

2024 Edition

FUTURE UNION

Top Employers for Veterans & Transparency Index

THIRD ANNUAL



illuminating the Top Employers of Veterans by Fusing Data Integrity and
Transparency with Certified Veteran Employment Statistics

July 2024

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FUTURE UNION

Future Union is a bipartisan organization designed to galvanize the private sector and forward-thinking leaders to address a new wave of emerging technology and security challenges facing the United States and its allies. Our goal is to fuse private sector innovation and democratic capitalism to ensure democracy perseveres in upcoming clashes between democracies and autocracies.

Future Union was founded on the belief that the next generation of technology and investing will dramatically shape a new geopolitical reordering. We are dedicated to furthering technology innovation and strengthening the United States private sector and allies to take on global foes. Our aim is to forge a private and public sector compact, improving policies and magnifying the impact of the private sector and capitalism in preparation for global conflicts ahead.

FUTURE UNION

2024 TOP EMPLOYERS FOR VETERANS

THIRD ANNUAL EDITION

*Evaluating Corporate Veteran Employment based on a Rubric of
Corporate Transparency fused with Action.*

Andrew King, Executive Director

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I. Foreword.

In the United States of America, we honor our service members whether it's on national holidays like the Fourth of July, Veterans Day, or Memorial Day, or through ovations at public events. The trooping of the colors at major sporting events, the flyover before each NFL match, these are uniquely American traditions focused squarely on thanking our men and women in uniform for the sacrifices they have made for our country. It is also uniquely distinguishable from every other population and class of individuals in America. Just like the selfless sacrifice, the skills, talent and leadership that our service members possess, collectively, are traits that are uncommonly unique among any other group, culture or population. However, when our military members leave the mission-oriented environs of service to transition to other pursuits in the private sector, the path is not without its challenges. Unlocking the full-potential of the corporate-enhancing traits and talents developed over a lifetime of service that is possible from America's veterans may still require a level of patience and training – and a longer onramp – commensurate with the inherently unique issues of the transition. However, as numerous employers have discovered, this patience and trust is frequently rewarded in an array of areas after our veteran service-leaders adjust to a new mission, serving to benefit the company in innumerable ways over the short- and long-term.

With 2 million service members leaving the military for the private sector over the next decade, career placement is critical. Surveys indicate that 69% describe finding a job as their biggest challenge and it takes on average more than six months to find a new job post-military service, veterans often switch jobs early because of the struggles of adapting to civilian life. As Patrick Ainsworth of Okta explains, “We were taught to tough it out and not complain, which can manifest in us being less vocally demanding, because that was how we grew up.” Thus, the onus is on America to make it easier for our service members and our private sector companies can do more when it comes to employment.

In July 2022, we published our inaugural “Top Employers for Veterans” report, underlying a broader initiative designed with a single goal in mind: to encourage greater transparency for employment statistics of veterans by employers and then rank the leading companies. Future Union has been focused on veteran initiatives and elevating their causes from Day 1. Our follow-up report was designed to bring attention to the employment issue in the 2023 edition last year. We are pleased to release our latest, third annual listing of *Top Employers for Veterans*. In designing and launching a new methodology in an industry with numerous published grading scales, we had a single overarching mission, namely, to reimagine the process putting America's transitioning service members and veterans at the core of the corporate veteran rankings process. The most obvious target was a categorical rethinking of the industry-wide, survey-based process that inhibits the public sharing of data. By continuing this confidential process, which each and every veteran employer-ranking publisher categorically employs, the industry inadvertently restricts the core metrics from the audience that is best situated to benefit. In taking a refreshed, and decidedly different approach, our goal was to shift the historic evaluation process from the shadows - one rife with potential conflicts of interest - by introducing the disinfecting sunlight of publicity into the process to ensure that prioritizing our veterans remains at the forefront. Our initiative is not merely another award show, instead, it is a cause-based effort launched with the conviction that the private companies that best exemplify such transparency could help encourage and convince other private companies to spread the word, helping make measurable progress in enshrining such metrics into published reports with a higher level of rigor and scrutiny. For example, given the indisputable fact that the United States is the most popular destination for public company stock exchange listings (NYSE or NASDAQ) due, in large part, to the trust accrued from the oversight of the Securities and Exchange Commission's regulatory and audit requirements dictating a higher level of

transparency for financial statement disclosures, as well as other impact reports, publicly available websites and press statements. Thus, Future Union seeks to reduce the existing ambiguity of metrics in the veteran-publishing industry and shift the power, ranking and grading private sector companies based on transparency as well as performance improvement as they court one of the most impressive conduits for untapped human capital and talent, our veteran population.

