

Serving Those Who Served: Top Companies for Veterans

Each year, in addition to Fair360's Top 50 Survey and list of Noteworthy Companies, we analyze data submitted from organizations to compile 21 specialty lists. One of which is the Top Companies for Veterans. In 2023, 16 companies made the ranking:

1. **The Boeing Company**
2. **RTX**
3. **Southern Company**
4. **Northrop Grumman**
5. **V2X**
6. **SAIC**
7. **The Hershey Company**
8. **Hilton**
9. **KPMG**
10. **KeyBank**
11. **ADP**
12. **Randstad**
13. **Humana**
14. **Cox Communications**
15. **Accenture**
16. **The Cigna Group**

Below, we highlight the top five companies on the list and the programs, policies and practices they have to support veterans and military families.

The Boeing Company

No. 1 on the 2023 Top Companies for Veterans list and No. 12 on the Top 50 Companies for Diversity.

Veterans make up almost 15% of The Boeing Company's total workforce.

Boeing has 29 Veteran Engagement Team Chapters led by employees.

In 2022, Boeing's subcontracting with veteran-owned businesses totaled approximately \$400 million.

In September 2023, the company gave \$10 million to the George H.W. Bush Presidential Center to support programs that target veterans and military families.

Boeing partners with organizations like The Mission Continues, Adaptive Training Foundation and the National Ability Center to provide hundreds of veteran programs.

RTX

No. 2 on the 2023 Top Companies for Veterans list and No. 36 on the Top 50 Companies for Diversity.

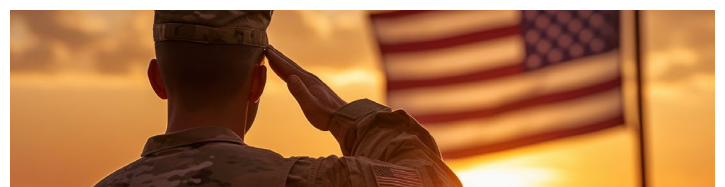
Approximately 15,000 veterans work for RTX.

The aerospace and defense company believes military veterans are "uniquely qualified" to work at RTX and provides military spouses and transitioning service members with a [Veteran Hiring Guide](#).

RTX is part of the Department of Defense's SkillBridge program. The program matches veterans with industry partners to help them transition to the workforce through industry-specific training and apprenticeships and internships during their last 180 days of service.

The company's RTX VETS ERG is an empowerment, awareness and engagement forum for service members, veterans and family supporters.

RTX supports agencies that help veterans and military families with food security, education, ongoing care, civilian careers and continued service.



Southern Company

No. 3 on the 2023 Top Companies for Veterans list and No. 24 on the Top 50 Companies for Diversity.

Southern Company has three veteran-specific ERGs and is a partner of the DoD SkillBridge program.

In 2022, Southern Company recruited veteran talent with intentional outreach at 46 military installations and partnerships with local Guard and Reserve units.

The company is focused on employing military spouses. Southern Company recognizes spouses are well-educated and highly qualified for a range of careers but face a 24% unemployment rate and a 25% wage gap compared to their civilian counterparts.

Southern Company partnered with two organizations, TradesFutures and Helmets to Hardhats, to create opportunities for underrepresented communities and veterans through \$100,000 in grants.

Reserve or Guard unit employees can continue to serve their country part-time while maintaining their full-time position with Southern Company. If these employees are called to duty, Southern Company holds their position, provides a pay differential to keep their monthly income whole and continues benefits coverage for their families.

Northrop Grumman

No. 4 on the 2023 Top Companies for Veterans list and No. 27 on the Top 50 Companies for Diversity.

Approximately a quarter of Northrop Grumman employees self-ID as veterans or active reservists.

The Northrop Grumman Military Internship Program helps transitioning service members gain civilian work experience through an internship during their last six months of service for up to 180 days.

Northrop Grumman is also a partner of the DoD SkillBridge program, designed to connect transitioning service members with positions at Northrop Grumman. Participants can gain real-world corporate experience with the potential for follow-on, full-time employment post-separation/retirement.

Operation IMPACT (Injured Military Pursuing Assisted Career Transition) is an award-winning program that assists severely wounded service members transitioning from the military to a private-sector career.

Northrop Grumman's [Military Transition Guide](#) provides veterans with tools to transition to civilian life, including resume preparation and interview tips.

V2X

No. 5 on the Top Companies for Veterans.

Forty-two percent of V2X employees and 50% of supervisors self-ID as veterans.

The Office of Federal Contract Compliance has recognized V2X for exceeding hiring benchmarks for protected veterans.

V2X's 2023 goals include 75% outreach to veterans and military.

V2X helps veterans transition to the civilian workforce through partnerships with organizations including Hiring Our Heroes, Soldier for Life Transition Assistance Program and Mt. Carmel Veterans Service Center.

V2X Veterans, the company's ERG, aims to recruit and transition veterans into the company and position them for long-term success.