

Best Practices in Manufacturing for Military Veteran Hiring

Building a Military-Supportive Culture
at Nestlé USA



› Company Summary

Nestlé is committed to unlocking the power of food to enhance quality of life for everyone, today and for generations to come. With approximately 30,000 employees across 31 states, Nestlé in the U.S. offers a wide portfolio of food and beverage products for people and their pets throughout their lives. The company's portfolio includes some of the most recognizable brands in the U.S. including Coffee mate, DiGiorno, Purina, and Gerber and its brands are in nearly every home in the country. Nestlé in the U.S. consists of six main businesses: Nestlé USA, Nestlé Nutrition, Nestlé Professional, Nespresso, Nestlé Health Science, and Nestlé Purina PetCare Company. Nestlé is transforming its product portfolio by focusing on high-growth categories, including pet care, coffee, premium bottled water, consumer health and infant nutrition, and offering brands people love.

› Program Summary

At Nestlé, people are at the heart of our business, and we are dedicated to ensuring they are empowered to grow. A diverse and inclusive culture has always been a part of Nestlé's DNA, and we are determined to find even better ways to stay true to our commitment. Nestlé prioritizes building a culture of inclusivity for servicemen and women and supports them as they navigate their career pathways at the company and in the military. At Nestlé, where collaboration is essential, courage is rewarded, speed is expected, and agility is the norm, members of the military community are poised to excel. That's why the company recognizes the value in focusing on transitioning service members, veterans and military spouses as a strategic talent pool. Nestlé was an early supporter of The Manufacturing Institute's Heroes MAKE America Training Program and has hired several candidates who completed the program.

Nestlé is proud to hire members of the military community and recognizes how critical it is to focus on retention, particularly for reservists and active duty military employees. The most impactful way Nestlé supports employees who serve is by providing deployment benefits that ensure they are able to successfully balance their military and civilian careers. Nestlé's military deployment benefit allows current service members to request a leave up absence to perform military duties or deploy into active military duty, with guaranteed reemployment. While this is a protected right of service personnel, the company offers various types of leave to ensure military employees have the flexibility they need to fulfill their duties:

- Reserve Training Leave
- Temporary Military Leave
- Extended Military Leave
- Emergency National Guard Leave
- Physical Examination Leave

In addition to offering these leave types, Nestlé guarantees reemployment to ensure that military personnel are able to seamlessly transition back into the company workforce after service.

Title of Project



Building a Military-Supportive Culture

Tags



Recruitment, Retention

Point of Contact



Elizabeth Guevara
Manager, Diversity, Equity & Inclusion and Project Opportunity Program Manager



Creating a place of belonging for all employees is a critical priority at Nestlé. For our military-affiliated employees, we seek to understand and support them, their families, and the broader community. By elevating their voices and engaging the right VSO and non-profit partners, we find ways to strengthen and grow our military-supportive culture and support retention.”

– **Elizabeth Guevara**, Manager, Diversity, Equity & Inclusion and Project Opportunity Program Manager

Nestlé also provides employees with tools and resources to empower them to drive an inclusive culture. Its employee-led Military Community engagement group has been essential to building a community for employees who engage with the military, either through their own service or their families’. This group elevates the voices of military employees, providing critical insights into their particular employee experience and needs. The company will continue to support their growth and development with access to leadership and resources.

› Program Impact

For Nestlé, hiring veterans is a mutually beneficial strategy – simultaneously providing employment to veterans and fueling the company’s talent pipeline with skilled candidates. Nestlé employs thousands of veterans across its various operating companies in the United States and has earned designation as a Military Friendly employer.

The benefits of Nestlé’s flexible deployment policy extend beyond the employees who serve. When service members deploy, it creates opportunities for other employees to fill in for their duties, work on projects and develop skills that can propel them to the next level of their careers. This is in line with how Nestlé USA empowers all employees to take strategic risks and develop their careers. All employees can use the company’s AI-powered Talent Marketplace platform to get access to experiential development opportunities.



I love that Nestlé is one big melting pot of different people from all over the world and I’ve also appreciated their support for the military community. It’s been so meaningful to me to work for an organization that places such an emphasis on community involvement like providing food for those in need, helping to support local Boys and Girls Clubs, and placing wreaths at Arlington Cemetery.”

Chris

Executive Protection and Driver





I just returned from a one year military deployment and Nestlé was so great with every step along the way. The leave process was easy, my division partnered with our military group to give me a sendoff, and Nestlé's benefits made it easy to serve. I'm so thankful for my leadership team staying connected with me throughout the deployment and the opportunity to return to an ideal role. Coming to work is so rewarding when I get to work alongside dedicated people who care about each other and achieving our goals."

Baron

Demand and Supply Planning Manager



› Lessons Learned

- ✔ Personalized and empathetic support makes all the difference. While military deployment benefits are a protected right for service personnel, implementation can vary greatly. A company can differentiate itself by showing personalized support to employees who are preparing for and actively serving on deployments. An organization can build a better sense of belonging by creating an environment in which leaders understand the military employee experience and are equipped to support their needs.
- ✔ Be authentic and humble. Nestlé recognizes that despite its status as a Military Friendly employer, they are on a journey and there is always more to learn. Nestlé values the role of its employee-led engagement group in elevating the needs of its military community internally, engaging with communities, and serving as ambassadors in recruitment activities.
- ✔ Collaboration is key, and you don't need to recreate the wheel. Nestlé embraces opportunities to learn best practices from partners to increase its own impact. Through its work with the Manufacturing Institute, the Project Opportunity Alliance, and other strategic partners, Nestlé knows it is not alone in recognizing the value in hiring and supporting military-affiliated communities. Working together to build military-supportive workplaces helps business and economies thrive.

› Resources



Deployment Benefit Video: Click [here](#) to view



Post-deployment IG post: Click [here](#) to view