In our initial *Top Employers for Veterans Report* and the subsequent two reports, we highlighted that veterans bring a wealth of skills and diverse backgrounds that are often missing in the workplace and in high demand, yet may struggle to properly adapt and articulate achievements from service into a private, for-profit sector lexicon. Surveys and research show that veterans, being mission-driven, excel in adapting, improvising, and leading—skills honed through unique experiences not commonly found in other population groups. These qualities add significant value in corporate settings, making veterans the kind of human capital that every company, large or small, needs, even if they are not initially aware of it.

While attention on the career challenges of America's military service members and veterans has improved, particularly in investment and finance circles, much more needs to be done. The rise of environmental, social, and governance initiatives has brought greater recognition of diverse and minority populations. However, veterans are largely absent from these targeted programs. Research indicates that an estimated 80% of civilian organizations lack veteran-specific recruiting programs, and more than 60% lack onboarding or transition support.

For context, there are numerous indices publicly grading companies on the metrics related to veteran employment and veteran-friendly inclinations in hiring, yet in virtually every published ranking, the top companies are awarded to government-focused contractors who are deeply connected to, and reliant on, government contracts. The revolving door between the Pentagon and these companies naturally boosts their standing in rankings. Those entities need little introduction to service members and their inclusion crowds out other private sector actors that have made progress

in hiring and helping transitioning service members.

The deeper problem is not who they rank, but how. The data and process underlying the rankings industry is opaque, and often reliant on self-reported, confidential employer information, which is often shielded from public disclosure. Grades are generated from private attestations and questionnaires of varying quality and need not meet the heightened publishing standard associated with corporate releases or financial filings. This data is also subject to the inherent variances of internal data collection processes that differ between companies. Additionally, every reviewed ranking uses a hidden classification system, many of which are confusing, with some corporate listings spanning hundreds of awarded companies. Many published listings have nary a mention of, and pay little attention to, the benefits or training made available to veterans, which can negate the actionable utility of the ranking for veterans and their families in making career decisions. Many industries have sought to use aggressive and misleading marketing to target members of the military – the rankings industry should not be part of this.

Future Union evaluates public companies' support for veterans differently as part of our mission to drive a new era of transparency and integrity toward veterans' post-service employment insights. While this includes collecting information on retention rates, promotion prospects, and mental health resources to support veterans transitioning into civilian life, it begins and ends with public transparency. We want to encourage public and privately held companies to present more useful, practical and actionable employment insights for veterans transitioning to civilian careers, and more appropriately shift the burden to employers of properly showcasing their engagement with veterans.

In willingly accepting a heightened regulatory rigor, the private sector companies that we highlight have elected to provide more comprehensive and detailed disclosures and, simultaneously, deserve a reciprocal halo of credit for their greater clarity and, thus, respect for America's service members. This corporate choice is notable and admirable, deserving of such public recognition, which we attempt to

provide. Thus, in our third annual evaluation and grading, the companies we highlight herein deserve credit for leadership and setting a new standard by willingly inviting a level of scrutiny that is often absent in private, confidential survey-led reports.

This report aims to kickstart a more transparent rankings industry.

Andrew King

II. Executive Summary.

The landscape of U.S. military service members and veterans is notable for its change. Currently, active-duty volunteer members number 1.4 million, representing less than 1% of all U.S. adults. The veteran population, which was 18% of the total U.S. population in 1980, now stands at less than 10%. Veterans represent one of the most diverse groups in the country, encompassing a wide range of backgrounds and cultures. This diversity is projected to increase significantly over the next four decades:

- Women: Expected to double to 20%.
- Hispanic-Americans: Expected to double to 16%.
- African-Americans: Expected to increase to 15%.
- Asian-Americans & Native Americans: Expected to double to 4%.

