

TOP 10 MILITARY SPOUSE FRIENDLY EMPLOYERS 2008SM

With so many new programs out there for military spouses, it is hard to make sense of what is worth exploring and what isn't. How do you know what companies really want to hire military spouses? How do you know you'll be considered equitably and fairly? How can you trust that they really want you? Well, we've made that easy.

When the Top 10 Military Spouse Friendly EmployersSM was initiated, it was designed to answer those very questions, and to make sense of who's for real and who's just talking. The companies that made the cut this year were met with some fierce competition. They are a diverse group from insurance companies and banks to home improvement and farm equipment companies. But, what they all have in common is that they each met the requirements in order to be considered for this prestigious recognition.

Over the years, it has been a controversial and whispered secret that spouses feel corporate America prefers not to hire them due to their transient lifestyle. It has long been suspected that the career driven spouse suffers with fewer and fewer professional options available. The Top 10 Military Spouse Friendly EmployersSM, led by the California-based Health Net Federal Services, validates that spouses are a viable, dedicated and valuable part of the American workforce.

"Health Net is honored to be recognized by *Military Spouse* as it's #1 Military Spouse Friendly EmployerSM," stated Steve Tough, president, Health Net Government Services. "We believe that our ability to succeed in serving veterans and service members and their families starts with many of those that work at Health Net Federal Services who have also served or that have a family member who has served." One thing is for certain. Corporate America is beginning to take notice of the military spouse labor pool and these ten companies, each of them armed with a talented military spouse workforce, are leading the way.





WE RECOGNIZE THE IMMENSE CONTRIBUTION MADE BY OUR MILITARY SERVICE PEOPLE AND VETERANS OF OUR ARMED SERVICES, AND WE ACTIVELY SEEK OUT THEIR TALENT AS PART OF OUR TALENT MANAGEMENT EFFORT AROUND THE WORLD." - HEALTH NET, INC.

ONE

HEALTH NET, INC.

HEADQUARTERS: Woodland Hills, Calif. | **PHONE:** (818) 676-6000 | **TOLL FREE:** (800) 291-6911 | **FAX:** (818) 676-8591
2007 REVENUE: \$14.1 billion | **YEAR FOUNDED:** 1990 | **WEB SITE:** www.healthnet.com

>> Health Net, Inc. is among the nation's largest publicly traded managed health care companies. Its mission is to help people be healthy, secure and comfortable. The company's health plans and government contracts subsidiaries provide health benefits to more than 6 million individuals across the country through group, individual, Medicare, Medicaid and TRICARE and Veterans Affairs programs. Health Net's behavioral health subsidiary, MHN, provides mental health benefits to approximately 7 million individuals in all 50 states.

Health Net and our family of companies are committed to an inclusive business environment that embraces and values the differences, creativity and perspectives of all our associates,

customers, shareholders, vendors and community. Our commitment to diversity will result in a company whose business practices are shaped by a wide range of ideas and cultures. We recognize the immense contribution made by our military service people and veterans of our armed services, and we actively seek out their talent as part of our talent management effort around the world.

In particular, military spouses make great hires because they are already familiar with Health Net's TRICARE Insurance products and services. Health Net is a spouse friendly employer because we understand the needs and services of our active duty, retired and veterans' communities through our TRICARE, EAP and Veterans Affairs programs.

Health Net offers an incredibly generous benefits package, competitive wages and a climate that allows our associates to be the best they can be.

WHAT DOES HEALTH NET HAVE TO SAY TO MSM READERS?

We recognize the immense contribution made by our military service people and veterans of our armed services, and we actively seek out their talent as part of our talent management effort around the world. •



Health Net®

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HOW THE TOP 10 WORKS

Our rankings of the Top 10 Military Spouse Friendly EmployersSM are based on company responses to surveys: on policies for spouses who are married to a member of the Reserve/Guard called to active duty, as well as spouses married to an active duty member of the Armed Forces. Additionally the survey covers company infrastructure and hiring policies/practices with respect to military spouses.

