



## Best for Vets: Employers 2014

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We invited companies across the U.S. to participate in our rigorous, nearly 90-question survey. Not every company that responded made the cut. Rankings were developed based on the answers that companies provided to questions about their recruiting of people connected to the military; company policies related to veterans, reservists and their families; and the organization's culture. Not everything listed in this chart was considered in the rankings, and many items not listed were considered.

Rank	Company	Industry	Employees		2013 hires		Veteran Hiring Preference	% of recruiting budget for veterans	Military experience instead of certification
			Total	Military	Total	Military			
1	<a href="#">USAA</a>	Insurance	25,117	3,175	7,426	1,161	Significant	30%	
2	<a href="#">Verizon Communications Inc.</a>	Telecommunications	166,303	11,231	14,865	1,097	Slight	5%	●
3	<a href="#">CACI International Inc.</a>	Science & technology	14,133	2,682	3,799	822		26%	●
4	<a href="#">BAE Systems Inc.</a>	Defense & aerospace	31,650	3,769	5,788	596		20%	●
5	<a href="#">Union Pacific</a>	Transportation	46,000	8,985	3,000	849		43%	●
6	<a href="#">Charles Schwab &amp; Co. Inc.</a>	Banking & financial	13,482	493	1,627	92	Slight	7%	●
7	<a href="#">Capital One Financial</a>	Banking & financial	43,000	1,810	10,953	429		4%	●
8	<a href="#">JPMorgan Chase &amp; Co.</a>	Banking & financial	251,000	no data	28,952	no data		15%	
9	<a href="#">Intuitive Research and Technology Corp.</a>	Engineering	282	102	30	14		47%	●
10	<a href="#">Humana Inc.</a>	Health care	50,000	no data	16,000	no data	Slight	no data	●
11	<a href="#">Concurrent Technologies Corp. (CTC)</a>	Research & development	896	202	101	55	Significant	25%	●
12	<a href="#">AT&amp;T</a>	Telecommunications	244,712	7,016	34,451	4,158		1%	●
13	<a href="#">Southern Co.</a>	Energy & utilities	25,998	2,563	1,293	154		85%	
14	<a href="#">Bank of America</a>	Banking & financial	207,488	6,800	26,220	2,048		no data	●
15	<a href="#">URS Federal Services</a>	Defense & aerospace	9,892	4,002	2,224	949	Significant	80%	●
16	<a href="#">ManTech International</a>	Science & technology	7,639	3,399	2,548	1,282		75%	●
17	<a href="#">Intel</a>	Semiconductor	50,000	4,350	3,600	90	Slight	6%	●
18	<a href="#">LMI</a>	Consulting	1,043	342	212	60		40%	●