Despite their diversity and the high regard in which they are held, many veterans face significant challenges transitioning to civilian employment. The transition from a mission-focused military environment to the private sector is particularly difficult, with 69% of veterans citing job finding as their biggest challenge. In the past, it takes veterans more than six months to secure employment on average, often leading to early job switching as they struggle to integrate their identities with their new roles.

Key statistics highlight the difficulties veterans face:

- 80% of civilian organizations lack veteran-specific recruiting programs.
- 60% lack onboarding or transition support for veterans.

Veterans, despite their unique challenges and deserving status, may need greater early onboarding programs and training, yet the leadership statistics for veterans in the private sector illustrate the immense benefits such patience in training a group with such potential and talent can be immense. Veterans face higher risks, including a 57% higher likelihood of suicide compared to the national average, yet they remain underrepresented in Diversity Equity and Inclusion (DEI) initiatives.

It is crucial to provide greater transparency in employment statistics for veterans. Enhanced measurement and transparency will facilitate smoother transitions for veterans into civilian careers and increase recognition of their unique challenges.

We believe that by prioritizing the measurement and transparency of veteran employment data, companies can improve veteran integration and appreciation within the private sector. As the adage goes, “what is measured, is what matters,” and greater emphasis on this will undoubtedly lead to greater adoption of best practices, especially as the 2024 honorees gain recognition for their efforts, encouraging other companies to follow a similar path, thus, raising the minimum threshold for corporate transparency, benefiting veterans while simultaneously enhancing and enriching the corporate landscape.

III. Methodology.

Our evaluation began with data from requisite corporate filings, which we supplemented and enhanced with additional details from publicly available corporate announcements, press releases, and websites. We collaborated with outside consultants who have expertise in financial analysis, economics, accounting, strategy, and governance to ensure the accuracy and depth of our disclosure. The information was derived from several sources, including Bloomberg, Pitchbook, and S&P Capital IQ, as well as other databases.

Our findings are data-driven and aim to provide a transparent and compelling analysis of the human capital within our companies, highlighting the best employers and how they support and champion veterans. Unlike traditional confidential surveys and hidden relationships between respondents and publishers, our approach emphasizes transparent public exposure. This transparency aims to materially improve the decision-making process for emerging service members contemplating significant career decisions and to offer new opportunities for top veteran employers to showcase and attract such veterans.

Our previous report aimed to provide a holistic and comprehensive evaluation of corporate transparency and commitment to veterans. The report focused on two main objectives:

1. Grading and Ranking Transparency:

We assessed the transparency of data presented in mandatory reports such as corporate annual reports and 10K public filings, as well as elective reports on Impact, Corporate Responsibility, Diversity, Equity, and Inclusion, and Sustainability. These reports often highlight selective diversity metrics while overlooking veterans, as evidenced by our past research.

2. Rating Companies Based on Uncontestable Metrics:

We evaluated companies using specific metrics underlying their transparency, highlighting the top 30 companies. These metrics

included veteran retention rates, corporate benefits available to veterans, and the presence of veteran affinity groups or Business/Employee Resource Groups, which often act as informal mentors and role models. BRGs/ERGs are crucial as they provide a platform for specific issues to be addressed and signal a company's commitment to shared values. The presence of such groups fosters a more welcoming environment for veterans.

We aimed to create a listing of the best private-sector companies employing veterans, where voluntary self-reporting does not automatically confer inclusion. Instead, our metric is public disclosure, transparent for all to review. Our index identifies, elevates, and recognizes notable veteran-hiring companies that distinguish themselves beyond their peers.

Our goal is to democratize the success and achievements of companies that excel in helping veterans reach their potential. We believe that transparency in public company corporate reporting can act as a “disinfectant,” improving the disclosure of specific benefits extended to veterans and the metrics underlying each company's human capital choices. This transparency is critical for veterans to make informed decisions about their employment options and to identify the best corporate candidates for their talents and diverse skills.

We assessed over 1,000 of the largest employers comprising the vast majority of the S&P 500, as well as other well-known companies, using a baseline methodological framework distinct from other private, self-reported survey-based methodologies. Our ranking methodology focused on transparency and action, ensuring a competitive approach to evaluating corporate reporting and support for veterans. While many companies came close to making the list, we chose to feature a tight, consolidated view of the top 30 employers to maintain focus and clarity. This ranking underscores the significant variance in reporting between companies and highlights those that go above and beyond in supporting veterans.

