Military Friendly® Companies Survey 2020

1. Please select the sections of the survey in which your company would like to participate. *

Only companies participating in *three or more* sections will be considered for the 2020 Military Friendly® Companies designation and awards.

☐ Military Friendly® Employer

☐ Military Spouse® Friendly Employer

☐ Military Friendly® Brands

☐ Military Friendly® Supplier Diversity

2. Please enter the primary survey taker's contact information.

Name *

Title

Email Address *

Phone Number

3. Enter the name of your organization to be used in print and/or digital publications.

Your company's name will be used for publishing – exactly as entered in this answer – for both print and digital purposes.

Do NOT enter the name of a specific department or group within your organization.

4. Describe your company in 50 words or less.

We use this section to publish company descriptions of designated Military Friendly® Employers within various media, such as the December issue of G.I. Jobs magazine. All inputs in this section

can and will be published should your company earn our designation by virtue of a qualifying survey score.

5. Describe why your organization is an excellent place for veterans to work.

Please do so in 100 words or less.

6. Select the ownership classification of your company: *

○ Public (non-government)

○ Private

○ Government or Agency (federal or state)

○ Other

7. What is your company's tax filing status? *

○ For Profit

○ Non-Profit

8. What is the annual revenue generated by your company in USD? *

Please round to the nearest $Million.

○ Less than $25MM

○ $25MM - $99MM

○ $100MM - $499MM

○ $500MM - $999MM

○ $1B - $4.99B

○ Over $5B

9. How many U.S.-based workers does your company employ? *

- ○ 0 to 999
- ○ 1,000 to 4,999
- ○ 5,000 to 9,999
- ○ 10,000 to 24,999
- ○ 25,000 to 49,999
- ○ 50,000 to 99,999
- ○ 100,000 to 249,999
- ○ 250,000 and over

10. Is your company a federal government contractor who is required to comply with the federal Department of Labor's Office of Federal Contractor Compliance Programs and regulations? *

- ○ Yes
- ○ No

11. Which method do you use to set your annual veteran hiring benchmark? *

- ○ We use the current national percentage of veterans in the labor force.
- ○ We establish our own benchmark using a combination of factors.

12. What is your annual veteran hiring benchmark?

Please indicate your annual veteran hiring benchmark as a percentage of expected new hires.

[   ]

13. Please indicate your company's primary industry, as defined in our Military Friendly® Employers List.

○ Agriculture and Natural Resources	○ Food Services	○ Real Estate
○ Air and Rail Transportation	○ Health and Pharmaceutical Services	○ Retail Consumer Goods
○ Business Services	○ Hospitality	○ Telecommunications
○ Construction	○ Information Technology	○ Trucking and Transportation
○ Defense	○ Insurance	○ Automotive
○ Energy, Extraction, and Utilities	○ Manufacturing	○ Wholesale Trade
○ Financial Services and Banking	○ Publishing and Broadcasting	○ Charitable and Human Services

14. If your company provides consumer facing products or services, please indicate your company's primary consumer-sector industry, as defined in our Military Friendly® Brands List.

- ○ Automotive and Industrial
- ○ Beauty, Apparel, and Fashion
- ○ Charitable and Service Organizations
- ○ Communications
- ○ Computers and Technology
- ○ Crafts and Hobbies
- ○ Department Store
- ○ Entertainment and Events

- ○ Financial Services and Banking
- ○ Food and Grocery
- ○ Furnishings and Home Supplies
- ○ Health, Body, and Nutrition
- ○ Home and Garden
- ○ Hospitality and Travel
- ○ Insurance
- ○ Office and Electronics

- ○ Online Services
- ○ Pets
- ○ Restaurants and Cafes
- ○ Retail Discount and Wholesale
- ○ Sports and Recreation
- ○ Toys and Kids
- ○ Real Estate and Property

15. Are you answering this survey for your company overall, or for a smaller segment or business unit with the company? *

- ○ Company
- ○ Separate business unit

16. What is the name of this separate business unit?

[   ]

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17. Do you have a military-specific section on your website addressing opportunities for veterans, service members, or military spouses? *

- ○ Yes
- ○ No

18. Please provide the URL.

[   ]

19. Select which military outreach, training, transition, or promotion programs you currently operate:

Check all that apply.

- ☐ Internships
- ☐ On-the-job training programs
- ☐ Managerial training programs
- ☐ Apprenticeships
- ☐ Networking events
- ☐ Other, please specify...

[   ]

20. Does your company have internal programs, initiatives, partnerships, or memberships in associations that support the hiring of disabled veterans? *

Example: Wounded Warriors for any service member with a disability rating.

- ○ Yes
- ○ No

21. What percentage of the positions within your company require a government security clearance as a mandatory prerequisite?

Please use a whole number 0-100 to indicate your percentage.

Leave blank if unknown.

[   ]

22. Please choose your top 10 job fields for veterans, service members, and/or military spouses to find employment.

These data are used to help us develop the Hot Jobs for Veterans list.

- ☐ Accountants and Auditors
- ☐ Actuaries
- ☐ Agricultural and Food Science Technicians
- ☐ Agricultural Equipment Operators
- ☐ Aircraft/Aviation Technicians
- ☐ Airfield Operations Specialists
- ☐ Atmospheric and Space Science Technicians
- ☐ Audio and Video Equipment Technicians
- ☐ Audio-Visual and Multimedia Specialists

- ☐ Electricians
- ☐ Emergency Medical Technicians
- ☐ Environmental and Marine Engineering Technicians
- ☐ Environmental Engineers
- ☐ Environmental Science Specialists
- ☐ First-line Supervisors: Construction and Trade Workers
- ☐ First-line Supervisors: First Responders
- ☐ First-line Supervisors: Food Services
- ☐ First-line Supervisors: Mechanics, Installers, and Repairers

- ☐ Medical and Nursing Secretaries
- ☐ Morticians and Funeral Services Technicians
- ☐ Nuclear Power Operators
- ☐ Nurse Practitioners
- ☐ Occupational Therapy Assistants
- ☐ Operations Research Analysts
- ☐ Paralegal and Legal Assistants
- ☐ Personal Care Aides
- ☐ Personal Financial Advisors
- ☐ Petroleum and Pump Station Operators
- ☐ Phlebotomists