CRITERIA WEIGHTING:

General military spouse policies: 35% • Active Duty spouse policies: 25% • Asset allocation: 20% • Reserve spouse policies: 10% • Other spouse related efforts: 10%

TWO**USAA**

HEADQUARTERS: San Antonio, Texas | **PHONE:** (210) 498-2211 | **TOLL FREE:** (800) 531-8000 | **FAX:** (210) 498-9940
2007 REVENUE: \$13.4 billion (2006) | **YEAR FOUNDED:** 1922 | **WEB SITE:** www.usaa.com

>> Military spouses are a vital part of USAA, both as members of the association and as employees.

USAA understands the demands and stress of military spouses. All USAA employees have access to on-site child-care, fitness centers, intramural sports, an on-site pharmacy and wellness center, and a tuition assistance program. Because USAA values the contribution of its employees, it often awards a significant annual bonus to employees. Last year, employees received a 14.9 percent bonus.

We have tremendous opportunities for military spouses with a good work ethic who want to succeed and excel. If you have an interest in financial services, USAA is the right company for you. That's because our only mission is to serve military personnel and their families, we are financially strong, and our company's culture and values match those of the military. If you are stationed or live near one of our offices and want to work, this is the kind of company you want to be a part of. And we want you here.

WHAT DOES USAA HAVE TO SAY TO MSM READERS?

Most importantly, thank you for the sacrifice you and your family make on a daily basis on behalf of this country. At USAA, we truly believe military spouses are our "heroes on the home front." Without your support and dedication, our nation would not be as strong as it is today. •

**THREE****SUNBELT RENTALS, INC.**

HEADQUARTERS: Fort Mill, S.C. | **PHONE:** (704) 348-2676 | **TOLL FREE:** (866) 786-2358
2007 REVENUE: \$1.6 billion | **YEAR FOUNDED:** 2000 | **WEB SITE:** www.sunbeltrentals.com

>> With over 450 locations in 36 states, many Sunbelt Rentals are in close proximity to military bases across the country. This allows Sunbelt the ability to offer employment opportunities to both the spouse that is holding down the home-front while their active duty partner is abroad, and the second income spouse who is looking for work near the stateside installation. As employees, military spouses are reliable, dedicated, possess a good work ethic and are good team players.

Additionally, Sunbelt Rentals is willing to go the extra mile to work with active

duty spouses who may need consideration while their spouse is away. With so many locations, spouses have the opportunity to transfer to other locations if the military representative is relocated to another duty station.

WHAT DOES SUNBELT RENTALS HAVE TO SAY TO MSM READERS?

Sunbelt Rentals actively supports the military family unit by providing employment and career opportunities that best suit the current circumstances and needs of the family unit and the long-term career

goals of the employee. It is a win-win situation for military spouses and for Sunbelt Rentals. •

**FOUR****WEST CORPORATION**

HEADQUARTERS: Omaha, Neb. | **PHONE:** (402) 963-1200 | **TOLL FREE:** (800) 542-1000 | **FAX:** (402) 963-1602
2007 REVENUE: \$1.85 billion (2006) | **YEAR FOUNDED:** 2006 | **WEB SITE:** www.west.com

>> Military spouses are well rounded and easily support and adapt to many company initiatives such as: team building, diversity and sensitivity, and affirmative action EEO (equal employment opportunity) initiatives. In addition, West works closely with the military (TAPS) to recruit, hire, and retain separating military members as well as their dependents.

West has more than 32 locations in the United States, several sites abroad, and opportunities to work from home. West offers both full and part-time opportunities as well as flexible

schedules to allow employees to select their work schedules. Also, West offers many benefits including advancement (promotion from within), referrals, relocation, tuition reimbursement, Medical/Dental, and a 401K.

West's focus is on customer service. West is a company where you can make an impact and a career out of customer service. The majority of our business ventures are incoming: "customers call us – we don't call them" and once they do we thank them and find out how we can be of assistance.

WHAT DOES WEST HAVE TO SAY TO MSM READERS?