IV. Results.

Future Union is proud to present our latest ranking of veteran employers, based on a rigorous, systematic, and quantitative methodology using year-end 2023 data. Our ranking combines firm-specific transparency elements to highlight the best corporate efforts in recruiting, supporting, and empowering current and former service members, spouses, and their families, with proof of such initiatives grounded in data.






This initiative was inspired by a realization and documentation of specific instances of the overwhelming reality of many

companies overlooking veterans resulting in our initial report. Our ranking is editorially independent, emphasizing the importance of measurable actions. The need for a new approach with a specific focus on veterans became evident.

As set forth below in our 2024 ranking of the top employers of veterans, the leading company was CVS Health, with consistent and increasing transparency combined with benefits to serve veterans as they transition to the private sector.

The other award recipients are as follows:










Table 1. 2024 Top Ranked Employers for Veterans.

Future Union's 2024 Top Employers for Veterans.			
Rank			Headquarters Location
1		CVS Health	Woonsocket, Rhode Island
2		Fiserv	Milwaukee, Wisconsin
3		AT&T	Dallas, Texas
4		The Home Depot	Atlanta, Georgia
5		JPMorganChase	New York City, New York

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6		Capital One	McLean, Virginia
7		Starbucks	Seattle, Washington
8		Verizon	New York City, New York
9		Alphabet/Google	Mountain View, California
10		Bank of America	Charlotte, North Carolina
11		Mastercard	Purchase, New York
12		Walmart	Bentonville, Arkansas
13		Amazon	Seattle, Washington
14		Charter Communication	Stamford, Connecticut

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15		Fox Corporation	New York, New York
16		Comcast NBCUniversal	Philadelphia, Pennsylvania
17		Johnson & Johnson	New Brunswick, New Jersey
18		Liberty Mutual	Boston, Massachusetts
19		Citi	New York City, New York
20		Intel Corporation	Santa Clara, California
21		BlackRock	New York, New York
22		American Airlines	Fort Worth, Texas
23		Morgan Stanley	New York, New York

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24		McKinsey & Co.	New York, New York
25		Goldman Sachs & Co.	New York, New York
26		United Airlines	Chicago, Illinois
27		Wells Fargo	San Francisco, California
28		Nike	Beaverton, Oregon
29		Procter & Gamble	Cincinnati, Ohio
30		Boston Consulting Group	Boston, Massachusetts

Source: Rankings determined based on research pursuant to required regulatory filings, corporate filings, and press releases/public statements.

Some standout companies, such as Verizon and Capital One, have demonstrated that actively embracing veterans' skills can enhance their bottom line by creating a more engaged and loyal workforce. In 2011, JPMorganChase was the founding sponsor enabling the creation of Syracuse University's groundbreaking Institute for Veterans and Military Families (IVMF), which studies options to accelerate our service members' transition to the private sector. Also, in 2011, together with 10 other founding companies, JPMorganChase launched the Veteran Jobs Mission, now compassing more than 300 member companies that have hired more than 900,000 former service members. Starbucks, for example, committed to hiring 10,000 veterans in 2013 and exceeded this goal by hiring 30,000 veterans and spouses. Another sponsor of the IVMF, Fiserv's donations have supported numerous disabled veteran employment initiatives around the country.

To encourage the retention, upskilling, and growth of veterans, companies can adopt best practices for hiring and mentoring. Nonprofits like HireBridge and the COMMIT Foundation, and publicly sponsored programs like the Department of Defense's SkillBridge provide essential tools for veterans transitioning to new roles and assist in hiring spouses. By establishing mentorship and leadership coalitions across corporations, companies can increase national awareness, support rising stars, and achieve tangible milestones in veteran support and advocacy.

V. Recommendations.

Future Union firmly believes that America owes its veterans not only gratitude but also measurable and verifiable statistics. Our diversity inquiries and reporting must move beyond arbitrary vanity metrics that showcase selective data, leading to a lack of trust and backlash against perceived hypocrisy. In the challenging transition from mission-oriented service to a profit-driven world, veterans deserve reliable and trustworthy information to make informed, life-changing decisions post-service.