- [ ] Automotive Technicians and Mechanics
- [ ] Biomedical Technicians
- [ ] Diesel Engine Specialists
- [ ] Cargo and Freight Agents
- [ ] Geographic Information Specialists
- [ ] Chefs and Head Cooks
- [ ] Chemical Engineers
- [ ] Commercial Divers
- [ ] Commercial Pilots
- [ ] Compensation and Benefits Managers
- [ ] Computer Information System Managers
- [ ] Computer Hardware Engineers
- [ ] CNC Tool Programmers
- [ ] Computer Systems Analysts
- [ ] CNC Operators
- [ ] Concierge and Guest Services
- [ ] Construction and Building Inspectors
- [ ] Construction Technicians
- [ ] Credit Counselors
- [ ] Curators
- [ ] Customer Service Representatives
- [ ] Cyber Security Analysts
- [ ] Dental Technician
- [ ] Earth Drilling Technicians
- [ ] CAD Technicians

- [ ] First-line Supervisors: Office and Administrative Workers
- [ ] First-line Supervisors: Personal Service Workers
- [ ] First-line Supervisors: Retail Sales Workers
- [ ] First-line Supervisors: Transportation, Material-Moving, and Vehicle Operators
- [ ] Forensic Science Technicians
- [ ] Forest and Conservation Workers
- [ ] Forest Fire Inspectors and Prevention Specialists
- [ ] Operations Managers
- [ ] Geological and Petroleum Technicians
- [ ] Health and Safety Engineers
- [ ] CDL Drivers and Operators
- [ ] Home Health Aides
- [ ] Hospitality Professionals
- [ ] Human Resources Managers
- [ ] Industrial-Organizational Psychologists
- [ ] Insurance Sales Agents
- [ ] Lawyers
- [ ] Management Analysts
- [ ] Market Research Analysts
- [ ] Marketing Managers
- [ ] Math and Science Teachers
- [ ] Media and Communications Specialists
- [ ] Medical and Health Services Managers
- [ ] Medical Appliance Technicians
- [ ] Medical Assistants

- [ ] Physical Therapy Assistants
- [ ] Pipelayers
- [ ] Plumbers and Pipefitters
- [ ] Police and Patrol Officers
- [ ] Power Distributors and Dispatchers
- [ ] Communications Tower and Equipment Technicians
- [ ] Rail Maintenance Technicians
- [ ] Registered Nurses
- [ ] Sales Account Representatives
- [ ] Sales: Technical and Wholesale
- [ ] Sales: Financial Services
- [ ] Security Systems Technicians
- [ ] Community Service Managers
- [ ] Software Applications Developers
- [ ] Software Systems Developers
- [ ] Solar Technicians
- [ ] Statisticians
- [ ] Survey Researchers
- [ ] Telecommunications Line Technicians
- [ ] Transportation Security
- [ ] Web Developers
- [ ] Wind Turbine Technicians
- [ ] Welders

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23. Does your company accept technical certification credit for military experience in any fields? *

- ○ Yes
- ○ No

24. Is this information included in public job postings and within relevant employment policies? *

   ○ Yes

   ○ No

25. For which technical certifications do you accept military experience?

Comma-separated list

26. Please select only the top 10 degrees fields / credentialing areas that fit your most desirable jobs.

This data is used to help us develop the Hot Degrees for Veterans list.

	Credential	Certificate	Associate Degree	Bachelor's Degree	Advanced Degree
Accounting	☐	☐	☐	☐	☐
Actuarial Science	☐	☐	☐	☐	☐
Agricultural Power Machinery Operation	☐	☐	☐	☐	☐
Air Traffic Controller	☐	☐	☐	☐	☐
Airline/Commercial/Professional Pilot and Flight Crew	☐	☐	☐	☐	☐
Assistive/Augmentative Technology and Rehabilitation Engineering	☐	☐	☐	☐	☐
Atmospheric Sciences and Meteorology, General	☐	☐	☐	☐	☐
Automobile/Automotive Mechanics Technology/Technician	☐	☐	☐	☐	☐
Avionics Maintenance Technology/Technician	☐	☐	☐	☐	☐
Bioengineering and Biomedical Engineering	☐	☐	☐	☐	☐
Building/Construction Site Management/Manager	☐	☐	☐	☐	☐
Business Administration and Management, General	☐	☐	☐	☐	☐
CAD/CADD Drafting and/or Design Technology/Technician	☐	☐	☐	☐	☐
Chemical Engineering	☐	☐	☐	☐	☐
Communications Systems Installation and Repair Technology	☐	☐	☐	☐	☐
Communications Technology/Technician	☐	☐	☐	☐	☐
Computer and Information Systems Security/Information Assurance	☐	☐	☐	☐	☐
Computer Hardware Engineering	☐	☐	☐	☐	☐
Computer Numerically Controlled (CNC) Machinist Technology/CNC Machinist	☐	☐	☐	☐	☐
Computer Science	☐	☐	☐	☐	☐
Computer Software Engineering	☐	☐	☐	☐	☐
Computer Systems Analysis/Analyst	☐	☐	☐	☐	☐

Construction/Heavy Equipment/Earthmoving Equipment Operation	☐	☐	☐	☐	☐
Criminal Justice/Police Science	☐	☐	☐	☐	☐
Criminalistics and Criminal Science	☐	☐	☐	☐	☐
Culinary Arts/Chef Training	☐	☐	☐	☐	☐
Customer Service Support/Call Center/Teleservice Operation	☐	☐	☐	☐	☐
Dental Laboratory Technology/Technician	☐	☐	☐	☐	☐
Diesel Mechanics Technology/Technician	☐	☐	☐	☐	☐
Diver, Professional and Instructor	☐	☐	☐	☐	☐
Educational/Instructional Technology	☐	☐	☐	☐	☐
Electrician	☐	☐	☐	☐	☐
Emergency Medical Technology/Technician	☐	☐	☐	☐	☐
Energy Management and Systems Technology	☐	☐	☐	☐	☐
Environmental Engineering Technology/Environmental Technology	☐	☐	☐	☐	☐
Environmental Science	☐	☐	☐	☐	☐
Environmental/Environmental Health Engineering	☐	☐	☐	☐	☐
Finance, General	☐	☐	☐	☐	☐
Financial Planning and Services	☐	☐	☐	☐	☐
Fire Services Administration	☐	☐	☐	☐	☐
Foodservice Systems Administration/Management	☐	☐	☐	☐	☐
Forensic Science and Technology	☐	☐	☐	☐	☐
Funeral Service and Mortuary Science, General	☐	☐	☐	☐	☐
Geographic Information Science and Cartography	☐	☐	☐	☐	☐
Health Services Administration	☐	☐	☐	☐	☐
Home Health Aide/Home Attendant	☐	☐	☐	☐	☐
Hospitality Administration/Management	☐	☐	☐	☐	☐
Human Resources Management/Personnel Administration, General	☐	☐	☐	☐	☐
Industrial and Organizational Psychology	☐	☐	☐	☐	☐
Industrial Mechanics and Maintenance Technology	☐	☐	☐	☐	☐
Inspection/Inspector Building/Home/Construction	☐	☐	☐	☐	☐
Law	☐	☐	☐	☐	☐
Legal Assistant/Paralegal	☐	☐	☐	☐	☐
Marketing Research	☐	☐	☐	☐	☐
Mathematics Teacher Education	☐	☐	☐	☐	☐
Medical Office Assistant/Specialist	☐	☐	☐	☐	☐
Medical/Clinical Assistant	☐	☐	☐	☐	☐
Museology/Museum Studies	☐	☐	☐	☐	☐
Natural Resources Law Enforcement and Protective Services	☐	☐	☐	☐	☐
Nuclear/Nuclear Power Technology/Technician	☐	☐	☐	☐	☐

