



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 11 and 11 inclusive.

Welcome to the Military Times EDGE "Best for Vets: Employers" survey.

A few notes before you get started:

If you quit the survey before pressing "submit" on the final page, your answers will be saved. You can return to the survey to change or add answers by clicking on the emailed link again. At the end of the survey, you will have a chance to review your answers and print a copy for your records. You cannot return to the survey once you click "submit." If you need to make changes after submitting, contact Cecilia Hadley (chadley@militarytimes.com or 703.642.7387).

Thank you for your time and interest.

Are you filling out this survey on behalf of all of the company's divisions and/or subsidiaries?

- Yes
- No
- Not applicable

Section 1 of 4: Recruiting veterans

Does your company specifically recruit U.S. military veterans?

- Yes
- No

If so, what strategies does your company use to recruit veterans?

- Attending military-specific job fairs
- Posting job openings on military-specific job boards
- Advertising in military-specific publications and websites
- Maintaining an employment website directed at veterans
- Contracting recruiters that specialize in veterans hiring
- Developing relationships with Local Veterans Employment Representatives
- Developing relationships with local Guard and Reserve units
- Developing relationships with the military Transition Assistance Program
- Developing relationships with student veterans groups and/or colleges
- Developing relationships with professional military associations
- Developing relationships with veterans service organizations
- Recruiting through current veteran employees
- Participating in the Employer Partnership of the Armed Forces
- Participating in Employer Support of the Guard and Reserve
- Participating in the Army Partnership for Youth Success program

Other

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How many military job fairs did your company attend in fiscal 2010?

- 1 to 10
- 11 to 20
- 21 to 30
- 31 to 40
- 41 to 50
- More than 50

Other

.....

Does your company have full-time employees who work specifically on veterans recruitment at least 50 percent of the time?

- Yes
- No

Do recruiters and hiring managers receive any training in military culture, structure or career paths?

- Yes
- No

If so, who receives this training?

- All recruiters
- Some recruiters
- All hiring managers
- Some hiring managers

Other

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How often?

- Once
- Annually
- Biannually
- Quarterly

Other

.....

Do veterans receive any special consideration in your company's hiring process?

- Yes
- No

If so, how?

All veterans applications are marked and/or tracked as veterans

All veterans are given contact information for staff members who work specifically with veterans

All veterans are contacted directly by staff members who work specifically with veterans

Other

What percentage of your recruiting budget for the last complete fiscal year was dedicated to recruiting U.S. military veterans?

Zero percent

1 to 10 percent

11 to 20 percent

21 to 30 percent

31 to 40 percent

More than 40 percent

Do not know

Do not disclose

How many new hires did your company make in the U.S. in fiscal 2010?

Do not know

Do not disclose

Number

638

How many of those new hires identified themselves as military veterans?

Do not know

Do not disclose

Number

360

How many of those new hires identified themselves as disabled military veterans?

- Do not know
- Do not disclose

Number

42

Does your company dedicate any effort and resources specifically to hiring disabled veterans?

- Yes
- No

If so, what strategies does your company use?

- Assigning staff specifically to recruit and/or work with disabled vets
- Working with Defense Department and/or VA entities responsible for disabled vets
- Working with veteran service organizations dedicated to disabled vets
- Attending job fairs specifically for disabled vets
- Providing job-search help specifically to disabled vets
- Providing skills training specifically to disabled vets
- Providing internships specifically for disabled vets

Other

Is there anything else you would like to tell us about your company's recruitment and hiring of disabled veterans?

Alion works with DirectEmployers.com (Jobcentral) to identify job openings at all Veterans'/Disabled Veterans' job sites across the country.

Does your company have an active hiring program for active-duty military spouses?

- Yes
- No

Is there anything else you would like to tell us about your company's recruitment and hiring of military veterans?

Alion is well aware of the benefits of hiring veterans. In general, they are skilled, motivated people with strong work ethics and professionalism. Also, their understanding of the needs of the military help us tailor our solutions to better support our customers.

Our commitment is measurable -- more than 40% of our total workforce is former or retired military, as are nearly 40% of our senior managers.

Section 2 of 4: Corporate culture

What percentage of your current U.S. employees have identified themselves as veterans?

- Zero percent
- 1 to 5 percent
- 6 to 10 percent
- 11 to 15 percent
- 16 to 20 percent
- 21 to 25 percent
- More than 25 percent
- Do not track
- Do not disclose

What percentage of your company's executive-level employees have identified themselves as veterans?

- Zero percent
- 1 to 5 percent
- 6 to 10 percent
- 11 to 15 percent
- 16 to 20 percent
- More than 20 percent
- Do not track
- Do not disclose

Does your company's orientation and/or onboarding process include any elements specifically for military veterans?

- Yes
- No

Does your company have any training programs (e.g., management training, skills training) exclusively or primarily for veterans?