What Can Employers Do?

1. Greater Visibility and Amplification:

- Initiate a national dialogue to address the absence of veterans in current diversity-related conversations
- Ensure impact reports like corporate responsibility, environmental social and governance, diversity equity and inclusion, diversity and inclusion, and sustainability reports transparently and consistently represent all groups, including veterans.

2. Champion Spotlights:

- Implement best practices for hiring and mentoring to support the retention, upskilling, and growth of veterans.
- Collaborate with nonprofits like HireBridge or the COMMIT Foundation to aid veterans' transition to new roles and assist in hiring spouses.

3. Leadership Growth Coalition:

- Establish new mentorship and leadership coalitions to increase national awareness, support rising stars, and achieve tangible milestones.
- Advocate for long-term education and create networks for corporate leadership focused on veterans.

Offering a Brighter Future for America's Veterans

Success is demonstrated through action, as seen with Starbucks, which excels in supporting veterans through recruiting conduits, transition training, onboarding, and mentoring. Curtis Woolard, a 29-year-old former operations specialist, shared his positive experience: "While adjusting took time, I immediately felt this shared bond with so many people and felt comfortable asking for help."

Policy Recommendations for Employers

To be competitive in future rankings, public and private employers should:

- Provide detailed, veteran-specific data with historical trends and a dedicated section in DEI/D&I, Corporate Sustainability or ESG reports.
- Identify veteran-specific Employee Resource Groups or Business Resource Groups and allies, including the percentage of total employees involved
- Report retention rates of veterans in relation to both veteran and total employee counts.
- Disclose the dollar amount of annual grants and donations, and their proportion of total DEI funding.
- Highlight events throughout the year designed to recognize high-achieving veterans, both sponsored and internally developed.
- Offer programs specifically designed for veterans.

Future Union aims to ensure veterans receive the recognition and support they deserve, fostering a more inclusive and supportive environment for their transition into the corporate world.

VI. Conclusion.

Veterans deserve recognition and access to the same benefits made for other groups.

Promoting Veteran Inclusion: A Path to Corporate Excellence

Our report identifies companies that excel in transparently disclosing their veteran successes, achieving retention milestones, and providing effective onboarding, training, and career transition benefits. These standout companies distinguish themselves from those that overlook veterans.

The Veteran Transition Challenge

Veterans dedicate years to serving their country, often at great personal sacrifice. Despite their valuable skills and experiences, they remain an underappreciated group. The transition to civilian employment is particularly challenging for veterans, who struggle to convey their transferable skills within the rigid criteria of job postings. Research indicates that the average initial job search for veterans takes over six months, often involving frequent job changes as they seek roles that align with their identities.

Leading Companies Making a Difference

While we have previously highlighted this issue, it is important to recognize the companies that are making significant strides in veteran integration. Companies like The Home Depot and Starbucks are making substantial progress, demonstrating how effective veteran inclusion can be with targeted steps and explicit attention. However, many other companies remain stagnant, lacking transparency and missing the opportunity to engage with a veteran audience eager for such opportunities. This lack of visibility also hampers internal corporate progress, as it reduces the emphasis managers place on veteran inclusion and limits opportunities for recognizing and celebrating these efforts.

The Value of Diversity

Research consistently shows that diversity in perspective, culture, thought, and, just as important, experience, and thoughts strengthens institutions, companies, and government. Veterans are among the most diverse groups, bringing

valuable skills that can benefit any company. Companies like JPMorganChase, Starbucks, Verizon, and Capital One demonstrate that real change is occurring, beyond mere rhetoric.

Prioritizing Transparency

To ensure that veteran inclusion is prioritized, we must emphasize the consistent and transparent dissemination of metrics and statistics to the public. This will improve the overall situation for service members and veterans transitioning to the private sector. More can be done, and we are committed to facilitating this progress.