Nursing Administration	☐	☐	☐	☐	☐
Nursing Practice/Registered Nurse	☐	☐	☐	☐	☐
Occupational Therapist Assistant	☐	☐	☐	☐	☐
Operations Management and Supervision	☐	☐	☐	☐	☐
Operations Research	☐	☐	☐	☐	☐
Petroleum Technology/Technician	☐	☐	☐	☐	☐
Phlebotomy Technician/Phlebotomist	☐	☐	☐	☐	☐
Physical Therapy Technician/Assistant	☐	☐	☐	☐	☐
Pipefitting/Pipefitter and Sprinkler Fitter	☐	☐	☐	☐	☐
Plumbing Technology/Plumber	☐	☐	☐	☐	☐
Railroad and Railway Transportation	☐	☐	☐	☐	☐
Recording Arts Technology/Technician	☐	☐	☐	☐	☐
Retail Management	☐	☐	☐	☐	☐
Secondary Education and Teaching	☐	☐	☐	☐	☐
Security System Installation, Repair, and Inspection Technology/Technician	☐	☐	☐	☐	☐
Selling Skills and Sales Operations	☐	☐	☐	☐	☐
Social Work	☐	☐	☐	☐	☐
Solar Energy Technology/Technician	☐	☐	☐	☐	☐
Statistics, General	☐	☐	☐	☐	☐
Theology and Religious Studies	☐	☐	☐	☐	☐
Traffic, Customs, and Transportation Clerk/Technician	☐	☐	☐	☐	☐
Truck and Bus Driver/Commercial Vehicle Operator and Instructor	☐	☐	☐	☐	☐
Web Page, Digital/Multimedia and Information Resources Design	☐	☐	☐	☐	☐
Welding Technology	☐	☐	☐	☐	☐

27. Please list your top 5 metro location ZIP codes for veterans, service members, and/or military spouses to find employment.

Zip Code 1 [   ]

Zip Code 2 [   ]

Zip Code 3 [   ]

Zip Code 4 [   ]

Zip Code 5 [   ]

28. Does your organization have an explicit commitment to serving the military and/or veteran community? *

  ○ Yes

  ○ No

  ○ In Progress

29. Has your Chief Executive Officer/President (public company) or business owner (private company) signed a formal commitment to support this policy? *

  ○ Yes

  ○ No

30. Is this commitment incorporated into the organization's mission, vision, and values? *

  ○ Yes

  ○ No

31. Please provide a link to the above policy or statement of commitment.

Leave this space blank if your statement of commitment is not available online.

[   ]

32. Is your Chief Executive Officer/President (public company) or business owner (private company) a military veteran? *

  ○ Yes

  ○ No

33. What percentage of company leadership (C-level Executives) are military veterans?

Please indicate percentage in whole numbers 0-100.

Leave blank if unknown.

[   ]

34. Does your company incentivize employee veterans and service members to self-identify? *

  ○ Yes

  ○ No

35. Please describe the methods you use to encourage veterans and service members to self-identify their status.

36. Compared to the number of known veterans and service members, what percentage of military employees does your company feel are being missed due to a lack of self-identification by veterans? *

○ 0 - 10%

○ 11 - 20%

○ 21 - 30%

○ 31 - 40%

○ 41 - 50%

○ 51% or greater

○ Unable to calculate

37. Do you share best practices with military programs personnel at other companies? *

○ Yes

○ No

38. Would you be willing to share best practices, through online training led by VIQTORY, with military programs personnel at other companies? *

○ Yes

○ No

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39. Does your company provide full pay to Guard and/or Reserve employees called to active duty who are exempt/salaried employees? *

This question does not apply to hourly/non-exempt employees.

○ Yes

○ No

40. Are there any time limitations regarding the length of deployment for full salary employees? *

This question does not apply to hourly/non-exempt employees.

- ○ No limitations (duration)
- ○ 1 year or longer
- ○ Less than 1 year

41. Does your company provide a salary differential? *

This question does not apply to hourly/non-exempt employees.

- ○ Yes
- ○ No

42. Are there any time limitations regarding salary differential? *

This question does not apply to hourly/non-exempt employees.

- ○ Yes
- ○ No

43. Are salaried Guard and/or Reserve employees called to active duty guaranteed the same or similar career path upon their return? *

This question does not apply to hourly/non-exempt employees.

- ○ Same
- ○ Similar
- ○ Not guaranteed
- ○ Other, please explain

44. Does your company provide full pay to Guard and/or Reserve employees called to active duty who are paid for hourly/non-exempt workers?

This question does not apply to exempt/salaried employees.

- ○ Yes
- ○ No

45. Are there any time limitations regarding length of deployment for hourly/non-exempt workers? *

This question does not apply to exempt/salaried employees.

- ○ No limitations (duration)
- ○ 1 year or longer
- ○ Less than 1 year

46. Does your company provide a pay differential? *

This question does not apply to exempt/salaried employees.

- ○ Yes
- ○ No

47. Are there any time limitations regarding differential pay?

This question does not apply to exempt/salaried employees.

- ○ No limitations (duration)
- ○ 1 year or longer
- ○ Less than 1 year

48. Are Guard and/or Reserve employees who are paid hourly and called to active duty guaranteed the same or similar compensation upon their return?

This question does not apply to exempt/salaried employees.

- ○ Same
- ○ Similar
- ○ Not guaranteed
- ○ Other, please explain

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49. Does your company's medical plan continue to cover Guard and/or Reserve employees called to active duty? *

- ○ Yes
- ○ No

50. Are there any time limitations on coverage? *

- ○ No limitations (duration)
- ○ 1 year or longer
- ○ Less than 1 year

51. Does the continued medical coverage include dependents? *

- ○ Yes
- ○ No

52. Are there any time limitations on dependents' coverage? *

○ No limitations (duration)

○ 1 year or longer

○ Less than 1 year

53. Do life insurance benefits continue for Guard and/or Reserve employees called to active duty? *

○ Yes

○ No

○ Our company does not offer life insurance benefits

54. Are there any time limitations on life insurance coverage? *

○ No limitations (duration)

○ 1 year or longer

○ Less than 1 year

55. Are returning Guard and/or Reserve employees provided with an on-ramping program aimed at reintroducing them to your business and changes that occurred during their absence? *

For example, similar programs are often provided to employees following maternity leave.

