

Vets wanted

50 employers working to hire veterans and keep them

By Cecilia Hadley

Finding a job can be hard. Finding a job with a company that doesn't understand your military service can be a lot harder.

It's up to veterans to bridge the gap between their experience and civilian recruiters with a well-prepared résumé and interview. But building that bridge is easier with companies — such as the employers on our “Best for Vets” list — that try to meet you at least halfway.

Here's what our Best for Vets employers do to hire veterans and keep them happy — and what they'd like see from you.

WHAT EMPLOYERS ARE DOING

■ Training recruiters to work with you.

Human resources managers say that translating military skills to civilian job

experience is a challenge: “In some sense, it's like speaking two different languages,” said Carlos Echalar, executive vice president of human resources at ManTech International.



Companies that want to hire vets tackle this problem head-on.

Eighty-six percent of the employers on our list train their recruiters to work with the military. Some, like Southern Co., get other veteran employees involved in recruiting and interviewing applicants. At General Electric, military résumés go through service-specific screeners who can recognize the significance of each turn in a veteran's career path.

Recruiters with military experience or training “look at a résumé differently,” said Kathy Madaleno, senior vice president of human resources at Alion Science and

How we did it

Military Times EDGE invited the companies on the Fortune 1,000, the Defense News 100 and Federal Times' General Services Administration 250 lists to tell us about their military recruitment and policies in an online survey.

Responses were evaluated in four criteria:

■ Recruiting: Budget and personnel dedicated to military hiring, venues where jobs were marketed to veterans, percent-

age of new hires who were veterans

■ Training and mentoring: Number of orientation, training and mentoring programs exclusively or primarily for veterans

■ Reserve policies: Pay and benefits for activated reservists, policies to accommodate and support their deployments

■ Corporate culture: Representation of veterans in the work force and on the executive team, retention of veterans, programs for military spouses and dependents and involvement in military and veterans causes

RANK	COMPANY	HEADQUARTERS
1	General Electric	Fairfield, Conn.
2	USAA	San Antonio
3	BNSF Railway	Fort Worth, Texas
4	Southern Co.	Atlanta
5	CSX	Jacksonville, Fla.
6	Logistics Management Inst.	McLean, Va.
7	ManTech International	Fairfax, Va.
8	Computer Sciences Corp.	Falls Church, Va.
9	Concurrent Technologies Corp.	Johnstown, Pa.
10	Union Pacific	Omaha, Neb.
11	Waste Management	Houston
12	CACI International	Fairfax, Va.
13	Boeing	Seattle
14	Travelers	St. Paul, Minn.
15	Sears Holdings Corp.	Hoffman Estates, Ill.
16	Alion Science and Technology	McLean, Va.
17	DynCorp International	Falls Church, Va.
18	Wal-Mart Stores Inc.	Bentonville, Ark.
19	SecTek	Reston, Va.