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USAA Reclaims Top Spot on “Military Spouse Friendly Employer” List

Flexibility, loyalty and adaptability cited as strengths of 1.1 million military spouses.

PITTSBURGH (Sept. 9, 2009) – USAA tops the list of America’s most “Military Spouse Friendly Employers,” according to the October 2009 issue of *Military Spouse* magazine. USAA ranked No. 2 last year and has appeared on the list for three consecutive years.

The third annual list recognizes companies which have made the greatest effort and have had the greatest success in hiring from the talent pool of 1.1 million spouses of military troops, 93 percent of whom are women.

“For decades corporations have balked at hiring military spouses using their transient lifestyles as an excuse to hire civilians,” said Babette Maxwell, co-founder and executive editor of *Military Spouse*. “Fortunately for all, the tides have turned, and corporate America has begun to recognize that the key to success is choosing the right people to work for you.”

With 1,686 military spouses in its ranks, USAA offers special programs to support the unique circumstances they face. Military spouses working at USAA are provided access to a Work Life Referral counselor to help find alternative child care options during deployments. USAA also sponsors intranet sites specifically designed to support deploying employees and spouses with financial, legal and benefits-related information and guidance.

“We know that military spouses sometimes feel corporate America prefers not to hire them because of their transient lifestyle. Well, we’re different,” said USAA CEO Maj. Gen. Joe Robles, USA (Ret.). “USAA was founded by military personnel who were experiencing the same discrimination from insurance companies that thought their transient lifestyles made for a bad risk. That kind of corporate thinking was wrong in 1922 and it’s wrong today, because military service members and spouses are great employees as well as great customers.”

The Home Depot earned the No. 2 spot on this year’s list. Its Operation Career Front program links military spouses to meaningful career opportunities in the stores, distribution centers and at corporate headquarters in Atlanta. For associates who are called up to active duty and their covered dependents, The Home Depot provides continuation of benefits at no cost and supplemental pay for their length of service. In addition, the company offers job portability, and military spouses are eligible to take a leave of absence when the active duty soldier comes home for the “rest and relaxation” period.

Top companies were selected from a pool of approximately 2,500 which earned a minimum of \$1 billion in annual revenues. Companies were evaluated on their efforts to recruit military spouses, results in recruiting from them and policies affecting them.

Rounding out the top 10 after USAA – in order of rank – were The Home Depot, RE/MAX International, West Corporation, Health Net Inc., CSC, Army & Air Force Exchange Service, Kelly Services, Adecco and TriWest Healthcare Alliance.

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