✓	✓	✓	✓	✓	Full difference, 3 weeks
57	Brunswick Corp.	8,500	no data	3,000	300	no data	✓	★★★★	★★★	★★	Extraordinary Employer Support ^[1]	✓	✓		✓	✓	✓	Full difference, 12 months
58	Sprint	31,000	991	12,897	44	3%	✓	★★★★★	★★★★★	★	Freedom ^[1]	✓	✓					Full difference, unlimited
59	The University of Texas MD Anderson Cancer Center	23,013	603	4,634	98	2%		★★★★★	★★★			✓	✓	✓	✓	✓	✓	Full difference, unlimited
60	Werner Enterprises	12,000	1,701	14,807	2,014	20%	✓	★★★★★	★★★★★	★★★★	Freedom ^[1]	✓		✓			✓	No pay
61	DynCorp International LLC	13,573	7,709	2,615	1,576	50%	✓	★★★★★	★★★	★★		✓	✓		✓			Full difference, 13 weeks
62	Siemens US	46,000	2,955	6,807	311	no data	✓	★★★★★	★★★★		Freedom	✓	✓		✓	✓	✓	Full difference, 12 months
63	The Home Depot	365,000	35,000	189,636	19,878	10%		★★★★★		★	Freedom ^[1]	✓	✓		✓	✓	✓	Training: full difference, 3 months; activated: full difference, 12 months
64	Level 3 Communications [3]	9,896	no data	1,444	no data	10%	✓	★★★★★	★	★★★★	Above and Beyond	✓	✓		✓			Full difference, 6 months

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		Total	Military	Total	Military										contributions				
65	Kearney & Co.	419	114	139	15	20%	✓	★★★★★		★★★		✓		✓	✓	✓			Full pay, 1 week
66	Ecolab Inc.	20,050	1,091	3,540	250	no data	✓	★★★★	★	★★★		✓	✓	✓	✓			✓	Training: full difference, 15 business days; activated: full difference, 6 months
67	FDM Group [3]	321	28	176	15	30%	✓	★★★★★				✓	✓	✓		✓	✓		Full pay, 2 weeks
68	Hormel Foods Corp.	12,320	336	2,084	45	20%	✓	★★★★★	★	★	Patriot	✓	✓						Training: full difference, 2 weeks; activated: partial difference, unlimited
69	Amazon	154,000	no data	no data	2,600 ^[6]	no data		★★★★★	★★	★★★	Pro Patria ^[1]	✓	✓		✓				Full difference, 80 hours
70	DRS Technologies Inc.	5,131	996	605	184	no data	✓	★★★★★		★★★	Extraordinary Employer Support		✓		✓				Full difference, 12 weeks
71	The Hartford	17,500	421	4,045	55	no data		★★★★	★★★★	★★	Pro Patria ^[1]	✓	✓						Full pay, 2 weeks, then full difference, 2 weeks
72	ProSol	147	82	49	19	30%	✓	★★★★	★★★★	★	Patriot	✓	✓	✓				✓	No pay
73	Convergys [7]	35,000	no data	0	no data	10%	✓	★★★★★	★★★★	★★★★			✓				✓		Training: full difference, 2 weeks; activated: full difference, 1 week, then partial difference, 1 week
74	Creative Computing Solutions	209	50	100	24	15%	✓	★★★		★		✓	✓	✓	✓				Full pay, 1 week

Footnotes

- ¹ Multiple ESGR awards
- ² For training, up to 4 weeks if deemed specialty training. For activated, data applies to "emergency active duty." Non-emergency is 2 weeks if less than one year with company and 12 weeks if more
- ³ Only includes U.S. operations
- ⁴ Information does not include subsidiaries
- ⁵ The 15 days of full pay may also be used by activated reservists
- ⁶ Information from a recent interview
- ⁷ Only includes North American operations

Resources:

Military Times. Retrieved from <<http://bestforvets.militarytimes.com/best-employers-for-veterans/2015/>>