19	<a href="#">CDW</a>	Science & technology	6,900	284	160	75	Slight	20%	
20	<a href="#">Safeway Inc.</a>	Retail	136,192	5,264	60,503	1,815	Significant	40%	●
21	<a href="#">Exelon Corp.</a>	Energy & utilities	26,770	2,718	2,472	280	Slight	33%	●
22	<a href="#">Accenture</a>	Consulting	40,000	no data	no data	no data		no data	●
23	<a href="#">Walmart</a>	Retail	2,200,000	100,000	no data	30,000		15%	
24	<a href="#">Prudential Financial Inc.</a>	Banking & financial	19,678	601	3,200	216		15%	
25	<a href="#">U.S. Bank</a>	Banking & financial	66,000	2,000	22,000	no data		5%	
26	<a href="#">Xcel Energy</a>	Energy & utilities	11,000	1,100	947	100		8%	
27	<a href="#">DaVita Inc</a>	Health care	47,731	no data	no data	no data	Slight	10%	
28	<a href="#">Exelis Inc.</a>	Defense & aerospace	17,200	2,554	1,700	241		15%	●
29	<a href="#">Wells Fargo</a>	Banking & financial	280,000	7,613	no data	1,418		10%	●
30	<a href="#">CSC</a>	Science & technology	80,000	4,500	no data	1,800	Slight	30%	●
31	<a href="#">Army &amp; Air Force Exchange Service</a>	Retail	38,484	550	13,288	424		20%	
32	<a href="#">Shell Oil Co.</a>	Oil refining, petroleum, drilling	21,000	801	0	209		2%	●
33	<a href="#">Triple Canopy</a> <sup>e</sup>	Security	1,746	1,387	587	506	Slight	15%	
34	<a href="#">Citi</a>	Banking & financial	85,000	2,000	no data	511		0%	●
35	<a href="#">Leidos</a>	Science & technology	21,865	3,916	4,308	1,280		5%	●
36	<a href="#">Eaton</a>	Manufacturing	35,000	1,557	4,847	257		12%	●
37	<a href="#">United Rentals Inc.</a>	Industrial	11,447	1,146	1,771	197	Significant	15%	●
38	<a href="#">Dominion Resources Inc.</a>	Energy & utilities	14,570	1,250	555	121	Slight	25%	●
39	<a href="#">Cigna</a>	Health care	36,447	572	5,049	94	Slight	10%	●
40	<a href="#">ISC Constructors LLC</a>	Construction	2,600	140	450	69	Significant	65%	●
41	<a href="#">Alion Science and Technology</a>	Defense & aerospace	2,800	1,120	623	373	Significant	30%	●
42	<a href="#">Travelers</a>	Insurance	28,300	932	2,025	57		10%	●
43	<a href="#">Bell Helicopter</a>	Defense & aerospace	7,979	1,911	375	116	Significant	16%	
44	<a href="#">FDM Group</a>	Science & technology	236	26	107	23		30%	●
45	<a href="#">The Home Depot</a>	Retail	300,000	36,500	no data	10,000		10%	
46	<a href="#">Performance Contractors Inc.</a>	Construction	7,300	386	1,400	168	Significant	25%	●

47	<a href="#">Chesapeake Energy Corp.</a>	Energy & utilities	10,906	1,248	2,965	421	Slight	15%	●
48	<a href="#">DynCorp International</a>	Defense & aerospace	8,625	5,661	2,406	1,640		50%	●
49	<a href="#">University of Texas MD Anderson Cancer Center</a>	Health care	18,481	610	3,879	118	Slight	2%	
50	<a href="#">EMC</a>	Computer hardware	55,000	no data	no data	no data		no data	●
51	<a href="#">The Hartford</a>	Insurance	20,000	435	2,201	58	Slight	no data	
52	<a href="#">Hormel Foods Corp.</a>	Food	12,267	350	2,259	57		20%	●
53	<a href="#">Kearney &amp; Co.</a>	Accounting & finance	390	43	75	6		20%	●
54	<a href="#">Waste Management</a>	Environmental	44,000	2,900	7,400	521		8%	●
55	<a href="#">Progressive Insurance</a>	Insurance	26,199	1,240	3,012	128		5%	●
56	<a href="#">Enterprise Holdings</a>	Hospitality	62,000	6,028	25,000	1,700		10%	
57	<a href="#">CSI Aviation Inc.</a>	Airline & aviation	25	8	6	4	Slight	70%	●
58	<a href="#">Siemens USA</a>	Engineering	60,000	3,300	6,400	295		20%	●
59	<a href="#">Express Scripts</a>	Health care	30,000	515	9,675	68	Slight	1%	

**Benefits for Activated Reservists**

Rank	Company	Veterans onboarding	Company training about military	Military spouses policies	ESGR awards	Medical insurance	Life insurance	Pay raises	Retirement contributions	Sick days	Vacation days	Do activated or drilling reservists receive their full civilian pay or the full difference between their military and civilian pay? And for how long?
1	<a href="#">USAA</a>	★★★★★★★★★★	★★★★★★★★★★	★★★★★★★★★★	Freedom	●	●		●	●	●	Training: full difference, 4 weeks; activated: full pay, 4 weeks, then full difference, 23 weeks
2	<a href="#">Verizon Communications Inc.</a>	★★★★★★★★★★	★★★★★★★★★★	★★★★★★★★★★	Freedom	●	●	●	●	●	●	Training: full difference, 2 weeks; activated: full difference, 156 weeks <sup>2</sup>