○ Yes

○ No

56. What is the duration of the on-ramping program? *

○ 1 hour or less

○ Less than a day, but more than an hour

○ Less than a week, but more than a day

○ 1 week or more

57. Has your company received the ESGR Pro Patria Award or the Secretary of Defense Employer Support Freedom Award? *

For more information on the ESGR Pro Patria Award, click here.

○ Yes

○ No

58. Has your company signed the ESGR Statement of Support? *

○ Yes

○ No

59. List current programs your company has implemented in support of veterans or the greater military community, as well as the number of years your company has been actively involved with the programs.

Examples: Toys for Tots, Care packages for service members, etc.)

	Program Name	Years Active
Program 1		
Program 2		
Program 3		
Program 4		
Program 5		

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60. Does your company provide training or other resources to recruiters, hiring managers, or human resources managers regarding the retention of military employees? *

○ Yes

○ No

61. For which groups is training provided?

Check all that apply.

☐ Recruiters

☐ Hiring Managers

☐ Human Resources Managers

☐ Senior Executives

☐ Other, please specify...

[   ]   *

62. Please provide additional details around your company's military employment training program.

Please add any relevant comments below.

	Is this training mandatory?	If mandatory, do all attend?
Recruiters	Yes / No	Yes / No
Hiring Managers	Yes / No	Yes / No
HR Managers	Yes / No	Yes / No

Comments

[   ]

63. How are your military employment training programs delivered?

Check all that apply.

☐ Live and/or on-demand webinars

☐ Public workshops

☐ Onsite, instructor-led, live delivery

☐ Licensed web-based training

☐ Consultant(s)

64. What is your total annual budget for military employment training? *

○ Not Known

○ Do Not Disclose

○ Dollar Amount

[   ]

65. What is the average cost of training per head dedicated to improving military employment knowledge and outcomes? *

  ○ Not Known

  ○ Do Not Disclose

  ○ Dollar Amount

    [   ]

66. What are the most needed/desired training topics regarding the development of your military employment program?

☐ Building a Commitment and Planning a Strategy

☐ Creating a Culture of Collaboration, Service, and Philanthropy

☐ Benchmarking Best Practices and Establishing Program Goals

☐ Complying with Veteran Employment Laws and Regulations

☐ Developing Military Friendly Policies

☐ Identifying and Nurturing Military Friendly Partnerships

☐ Sourcing and Recruiting Military Talent

☐ Marketing and Branding to Military Talent

☐ Accommodating Disabled Military Talent

☐ Matching, Screening, Interviewing, and Hiring Military Talent

☐ Onboarding and Assimilating Military Talent

☐ Understanding Military Structure, Culture, Occupations, and Transition

☐ Training, Developing, and Advancing Military Talent

☐ Engaging, Supporting, and Retaining Military Talent

☐ Training Employees to Understand and Support Military Talent

☐ Measuring and Evaluating Program Success

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67. Does your company have a specific annual budget for all recruiting in the military employment space? *

  ○ Not Known

  ○ Do Not Disclose

  ○ Dollar Amount

    [   ]

68. What percentage of your company's annual recruiting budget is targeted exclusively toward military hiring? *

Please indicate percentage using whole numbers 0-100.

  ○ Not Known

  ○ Do Not Disclose

  ○ Percent

    [   ]

69. Which sourcing methods does your organization use to find and attract military talent?

First, check all that apply.

Next, provide any information you think would be relevant (such as important program details; how often you use a particular sourcing method; etc.) in the comments section.

☐ Military Placement Firms (external recruiters)

☐ Military Job Boards

☐ Social Media/Web-based Networking

☐ Print Advertising

☐ Career Fairs (Virtual)

☐ Career Fairs (In Person)

☐ Professional Alumni Associations

☐ Federal Government Resources (e.g., Joining Forces)

☐ State Government Resources (e.g., Joining Forces)

☐ Non-profit Groups

☐ College Campuses

☐ A presence in TAP/ACAP and/or Military Bases

☐ Department of Veteran Affairs

☐ US Chamber and Department of Defense Transition Summits

☐ Army Soldier For Life Programs (e.g., Career Skills Program)

Comments

[   ]

70. Does your company have full-time employees who work specifically on recruiting military veterans, service members, and spouses? *

○ Yes

○ No

71. What percentage of their time, on average, is allocated to recruiting veterans, service members, and spouses?

Please indicate percentage using whole numbers 1-100.

Leave blank if unknown.

[   ]

72. How many employees do you have in these dedicated military recruiting positions?

Leave blank if unknown.

[   ]

73. What percentage of these employees are themselves veterans, active military, or military spouses?

Please indicate percentage using whole numbers 0-100.

Leave blank if unknown.

[   ]

74. Which of the following practices has your organization implemented as part of the job application process for veterans, service members, and spouses?

Check all that apply.

- ☐ Applicants are marked and/or tracked as veterans, service members, or military spouses

- ☐ Applicants are given contact information for company employees who focus specifically on hiring military

- ☐ Applicants are contacted by a company employee who focuses specifically on hiring military

- ☐ Applicants are put in touch with current employees who are veterans, service members, or military spouses

- ☐ Applicants are tracked after they are hired in a separate, voluntary survey for new employees

- ☐ Applicants are offered a military skills translation tool to identify job opportunities in the company that are a good fit for military candidates

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75. Does your company provide specialized on-boarding programs for new hires from the military community? *

- ○ Yes

- ○ No

76. What is done or communicated in these programs?

77. Does your company provide formal sponsorships (mentors) of new hires from the military community? *

- ○ Yes

- ○ No

78. If formal sponsorships are provided, how long do they last? *

- ○ Less than 6 months

- ○ More than 6 months

- ○ The duration varies depending on the sponsorship

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79. Does your company track retention among newly hired employees overall? *

- ○ Yes

- ○ No

80. Does your company track retention among newly hired employees with military experience? *

- ○ Yes
- ○ No

81. Are your retention rates for military veterans higher than those of other non-military employees in general?

- ○ Yes
- ○ No

82. Are your retention rates for Guard and Reserve personnel higher than those of other non-military employees in general?