Our Call to Action

We urge companies to:

- Increase visibility and amplify the presence of veterans in both corporate communications and diversity conversations.
- Implement best practices for hiring and mentoring veterans.
- Establish mentorship and leadership coalitions for veterans.
- Ensure impact reports like corporate responsibility, diversity equity and inclusion, and diversity and inclusion, all of which can more transparently and consistently account for and incorporate veterans.
- Recognize and celebrate veteran achievements to encourage further progress.

By taking these steps, companies can help create a brighter future for America's veterans, offering them the recognition and support they deserve as they transition to civilian life.

To join us or get more involved, please reach out to veterans@futureunion.co.

Andrew King
Executive Director, Future Union

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The analysis and recommendations presented in this report are solely of Future Union's authors and neither reflects the views of individuals consulted nor any U.S. government organization. Moreover, any officials, investors, and experts consulted participated solely in their personal, and non-institutional, capacity.

A. APPENDICES.

INTRODUCTION OF A VETERAN EMPLOYMENT AND BENEFIT SECTION.

Appendix 1. Proposed Template of a “Veteran Employments Section” to be Adapted for Public Entity Reporting.

For reference, Future Union’s proposed starting point for propagating a new standard section of disclosure for reporting in public company filings (if elected, this section could be incorporated directly into 10K/10Q, DEI, or Corporate Responsibility Reports or adapted to conform to the public (or private) company’s individualized, sector-specific internal corporate metrics):

Exemplar. [Company] Veteran Employment Statistics and Benefits.

Classification.		Notes.
Published Policy Commitment to Serving the Military and Veteran Community	[Yes/No]	[Established in [Year] and [URL link] to veteran-specific website or key information.]
Hiring Commitment for Veterans	[xx%#]/[Year]	Established in [Year] and [% Target/Numerical Target and Target Date.]
% of C-level Executives are Military Veterans	[xx]%	[Listing of [#] of C-level Executives with prior military service and/or name/level of executive.]
% of Veteran Employees	(As a % of total workforce of [XYZ] employees)	[Representations on how such affiliations/affinity are tracked and recorded, with methodological adjustment noted from prior periods.]
2024	[xx]%	
2023	[xx]%	
2022	[xx]%	
% Retention Rate [or Turnover] of Veteran Employees		[Representations on how such retention/turnover rates are tracked and recorded, with methodological adjustment noted from prior periods.]
2024	[xx]%	
2023	[xx]%	
2022	[xx]%	
% Military-member or Veteran Spouses		[Representations on how such affiliations/affinity are tracked and recorded, with methodological adjustment noted from prior periods.]
2024	[xx]%	
2023	[xx]%	
2022	[xx]%	

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% of Managers who are Veterans	[xx]%	2023: [xx]%, 2022: [xx]%
% of New Hires are Veterans	[xx]%	2023: [xx]%, 2022: [xx]%
% of Employees who are members of the Guard/Reserve	[xx]%	2023: [xx]%, 2022: [xx]%
Veteran Employee Resource Group [or Business Resource Group or Veterans Affinity Network]	[Name]	Established a sponsored internal professional community for employees with military experience in [Year].
Designated Veteran-related or Military Recruiter Human Resource Professionals/Team	[Yes]	[Responsibilities:]
Veteran-team size	[Size of veteran-related team]	[[Company] has a [xx] number of full-time/part-time employees responsible for recruiting military service members, veterans, and spouses. [xx]% growth of team over [Years] period.] [For the team, is veteran-related duties/assistance incentivized as a criteria that is directly connected to career advancement and compensation.]
Participate in Supplier-Diversity Programs that includes Veterans	[Yes/No]/[[xx]% or [#] of suppliers are veteran-affiliated subcontractors]	[Company] encourages the use of suppliers affiliated with, and designed as, Veteran Owned Businesses (VOB) and/or Service Disabled Veteran Owned Small Businesses (SDVOSB).]
Funding:		
Sponsorship for veteran initiatives	[Yes/No]	[Total amount of \$[xx] over [Year/s] and/or sponsored entities.]
Sponsorship for veteran nonprofits	[Yes/No]	[Total amount of \$[xx] over [Year/s] and/or [xx] of nonprofits sponsored.]
Total aggregate amount/value of funding	[\$xx]	Total amount of aggregate funding over [Year/s].]

Exemplar. [Company] Veteran Benefits.