3	<a href="#">CACI International Inc.</a>	★★★★★	★★★	Above & Beyond <sup>1</sup>	●	●	●	●		Training: full difference, 3 weeks; activated: full difference, 26 weeks	
4	<a href="#">BAE Systems Inc.</a>	★★★★★		Freedom	●		●	●	●	Training: full difference, 3 weeks; activated: full pay, 4 weeks, then full difference, 48 weeks	
5	<a href="#">Union Pacific</a>	★★★★	★★★★	★★★★	Freedom <sup>1</sup>	●	●	●	●	●	Training: no pay; activated: full difference, unlimited
6	<a href="#">Charles Schwab &amp; Co. Inc</a>	★★★★★	★★★★★	★★★★★	Above & Beyond <sup>1</sup>	●	●	●	●		Training: full pay, unlimited; activated: full difference, 104 weeks <sup>3</sup>
7	<a href="#">Captiol One Financial</a>	★★★★	★★★	★★★★	Above & Beyond <sup>1</sup>	●	●	●	●	●	Training: full pay, 2 weeks; activated: full difference, unlimited
8	<a href="#">JPMorgan Chase &amp; Co.</a>	★★★★★	★★★★	★★★★	Freedom <sup>1</sup>	●	●		●	●	Training: full pay, 2 weeks; activated: full pay, unlimited
9	<a href="#">Intuitive Research and Technology Corp.</a>	★★★★★	★★★★			●	●	●	●	●	Training: full difference, 2 weeks; activated: full difference, 24 weeks
10	<a href="#">Humana Inc.</a>	★★	★★★★	★★★★	Freedom <sup>1</sup>	●	●	●	●	●	Full difference, 52 weeks
11	<a href="#">Concurrent Technologies Corp. (CTC)</a>	★★★★	★★★★	★★★★	Pro Patria <sup>1</sup>	●	●	●	●	●	Full difference, unlimited
12	<a href="#">AT&amp;T</a>	★★★★★	★★★★	★★★★	Pro Patria <sup>1</sup>	●	●	●		●	Training: full difference, 2

										weeks; activated: full difference, 24 weeks
13	<a href="#">Southern Co.</a>	★★★★★★	★★	Freedom <sub>1</sub>	●	●	●	●	●	Training: full difference, 2 weeks; activated: full difference, unlimited
14	<a href="#">Bank of America</a>	★★	★★★★	Freedom <sub>1</sub>	●	●	●	●	●	Training: full pay, 2 weeks; activated: full pay, 12 weeks, then full difference, 248 weeks
15	<a href="#">URS Federal Services</a>	★★	★★★★★★	Above & Beyond <sub>1</sub>	●	●			●	Full difference, 12 weeks, then partial difference, 12 weeks
16	<a href="#">ManTech International</a>	★★★★★★	★★★★	Patriot	●	●				Training: no pay; activated: full difference, 36 weeks
17	<a href="#">Intel</a>	★★★★	★★★★	Freedom <sub>1</sub>	●	●	●	●		Training: full difference, unlimited; activated: full difference, 104 weeks
18	<a href="#">LMI</a>	★★★★★★	★★★★		●		●			Training: full pay, 2 weeks; activated: full difference, 26 weeks
19	<a href="#">CDW</a>	★★★★★★	★★		●	●	●	●	●	Full difference, 104 weeks
20	<a href="#">Safeway Inc.</a>	★★★★★★	★★★★	Freedom <sub>1</sub>	●	●	●	●	●	Training: no pay; activated: partial difference, 260 weeks
21	<a href="#">Exelon Corp.</a>	★★	★★	Above & Beyond <sub>1</sub>	●	●		●	●	Training: full pay, 2