- ○ Yes
- ○ No

83. Does your company offer a Mentorship Program to support the retention and development needs of military employees? *

- ○ Yes
- ○ No

84. Does your company offer a Peer Support Program to support the retention and development needs of military employees? *

- ○ Yes
- ○ No

85. Does your company offer specific Accommodation Programs to support the physical and psychological needs of disabled military employees? *

- ○ Yes
- ○ No

86. Does your company sponsor an Employee Resources Group (ERG), Veterans Affinity Network (VAN), or other sanctioned professional community for employees with military experience? *

- ○ Yes
- ○ No

87. In 100 words or less, please describe the benefits and services provided through the ERG or VAN.

88. What percentage of your offices or locations is served by a local chapter of this type of organization?

Leave blank if unknown

Page 15

89. Select which military employee career advancement programs you currently operate:

Check all that apply.

☐ Apprenticeships for transitioning military veterans or service members

☐ On-the-job training programs (other than apprenticeships) for veterans or service members

☐ Work skills training programs for veterans or service members

☐ Managerial training programs for veterans or service members

☐ Career mentoring for military veterans or service members

☐ Career "fast-tracking" or high potential identification and development for military veterans or service members

☐ Networking events for military veterans or service members

☐ Professional gatherings or summits for military veterans or service members

☐ Other (please specify)

*

90. Are any of the above apprenticeship programs or-on-the job training programs eligible for GI Bill or MyCAA federal education funding? *

○ Yes

○ No

91. Select which of the following methods you utilize to track career progression of military employees:

☐ External Hires vs. Internal Military Candidates placed in open positions

☐ Turnover Statistics for military community employees

☐ Military employee promotion rates

☐ Managerial training program participation by military employees

☐ Military employee engagement scores / survey results

☐ Development plan tracking / progression for military employees

☐ Project / responsibility assignment ratios for military employees

☐ Other (please specify)

_____   *

92. Does your company track promotion/advancement rates for military personnel (veterans and Guard & Reserve)? *

○ Yes

○ No

93. Are promotion/advancement rates for military veterans better than those for non-military personnel in general? *

○ Yes

○ No

94. Are promotion/advancement rates for Guard and Reserve personnel better than those for non-military personnel in general? *

○ Yes

○ No

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95. What is the total number of employees in your organization, including both military and non-military employees?

You Indicated your employee range to be '[question('value'), id='14']'. For the purpose of this section, please supply an exact number.

_____

96. How many of your employees are transitioning military members or veterans?

Leave this blank if unknown.

_____

97. Of those transitioning military members or veterans, how many are...

Men? [_____]

Women? [_____]

98. How many of your employees are currently in the Guard or Reserve?

Leave this blank if unknown.

[_____]

99. Of those currently in the Guard or Reserve, how many are...

Men? [_____]

Women? [_____]

100. Out of your total number of employees with military service, what percentage were officers compared to enlisted service members?

Leave blank if unknown.

[_____]

101. Of those officers, how many are...

Enter actual number of employees, not percentage.

Men? [_____]

Women? [_____]

102. Of your enlisted servicemember employees, how many are...

Enter actual number of employees, not percentage.

Men? [_____]

Women? [_____]

103. What is the total number of NEW HIRES in your organization, including both military and non-military employees?

New hires are described as those hired within the last 12 months.

[_____]

104. How many of your NEW HIRES are transitioning military members and veterans?

Leave this blank if unknown.

105. Of those newly hired military or veterans, how many are...

Men?

Women?

106. How many of your NEW HIRES are currently in the Guard or Reserve?

Leave this blank if unknown.

107. Of those NEW HIRES currently in the Guard or Reserve, how many are...

Men?

Women?

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108. What is the total number of PROMOTIONS/ADVANCEMENTS in your organization, including both military and non-military employees in the last twelve months?

Leave blank if unknown.

109. How many of those promotions/advancements are transitioning military members or veterans?

Leave this blank if unknown.

110. Of those promotions/advancements among military or veterans, how many are...

Men?

Women?

111. How many of those promotions/advancements are currently in the Guard or Reserve?

Leave this blank if unknown.

[   ]

112. Of those promotions/advancements among current Guard or Reserve members, how many are...

Men? [   ]

Women? [   ]

113. Please provide the following information for ALL EMPLOYEES for the prior 12-month period or most recent full year reporting period available.

For percentage, please use whole numbers 0-100

Retention Rate All Employees [   ]

Retention Rate Military Employees [   ]

Turnover Rate All New Hires [   ]

Turnover Rate Military New Hires [   ]

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114. Does your company identify military spouses and dependents? *

○ Yes

○ No

115. Please describe the methods you use to encourage military spouses and dependents to self-identify.

[   ]

116. Is your company a member of the Military Spouse Employment Partnership (MSEP)? *

For additional information on MSEP, click here.

○ Yes

○ No

117. Which military spouse outreach, training, transition, or promotion programs do you currently operate?

Check all that apply.

- ☐ Internships for military spouses
- ☐ On-the-job training programs for military spouses
- ☐ Managerial training programs for military spouses
- ☐ Apprenticeships marketed to military spouses
- ☐ Networking events for military spouses
- ☐ Other (Please specify)

[   ]   *

118. Do you have company programs or policies in place to assist military spouses with job relocation due to military-related moves? *

Example: Permanent change of station orders that lead to service member relocations.

- ○ Yes
- ○ No

119. Which of the following child-care services does your company provide for military spouses? *

- ☐ On-site child care
- ☐ Child care reimbursement
- ☐ None of the above

120. Does your organization have a policy concerning military spouses and dependents whose families must move due to redeployment or relocation? *

- ○ Yes
- ○ No

121. If an employee needs to temporarily leave employment due to his/her spouse's deployment, will the employee's position remain available upon the service member's return? *

- ○ Yes - The same position will be available
- ○ Yes - A similar position will be available
- ○ No

122. Do spouses whose service member is deployed have the option to shift to part-time employment? *

- ○ Yes
- ○ No

123. Does your company's Employee Assistance Program (EAP), if available, support the unique needs of military employees and spouses needing assistance? *

    ◯ Yes

    ◯ No

    ◯ Our company does not offer an EAP

124. Has your EAP provider received specialized training to serve the unique needs of military employees who may need assistance? *

    ◯ Yes

    ◯ No

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125. What is the total number of employees in your organization, including both military and non-military employees?

You Indicated your employee range to be '[question('value'), id='14']'. For the purpose of this section, please supply an exact number.

126. What is the total number of current or former military spouses employed at your company?

Leave blank if unknown.

127. Of those current or former military spouses employed at your company, how many are...

Men?

Women?

128. What is the total number of NEW HIRES in your organization, including both military and non-military employees?

New hires are described as those hired within the last 12 months.

129. Of new hires at your company, how many are current or former military spouses?

New hires are described as those hired within the last 12 months.

Leave blank if unknown.

130. Of those current or former military spouse new hires at your company, how many are...

Men? [   ]

Women? [   ]

131. What is the total number of PROMOTIONS/ADVANCEMENTS in your organization, including both military and non-military employees in the last twelve months?