Military spouses are known for their dedication, determination, commitment, and their ability to multitask. We look for employees who are dedicated to making the lives of others better. •



FIVE**RE/MAX INTERNATIONAL, INC.**

HEADQUARTERS: Denver, Colo. | **PHONE:** (303) 770-5531 | **TOLL FREE:** (800) 525-7452 | **FAX:** (303) 796-3599
YEAR FOUNDED: 1974 | **WEB SITE:** www.remax.com

>> RE/MAX is particularly sensitive to the situation faced by military families. Dave Liniger, Co-Founder and Chairman, is a Vietnam veteran, and many executives and employees of RE/MAX International have military backgrounds. We recognize that military personnel possess many useful skills and abilities that translate to the business world in general and the real estate industry specifically.

RE/MAX has offices in all 50 states and in over 65 foreign countries. Additionally, there are numerous career opportunities available in a RE/MAX office,

from receptionist and office manager, to closing coordinators and licensed agents.

Operation RE/MAX is an employment opportunity program specifically designed for military spouses and other military personnel. Participating RE/MAX Brokers volunteer their time to provide mentoring to military spouses. They can also make available the extensive training opportunities that are provided through RE/MAX University, the most comprehensive training resource in the real estate industry.

WHAT DOES RE/MAX HAVE TO SAY TO MSM READERS?

RE/MAX is committed to providing employment opportunities to military spouses, retirees and other military personnel. Take charge of your career and contact Operation RE/MAX for a rewarding future in real estate. •

**SIX****WACHOVIA CORPORATION**

HEADQUARTERS: Charlotte, N.C. | **PHONE:** (704) 374-6565 | **TOLL FREE:** (800) 922-4684 | **FAX:** (704) 374-3425
2007 REVENUE: \$56.66 billion | **YEAR FOUNDED:** 1908 | **WEB SITE:** www.wachovia.com

>> As a company with a national and international presence, Wachovia can allow employees the flexibility to continue working for us even when their personal life requires them to move to another city. In addition, we have a flexible work program, which includes the benefit of telecommuting. Wachovia has retail and commercial banking operations in 21 states with 3,400 retail banking offices from Connecticut to Florida and west to Texas and California. We also have 768 Wachovia Securities retail brokerage offices in 48 states.

Wachovia does not treat military spouses differently from our regular hires. The qualities we look for are high integrity, good communication skills, the ability to multi-task, etc.

WHAT DOES WACHOVIA HAVE TO SAY TO MSM READERS?

Wachovia is committed to supporting our men and women who are in the armed services, whether they are a customer, an employee or a potential candidate. In 2005, Wachovia received the Secretary of Defense National Freedom Award in

Washington, D.C. The award recognized Wachovia's strong support for active duty guardsmen and reservists, and the company's military leave benefits. Wachovia currently provides full pay to employees who have been called to active duty for the duration of their military leave. •

**SEVEN****KELLY SERVICES, INC.**

HEADQUARTERS: Troy, Mich. | **PHONE:** (248) 362-4444 | **FAX:** (248) 244-4360
2007 REVENUE: \$5.66 billion | **YEAR FOUNDED:** 1946 | **WEB SITE:** www.kellyservices.com

>> Kelly Services recognizes the value military spouses bring to the workforce. They possess a wide variety of skills and experience levels, are a committed and dedicated group of individuals, and have proven that they have a strong work ethic.

Due to Kelly's many branches and consistent, connected internal operations across the company, Kelly is an ideal choice for a portable career for a mobile spouse.

The online Kelly Learning Center provides every employee an opportunity to

register for courses and continue learning. Whether you are on a current assignment or in between, Kelly supports continued learning and career development. In addition, www.MyKelly.com, an online community specifically for Kelly employees, offers work tips and information, discounts, and entertainment that can be used all over the United States.

WHAT DOES KELLY SERVICES HAVE TO SAY TO MSM READERS?

Frequent relocations don't bother us, because it fits the way we work at Kelly.