										difference, 3 weeks; activated: full difference, 52 weeks		
33	<a href="#">Triple Canopy</a> <sup>6</sup>	★★★★★★★	★★			●	●	●	●	●	No pay	
34	<a href="#">Citi</a>	★★	★★	★★★★	Freedom	●	●	●	●	●	●	Training: full pay, 4 weeks, then full difference, unlimited; activated: full pay, 4 weeks, then full difference, 256 weeks
35	<a href="#">Leidos (go to Military Professionals)</a>			★★★★	Freedom	●	●	●	●		●	Training: full difference, 2 weeks; activated: full difference, 52 weeks <sup>4</sup>
36	<a href="#">Eaton</a>	★★★★★			Freedom <sup>1</sup>	●	●		●		●	Full pay, 2 weeks, then partial difference, unlimited
37	<a href="#">United Rentals Inc.</a>	★★★★	★★★★		Pro Patria <sup>1</sup>	●	●					Full difference, unlimited
38	<a href="#">Dominion Resources Inc.</a>	★★	★★		Freedom	●	●	●	●	●	●	Training: full difference, 3 weeks; activated: full difference, 260 weeks
39	<a href="#">Cigna</a>	★★★★★★	★★★★			●	●					Full difference, 52 weeks
40	<a href="#">ISC Constructors LLC</a>	★★★★★★★	★★						●			No pay
41	<a href="#">Alion Science and Technology</a>	★★★★		★★★★	Above & Beyond <sup>1</sup>	●	●	●	●	●	●	Full pay, 3 weeks
42	<a href="#">Travelers</a>	★★★★★			Freedom <sup>1</sup>	●	●	●	●	●	●	Training: full difference, 2 weeks; activated: full difference, 260 weeks
43	<a href="#">Bell</a>	★★	★		Patriot	●	●	●	●	●	●	Full

[Helicopter](#)

difference,  
52 weeks

44	<a href="#">FDM Group</a>	★★★★			●	●	●		●	●	Full pay, 2 weeks	
45	<a href="#">The Home Depot</a>	★★	★★★★	★★	Freedom	●	●		●	●	●	Full difference, unlimited
46	<a href="#">Performance Contractors Inc.</a>	★★	★★★★	★★★★				●	●	●	●	Full difference, 78 weeks
47	<a href="#">Chesapeake Energy Corp.</a>	★★★★★★			Freedom							No pay
48	<a href="#">DynCorp International</a>	★★★★★	★			●	●	●	●			Full difference, 13 weeks
49	<a href="#">University of Texas MD Anderson Cancer Center</a>	★★★★	★★	★		●	●	●	●	●	●	Training: full difference, unlimited; activated: full difference, unlimited
50	<a href="#">EMC</a>		★★	★★★★	Above & Beyond <sup>1</sup>	●	●	●				Full difference, 78 weeks
51	<a href="#">The Hartford</a>	★★	★★★★	★★	Pro Patria <sup>1</sup>	●	●		●			Full pay, 2 weeks, then full difference, 24 weeks
52	<a href="#">Hormel Foods Corp.</a>	★★★★★	★		Patriot	●	●					Training: full difference, 2 weeks; activated: partial difference, unlimited
53	<a href="#">Kearney &amp; Co.</a>	★★★★	★★	★★		●		●	●	●		Full pay, 1 week
54	<a href="#">Waste Management</a>	★★★★	★★★★★★	★★★★	Extraordinary Employer Support <sup>1</sup>	●	●		●			Training: no pay; activated: full difference, 260 weeks <sup>5</sup>
55	<a href="#">Progressive Insurance</a>		★★★★★★		Pro Patria <sup>1</sup>	●	●	●	●		●	Full difference, 24 weeks
56	<a href="#">Enterprise Holdings</a>	★	★★		Freedom	●	●		●	●	●	Training: no pay; activated: full difference, unlimited
57	<a href="#">CSI Aviation</a>	★★★			Freedom	●			●		●	Full pay, 5



[Inc.](#)

weeks, then  
partial  
difference,  
unlimited

58	<a href="#">Siemens USA</a>	☆☆	Freedom	●	●	●	●	Full difference, 52 weeks
59	<a href="#">Express Scripts</a>	☆	☆☆☆	Pro Patria <sup>1</sup>	●	●		Training: full difference, 56 weeks; activated: full difference, 52 weeks

**Footnotes**

- <sup>1</sup> Multiple ESGR awards
- <sup>2</sup> 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.
- <sup>3</sup> Training reservists receive full pay for no more than seven consecutive days
- <sup>4</sup> 52 weeks if new conflict orders received at 26 weeks; otherwise only 26 weeks
- <sup>5</sup> Differential pay only if involuntarily called to active duty
- <sup>6</sup> Includes subsidiary Triarc