Leave blank if unknown.

[   ]

132. How many of those promotions/advancements went to transitioning military members and veterans?

Leave this blank if unknown.

[   ]

133. Of those promotions/advancements among military or veterans, how many are...

Men? [   ]

Women? [   ]

134. How many of those promotions/advancements went to servicemembers currently in the Guard or Reserve?

Leave this blank if unknown.

[   ]

135. Of those promotions/advancements among current Guard or Reserve members, how many are...

Men? [   ]

Women? [   ]

136. Please provide the following information for the prior 12-month period or most recent full year reporting period available.

New hires are described as those hired within the last 12 months.

Leave blank if unknown.

Retention Rate All Employees	
Retention Rate Military Spouse Employees	
Turnover Rate All New Hires	
Turnover Rate Military Spouse New Hires	

137. In 100 words or less, describe your supplier diversity program.

138. Does your company promote the use of Veteran Owned Businesses (VOBs) and Service Disabled Veteran Owned Small Businesses (SDVOSB) as suppliers? *

○ Yes

○ No

139. What percentage of your suppliers are Veteran Owned Businesses (VOBs) and Service-Disabled Veteran Owned Small Businesses (SDVOSBs)?

Please provide answers as whole numbers 0-100.

Leave blank if unknown.

140. What types of products and purchases does your organization purchase from small businesses?

1

2

3

141. Are Veteran Owned Businesses specifically mentioned as part of your company supplier diversity page? *

○ Yes

○ No

142. Please provide a link to your company's supplier diversity page.

[   ]

143. Does your supplier diversity program offer education programs for VOBs and/or SDVOSBs to learn how your program operates and how to gain access to prime contractors within your company? *

○ Yes

○ No

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144. Please qualify your business-to-business procurement budget (spend data) in terms of how it is calculated.

Questions to consider:

Calculation includes only domestic or includes foreign spend or other?

Calculated based on FAR guidelines or other?

Calculation is reduced by taxes, charities, or other?

Calculation includes total spend, federal spend, or other?

[   ]

145. Please list your company's total business-to-business procurement budget in a dollar amount.

Leave blank if unknown.

[   ]

146. Does your company have a supplier diversity goal and/or program for veteran-owned businesses? *

This question refers to all veterans, not exclusively Service Disabled Veterans.

○ Yes

○ No

147. Please list the goal in terms of both percentage of overall budget and dollar amounts.

Please supply percentages in whole numbers 0-100.

Percentage

Dollar Amount

148. In what year was this goal established?

149. Please list your actual supplier diversity results in terms of both percentage of overall budget and dollar amounts.

Please supply percentages in whole numbers 0-100.

Percentage

Dollar Amount

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150. Does your company have a supplier diversity goal and/or programs for service disabled, veteran-owned businesses? *

○ Yes

○ No

151. Please list the goal in terms of both percentage of overall budget and dollar amounts.

Please supply percentages in whole numbers 0-100.

Percentage

Dollar Amount

152. In what year was this goal established?

153. Please list your actual supplier diversity results in terms of both percentage of overall budget and dollar amounts.

Please supply percentages in whole numbers 0-100.

Percentage

Dollar Amount

154. With how many service-disabled, veteran-owned businesses did you sub-contract in the last twelve months?

[ ]

155. Does your company have a supplier diversity goal and/or program for minority-owned businesses? *

   ○ Yes

   ○ No

156. Please list the goal in terms of both percentage of overall budget and dollar amounts.

Please supply percentages in whole numbers 0-100.

Percentage   [ ]

Dollar Amount   [ ]

157. In what year was this goal established?

[ ]

158. Please list your actual supplier diversity results in terms of both percentage of overall budget and dollar amounts.

Please supply percentages in whole numbers 0-100.

Percentage   [ ]

Dollar Amount   [ ]

159. Does your company have a supplier diversity goal and/or program for women-owned businesses? *

   ○ Yes

   ○ No

160. Please list the goal in terms of both percentage of overall budget and dollar amounts.

Please supply percentages in whole numbers 0-100.

Percentage   [ ]

Dollar Amount   [ ]

161. In what year was this goal established?

162. Please list your actual supplier diversity results in terms of both percentage of overall budget and dollar amounts.

Please supply percentages in whole numbers 0-100.

Percentage

Dollar Amount

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163. How many employees within your company are on the payroll with their sole purpose being one which is comprised of supplier diversity duties and responsibilities?

164. How many employees within your company are on the payroll with their secondary or collateral purpose being one which is comprised of supplier diversity duties and responsibilities?

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165. Please list your company's total supplier diversity advertising budget in dollars.

Includes print, web, and all other forms of advertising media.

166. Please provide the percentage and dollar amount of the budget that are spent with veteran- and service-disabled, veteran-owned businesses.

Percentage

Dollar Amount

167. Please list your company's total supplier diversity budget regarding outreach events in dollars.

Includes Expos, Trade Shows, etc.

168. Please provide the percentage and dollar amount of this budget that is spent with veteran- and service-disabled, veteran-owned businesses.

Percentage [   ]

Dollar Amount [   ]

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169. Does your company have a CEO statement on its website supporting supplier diversity? *

○ Yes

○ No

170. Does your company have a CEO statement on its website supporting veteran-owned businesses as diverse suppliers? *

○ Yes

○ No

171. What other executive level support does your company extend to veteran-owned businesses?

Hosting, attending, speaking at/supporting events or other programs or activities

[   ]

172. In the event that your company earns a Military Friendly® Supplier Diversity designation, a quote from your CEO or another high-ranking official about your company's commitment to veteran-owned businesses may be published. Enter that quote here.

[   ]

173. Are your company's veteran-owned business goals shared with the "decision makers" within your purchasing or procurement groups? *

○ Yes

○ No

174. Please list your top three veteran-owned suppliers.

Please list company name and website.

	Company Name	URL
Supplier 1		
Supplier 2		
Supplier 3		

175. Please list any additional initiatives your company has taken to support veteran-owned or service-disabled, veteran-owned businesses.

Include training, teaming, mentor-protege programs, etc.

176. What advice would you give to someone hoping to land business with a company's Military Friendly® Supplier Diversity program?

177. Please list any additional comments or inclusions not already covered in this section of the survey.

178. In 100 words or less, please describe why your institution's products and/or services are an excellent choice for military consumers and veteran consumers.

179. Provide links to your organization's main website, key company information, and specific veteran or military-consumer related pages.

Enter a complete URL for each.

Main website URL: [   ]

Military Discounts URL: [   ]

Product Availability Locations URL: [   ]

Veterans-specific page URL: [   ]

Military Consumer Policies URL: [   ]

180. Provide links to your organization's social media accounts related to your brands.

Enter a complete URL for each.