We think you'll find a comfortable employer in Kelly because our opportunities provide you what you need: employment, a variety of assignments to consider, opportunities to learn and grow, and programs that assist you with developing new skills – all with a stable and ethical company. •



EIGHT**MANPOWER INC.**

HEADQUARTERS: Milwaukee, Wis. | **PHONE:** (414) 961-1000 | **FAX:** (414) 906-7985
2007 REVENUE: \$20.5 billion | **YEAR FOUNDED:** 1948 | **WEB SITE:** www.manpower.com

>> Manpower has long recognized military spouses as talented, educated and loyal individuals who are eager to put their skills to work. Manpower also benefits from the diversity in ethnicity, culture and language that military spouses bring to our clients, along with a variety of educational and professional backgrounds. Manpower offers an extensive array of diverse opportunities that range across all industries and job categories.

In addition to a full benefits package and highly flexible working arrangements, Manpower's branch offices are located

near virtually all military base locations. Military spouses possess many of the attributes Manpower looks for in ideal candidates, including a great work ethic, flexibility, dedication and marketable skills. Military spouses also bring a wealth of life experiences that translate well into the contemporary world of work.

WHAT DOES MANPOWER HAVE TO SAY TO MSM READERS?

We invite military spouses to get in touch with us. Visit www.manpowerjobs.com to explore the many employment

opportunities available throughout the country and to gain access to a wealth of employment-related resources. Your local Manpower office can also assist you with valuable labor market and career advice. •

**NINE****THE HOME DEPOT, INC.**

HEADQUARTERS: Atlanta, Ga. | **PHONE:** (770) 433-8211 | **TOLL FREE:** (800) 430-3376 | **FAX:** (770) 384-2356
2007 REVENUE: \$90.8 billion | **YEAR FOUNDED:** 1978 | **WEB SITE:** www.homedepot.com

>> The Home Depot recognizes that military spouses are excellent leaders with a dedication to serve others. Their life experiences and commitment to serve are beneficial for any company and The Home Depot recognizes this fact.

We offer job portability opportunities, should your duty station change, extended leave of absence of up to five years for associates called to active duty, continuation of benefits for associates called to active duty, and supplemental income for difference in pay for associates called to active duty. In addition to

military benefits, The Home Depot offers all associates competitive benefits and pay, on-the-job training, and career growth opportunities in a fast paced and challenging environment.

We look for the same qualities in all of our associates, regardless of background. Specifically, we look for individuals that are customer-focused, comfortable in a fast-paced environment, team players, and leaders, and have an entrepreneurial spirit. The Home Depot feels that military spouses are a great source of candidates with these attributes.

WHAT DOES THE HOME DEPOT HAVE TO SAY TO MSM READERS?

The Home Depot recognizes the contribution you and your spouse are making for the country and thanks you for your continued service. •

**TEN****COMPUTER SCIENCES CORPORATION**

HEADQUARTERS: El Segundo, Calif. | **PHONE:** (310) 615-0311 | **FAX:** (310) 322-9768
2007 REVENUE: \$14.85 billion | **YEAR FOUNDED:** 1959 | **WEB SITE:** www.csc.com

>> CSC values the diversity of our employees and the unique perspectives they bring to CSC. With that, CSC recognizes military spouses as a talented, educated, diverse labor pool that we can tap into for top talent. Military spouses serve in key functional roles within the company, and know the customer we serve.

While most companies only consider experienced professionals, CSC offers entry level positions in both business and technical areas. As CSC serves the DoD around the world at various military installations, we are geographically located

where you are, giving you the freedom to chart your own career path.

CSC's approach to benefits and compensation is based on a simple truth: We know we're only as good as our people. With that in mind, CSC offers comprehensive health and welfare plans, retirement plans, employee assistance programs, a CSC Credit Union, tuition reimbursement, dynamic, professional learning opportunities and much more.

WHAT DOES CSC HAVE TO SAY TO MSM READERS?

CSC wants to thank you for your support

of the courageous men and women who serve this Great Nation at war. Your sacrifices and patriotism do not go unrecognized. We at CSC want to express our gratitude to you – our hero on the home front. Thank you. **MSM**