Classification.		Notes.
Military-service and Veteran Engagement & Advancement Programs	[Yes/No]	[[Company] has internal [apprenticeship, on-the-job, work-skills, managerial training and “fast-tracking” programs for high potential candidates] available for military veterans and service members.][[Company] has [xx] programs in support of disabled veterans.] [[Company] also [has/had] [xx] annual networking events/summits/off-sites designed for military veterans and service members.]
Paid Time-Off for Military Leave:	[Yes/No]	[[Company] extends Full/Partial pay to salaried Guard and/or Reserve employees called to active duty who are exempt/salaried employees.]
Limitations Related to Length of Deployment/Salary Differential	[Yes/No]	[[Company] extends salaried benefits for [xx] [months/years] an indefinite period of deployment at [xx]% of the total/the differential remains intact until return.]
Benefits related to Hourly/Non-exempt Workers	[Yes/No]	[[Company] extends hourly/non-exempt benefits for [xx] [months/years]/an indefinite period of deployment/with [xx]% of a pay differential between service contract and [Company] wage.]
Onboarding:		
Active Duty eligible	[Yes/No]/[Duration]	[[xx-month/year] period, involving corporate training, executive briefing, etc.]
Reserve eligible	[Yes/No]/[Duration]	[[xx-month/year] period, involving corporate training, executive briefing, etc.]
Mentoring/Peer Support/Continuing Education:		
Active Duty eligible	[Yes/No]	[Select/receive a veteran-mentor and coach that continues for [xx] period.]
Reserve eligible	[Yes/No]	[Select/receive a veteran-mentor and coach that continues for [xx] period.]
Job Relocation/Moving Assistance:		
Active Duty eligible	[Yes/No]	[Listing of the services or programs that are beyond that of traditional offerings.]
Reserve eligible	[Yes/No]	[Listing of the services or programs that are beyond that of traditional offerings.]
Financial Literacy Training:		
Active Duty eligible	[Yes/No]	[Listing of the services or programs that are beyond that of traditional offerings.]
Reserve eligible	[Yes/No]	[Listing of the services or programs that are beyond that of traditional offerings.]

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Mental Health Assistance/Accommodations:		
Active Duty eligible	[Yes/No]	[Listing of the services or programs that are beyond that of traditional healthcare offerings.]
Reserve eligible	[Yes/No]	[Listing of the services or programs that are beyond that of traditional healthcare offerings.]
Spousal- and Family-benefits:		
Childcare:		
Active Duty eligible	[Yes/No]	[Whether either (a) on-site, or (b) reimbursable expense with a \$[xx] total amount available per veteran/family per year.]
Reserve eligible	[Yes/No]	[Whether either (a) on-site, or (b) reimbursable expense with a \$[xx] total amount available per veteran/family per year.]
Spousal Employment Services:		
Active Duty eligible	[Yes/No]	[Information on Spousal training, transition, and promotion programs e.g. internships, apprenticeship and managerial training and/or networking is available as well as whether the role remains available following required military leave of absence.]
Reserve eligible	[Yes/No]	[Information on Spousal training, transition, and promotion programs e.g. internships, apprenticeship and managerial training and/or networking is available as well as whether the role remains available following required military leave of absence.]
Deployment Support Services:		
Active Duty eligible	[Yes/No]	[\$[xx] total amount available per veteran/family per year.]
Reserve eligible	[Yes/No]	[\$[xx] total amount available per veteran/family per year.]
Tuition Reimbursement:		
Active Duty eligible	[Yes/No]	[Requirements for Eligibility:]
Reserve eligible	[Yes/No]	[Requirements for Eligibility:]
Funeral and Memorial Support:		
Active Duty eligible	[Yes/No]	[Services or payment programs in addition to existing private insurance offerings.]
Reserve eligible	[Yes/No]	[Services or payment programs in addition to existing private insurance offerings.]

Disclosure:

The information disclosed herein is directed and intended to facilitate and encourage greater transparency, appeal and engagement with our service members and veteran community. The information is determined pursuant to internal tracking metrics in the context of [Company's] efforts to recruit and train more veterans. [Company] started publishing veteran statistics in [Year].

Source: Internal self-identified reporting and tracking information in concert with [Company's] ERG/BRG group].

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