Facebook URL: [   ]

Twitter URL: [   ]

LinkedIn URL: [   ]

Google+ URL: [   ]

181. Would you be willing to participate in a consumer-based brand-perception survey among members of the military community? *

In the initial version of the consumer survey, input will be solicited from members of the military community regarding their likelihood of referring your organization's brands and products to other members of the military community.

○ Yes

○ No

○ Not Applicable

182. Please select the primary (most relevant) product or service category. *

○ Home and Garden

○ Retail Discount and Wholesale

○ Furnishings and Home Supplies

○ Health, Body, and Nutrition

○ Toys and Kids

○ Office and Electronics

○ Department Store

○ Beauty, Apparel, and Fashion

○ Sports and Recreation

○ Automotive and Industrial

○ Hospitality and Travel

○ Insurance

○ Financial Services and Banking

○ Entertainment and Events

○ Food and Grocery

○ Computers and Technology

○ Online Services

○ Communications

○ Charitable and Service Organizations

○ Restaurants and Cafes

○ Pets

○ Crafts and Hobbies

○ Real Estate and Property

○ Not applicable

183. If your organization represents multiple consumer-facing brands, please list the brands you would like to be included in the consumer survey.

Please separate each brand name with a comma. If your Brands fall into different categories, please first list the Brand name followed by a comma and a category from the above list. Separate each of those pairs by a semicolon (i.e., "brand 1, category 1; brand 2,category 2; brand 3, category 3").

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184. Does your organization have an explicit commitment to serving the military and/or veteran community? *

   ○ Yes

   ○ No

   ○ In Progress

185. Is this commitment incorporated into the organization's mission, vision, and values? *

   ○ Yes

   ○ No

   ○ In Progress

186. Please provide a link to the above policy or statement of commitment. *

187. Does your organization have a formal policy in place regarding business conduct and compliance when serving military/veteran consumers and clients? *

   ○ Yes

   ○ No

   ○ In Progress

188. Does your organization publish an ANNUAL REVIEW of activities, investments, and results related to corporate-wide initiatives in support of military and veteran consumer protections? *

   ○ Yes

   ○ No

   ○ In Progress

189. Does your organization conduct an AUDIT at least annually of activities, investments, and results related to corporate-wide initiatives in support of military and veteran consumers protections? *

- ○ Yes
- ○ No
- ○ In Progress

190. Check each of the following initiatives for which you have a formal policy in place specifically addressing the needs and interests of military and veteran consumers.

- ☐ Fees and Discount Policies
- ☐ Payment and Service Terms
- ☐ Military Deployment Exceptions
- ☐ Advocacy Initiatives
- ☐ Customer Complaint and Grievance
- ☐ Customer Satisfaction
- ☐ Other (Please specify)

*

191. Does your organization conduct an AUDIT at least annually of activities, investments, and results related to corporate-wide initiatives in support of members of the armed services, veterans, and their families? *

- ○ Yes
- ○ No
- ○ In Progress

192. Check all of the following awards for which your organization has been recognized for service to the military/veteran community.

☐ Department of Defense Freedom Award

☐ ESGR Patriot Award

☐ ESGR Seven Seals Award

☐ ESGR Above and Beyond Award

☐ Military Saves Award

☐ Hire VETS Medallion

☐ American Legion National Employer of the Year

☐ Veterans of Foreign Wars Employer of the Year

☐ USO Distinguished Service Award

☐ MOAA Distinguished Service Award

☐ ESGR Pro-Patria Award

☐ Other (Please specify)

[   ]   *

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193. Do you provide ready access to concise, easy-to-understand documents that lay out key terms, conditions, and fees for your products and services? *

○ Yes

○ No

○ N/A

194. Enter the URL for those terms and conditions.

[   ]

195. What is the average Flesch Readability Index score of your terms, conditions, and policy statements supplied to military consumers?

In the Flesch reading-ease test, higher scores indicate material that is easier to read; lower numbers mark passages that are more difficult to read. The formula for the Flesch reading-ease score (FRES) can be found here. Click here to search for an online tool to calculate a score.

[   ]

196. Do you currently have any open, outstanding, or unresolved civil or criminal cases or complaints filed by a member of the military community regarding product safety? *

- ○ Yes
- ○ No
- ○ N/A

197. Has a case, complaint, or proceeding been filed by a member of the military community with the Federal Trade Commission (FTC) against your organization within the last 12 months? *

- ○ Yes
- ○ No
- ○ N/A

198. Do you currently have any open or outstanding FTC cases or proceedings filed against your organization by a member of the military community? *

- ○ Yes
- ○ No
- ○ N/A

199. Has a complaint been filed against your organization by a member of the military community with the Consumer Financial Protection Bureau (CFPB) within the last 12 months? *

- ○ Yes
- ○ No
- ○ N/A

200. What is your current rating (numerical) with the Better Business Bureau?

Use your numerical score 0-100 rather than your letter grade.

201. Which of the following components of corporate transparency do you make publicly available at least annually?

Check all that apply.

- ☐ Financial Performance Statements
- ☐ Governance (Major Shareholders, Management, Directors)
- ☐ Accounting Principles and Methods
- ☐ Timeliness and Schedule of Disclosures
- ☐ Results of Charitable Investments
- ☐ Consumer Satisfaction Results
- ☐ Employee Satisfaction Results
- ☐ Capital Expenditures
- ☐ Subsidiaries and Other Business Relationships
- ☐ Research and Development
- ☐ Audit Results (financial)

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202. Does your organization honor the provisions of the Servicemembers Civil Relief Act (SCRA) for all relevant services and products? *

- ○ Yes
- ○ No
- ○ N/A

203. Does your organization provide assistance above and beyond the SCRA provisions in any of the following areas?

Check all that apply.

☐ Interest Rates

☐ Credit and Loan Determinations

☐ Judicial relief (including collections and liens)

☐ Property Lease Terms (including automobile)

☐ Rent and Eviction terms

☐ Insurance coverage

☐ Extension of relief to military spouses

☐ Extension of relief to military dependents

☐ Mortgage terms

☐ Installment contracts

☐ Extension of benefits beyond Title 10

☐ Other (Please specify)

[   ]   *

204. Does your organization follow FTC product endorsement guidelines regarding the use of military or veteran endorsements in advertising? *

○ Yes

○ No

○ N/A

205. Does your organization comply with all CPSC regulations for all applicable products? *

○ Yes

○ No

○ N/A

206. Do you provide a dedicated support line for military and veteran consumers? *

○ Yes

○ No

○ N/A

207. Which of the following consumer supports and benefits do you provide to military consumers?

For each selection, identify the group or groups for which the selected supports or benefits apply.

	Active Duty	Veterans	Guard and Reserve	Wounded and Injured	Military Spouses	Military Dependents
Reduced Product or Service Fees	☐	☐	☐	☐	☐	☐
Standard Service or Product Discounts	☐	☐	☐	☐	☐	☐
No-Cost Products or Services	☐	☐	☐	☐	☐	☐
Waived Fees	☐	☐	☐	☐	☐	☐
Deferred payments or terms	☐	☐	☐	☐	☐	☐
Deployment support services	☐	☐	☐	☐	☐	☐
Financial advisement assistance	☐	☐	☐	☐	☐	☐
Issue advocacy	☐	☐	☐	☐	☐	☐
Military Rewards Program	☐	☐	☐	☐	☐	☐
In-Store signage for military patrons	☐	☐	☐	☐	☐	☐
On-product signage for military consumers	☐	☐	☐	☐	☐	☐

208. At what frequency are the above benefits made available? *

○ Always available to all military consumers

○ Always available to eligible military consumer groups

○ Only available during specific periods during the year

○ Only available during specific marketing events or promotions

209. Which of the following practices does your company have in place as a means of providing greater product and service transparency to military consumers?

Select all that apply and have been active for the past 12 months.

☐ Publication of clear information about product/service terms, conditions, and warranties

☐ Publication of clear information regarding product or service exchange, refunds, and/or warranties

☐ Publication of customer complaint processes and expected response processes and timelines

☐ Publication of current expected wait times for customer complaint or service resolution

☐ Clear instructions and means for consumers to register complaints or request information

☐ Publication of a code of conduct for relevant suppliers or service partners

☐ Other (Please specify)

[   ]   *

210. Does your storefront provide specific messaging/signage for military/veteran patrons? *

○ Yes

○ No

○ N/A

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---

211. Has your organization set measurable goals and objectives for supporting the military and veteran community? *

○ Yes

○ No

○ In Progress

212. For which of the following areas does your organization set and track goals?

Check all that apply

☐ Employment and Transition   ☐ Bereavement

☐ Education and Training   ☐ Travel Assistance

☐ Financial Security   ☐ Technology

☐ Small Business and Entrepreneurship ☐ Public Awareness

☐ Housing   ☐ Research

☐ Health and Wellness   ☐ Career Transition

☐ Rehabilitation   ☐ Mentoring

☐ Family and Child

213. In which ways does your organization or do your employees support members of the military or veteran community?

For each program type, please select each of the specific segments of the military community that are eligible to participate/benefit from these programs.

	Active Duty	National Guard	Reserve Component	Military Retirees	Veterans	Wounded and Injured	Military Spouse	Military Children	Military Families	Veteran Entrepreneurs
Time (employee volunteering during paid working hours)	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
In-kind (donations of product, contributions of used office equipment or furniture, use of company premises for community events, or other services)	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Management overhead (community affairs staff salaries, running costs and overheads, communicating the community program to relevant audiences)	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Organize conferences or events on military community supports or issues	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Provision of specific discounts for products or services	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Donation of resources or services (not produced by your organization)	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Cash Contributions (direct donations, social sponsorship, matching employee donations to military/veteran causes)	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

214. In which ways does your organization provide public advocacy for veteran issues?

For each type of advocacy program, please select each of the specific segments of the military community that benefit from these programs.

	Active Duty	National Guard	Reserve Component	Military Retirees	Veterans	Wounded and Injured	Military Spouse	Military Children	Military Families	Veteran Entrepreneurs
Federal Legislation	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
State Legislation	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Veteran Service Organization Positions	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Recognition and Observance of National Military/Veteran Holidays	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Public Partnerships	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Research Partnerships	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Public Service Announcements	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Other Public Advertorials/Notices	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Visual Displays in the Workplace	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Community Event Support/Presence	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Funeral and Memorial Support	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

215. For how many years has your organization provided tangible assistance to members of the military and veteran community?

Enter in whole number of years.

[   ]

216. Please provide information regarding ongoing military family and community supports.

Enter your top five. This information may be used for public display; please do not enter any information you do not wish to be made publicly available.

	Program Name	Eligibility	URL	Summary
Program 1				
Program 2				
Program 3				
Program 4				
Program 5				

217. Please provide information regarding product and service discounts, incentives, and services available exclusively to members of the military and veteran community.

Enter your top five. This information may be used for public display; please do not enter any information you do not wish to be made publicly available.

	Incentive/Discount Name	Eligibility	URL	Summary
Incentive 1				
Incentive 2				
Incentive 3				
Incentive 4				
Incentive 5				

218. Does your company have a Director of Military Programs or similar Single Point of Accountability for sourcing military talent, including veterans, service members, and spouses? *

○ Yes

○ No

219. Please provide the contact information for the Director of Military Programs.

Full Name *

Title

Street Address

Apt/Suite/Office

City   State   Zip

Email Address *

Phone Number *

220. Over which operational areas does this person have input?

Please select main area(s) covered.

☐ Talent Acquisition and Management/Retention

☐ Supplier Diversity

☐ Corporate Philanthropy

☐ Product/Service Department

☐ Consumer Services

☐ Other (Please specify)

                                                          *

221. Please provide the most appropriate supplier diversity point of contact within your company for veteran-owned businesses.

Full Name *

Title

Street Address

Apt/Suite/Office

City   State   Zip

Email Address *

Phone Number *

222. Please provide the most appropriate point of contact within your company for marketing/public relations in the event that your organization is selected for an award.

Full Name *

Title

Street Address

Apt/Suite/Office

City   State   Zip

Email Address *

Phone Number *

223. Please provide the contact information for your central point of contact for military consumer products and services.

Full Name *

Title

Street Address

Apt/Suite/Office

City   State   Zip

Email Address *

Phone Number *

224. Please provide the contact information for your central point of contact for military community initiatives and investments.

Full Name *

[   ]

Title

[   ]

Street Address

[   ]

Apt/Suite/Office

[   ]

City   State   Zip

[   ]   [   ]   [   ]

Email Address *

[   ]

Phone Number *

[   ]

225. Please provide 4 current employees (ideally 2 enlisted and 2 officers) who we can interview regarding their satisfaction with your company's military programs.

We use this information for editorial purposes, such as featuring veteran success stories in our publications.

	Full Name	Position	Email	Phone
Officer 1				
Officer 2				
Enlisted 1				
Enlisted 2				

Page description:
Branching: 0

226. By filling out the following information, I confirm that all answers on this survey are correct to the best of my knowledge.

The survey results are independently tested by Ernst and Young LLP, and as such you may receive communication from them confirming that you did fill in the survey and that the answers they have match the answers that you submitted.

All fields are required.

Full Name *

Title *

Email Address *

Phone Number *