- Yes
- No

Does your company have an employee affinity or resource group specifically for veterans and/or reservists?

- Yes
- No

Does your company have any apprenticeships or on-the-job training programs that are eligible for GI Bill funding?

- Yes
- No

Does your company accept military experience in lieu of technical certification in any fields?

- Yes
- No

If so, please describe the policy.

Specifics are embedded in job descriptions.

Does your company observe Veterans Day?

- Yes
- No

If so, check all that apply.

- Paid holiday for all or most employees
- Paid holiday for veteran/reservist employees
- Ceremony or event to recognize veteran/reservist employees
- Other recognition for veteran/reservist employees

Other

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Is your company involved in any programs to prepare service members for civilian careers?

- Yes
- No

If so, how is your company involved?

- Assisting with classes/workshops organized by the military Transition Assistance Program or Army Career and Alumni Program
- Assisting with classes/workshops organized by veterans service organizations
- Participating in the Secretary of Defense Corporate Fellows Program
- Participating in the American Corporate Partners program

Other

.....

Is your company involved in any efforts/programs to promote the hiring of veterans in the business community?

- Yes
- No

Does your company make any special accommodations for employees who are military spouses?

- Yes
- No

Is your company involved in any other military or veterans' causes or organizations?

- Yes
- No

If so, please list the organizations and describe the nature of the company's involvement.

We are active in a number of military/industry organizations, including NDIA, AFCEA, AUVSI and many more. In addition, we actively support "Our Military Kids," a national charity that provides learning and activity grants for the children of deployed National Guardsmen and Reservists, wounded warriors and fallen warriors. Our Military Kids is our company's focus charity -- last year, our first year working with them, our employees raised nearly \$50,000 for this cause.

Section 3 of 4: Reserve policies

Has your company signed a Statement of Support with the Employer Support of the Guard and Reserve, the Defense Department agency that promotes cooperation between reservists and civilian employers?

- Yes
- No

Has your company received any awards from the Employer Support of the Guard and Reserve?

- Yes
- No

If so, please check all that apply.

- Patriot Award
- Above and Beyond Award
- Pro Patria Award
- Freedom Award

Does your company have any policies to accommodate or support reservists fulfilling their reserve duty -- typically one weekend a month, two weeks a year?

- Yes
- No

If so, please describe them.

Alion policy allows for the full payment and benefits for 3 weeks (15 days) per year to fulfill reserve duty

Does your company have any policies to accommodate or support reservists called to active duty?

- Yes
- No

If so, what best describes them?

- Pay
- Benefits
- Personal support

Reservist pay

What best describes your company's pay for eligible activated reservists?

- Their full civilian pay, in addition to their military pay
- The full difference between their civilian pay and their military pay
- A percentage of the difference between their civilian pay and their military pay
- A combination of full and differential pay

Is there any limit on how long activated reservists receive full pay?

- No limit

Limit:

3 weeks (15 days) per year

Are reservists who volunteer for active duty eligible for continued pay?

- Yes
- No

Reservist benefits

What benefits does your company offer activated reservists? Check all that apply.

- Medical insurance
- Life insurance
- Promotion opportunities
- Pay raises
- Profit sharing
- Retirement fund contributions
- Sick days
- Vacation day accrual

Other

.....

Does the medical insurance cover dependents?

- Yes
- No

Is there any time limit on medical coverage?

- No limit

Limit:

.....

Does the life insurance cover dependents?

- Yes
- No

Is there any time limit on life insurance coverage?

- No limit

Limit:

.....

Are reservists who volunteer for active duty eligible for these continued benefits?

- Yes
- No

Reservist support services

What kinds of support services does your company offer activated reservists and their families? Check all that apply.

- Financial assistance
- Contact with and personal support for the family
- Contact with and personal support for the service member
- Farewell and/or welcome home events
- Programs or policies to ease reintegration
- Paid time off before or after deployment (in addition to regular vacation days)

Other

.....

Are reservists who volunteer for active duty eligible for these support services?

- Yes
- No

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

Alion Science and Technology

Headquarters

McLean, VA

Number of U.S. employees

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Number of worldwide employees

3100 (most are in U.S.)

Fiscal 2010 revenue

\$834 million

Website

<http://www.alionscience.com>

Employment website

<http://www.alionscience.com/careers>

Please describe your company's products and/or services briefly.

Alion Science and Technology is an employee-owned technology solutions company delivering scientific, research and development and technical expertise and operational support to the Department of Defense, civilian government agencies and commercial customers. Building on 75 years of R&D and engineering experience, Alion brings innovation and insight to multiple business areas: naval architecture & marine engineering; defense operations; modeling & simulation; technology integration; information technology and wireless communications; and energy & environmental sciences. Based in McLean, Virginia, Alion employee-owners are located at major offices, customer sites and laboratories worldwide.

Please check this box to confirm that you answered these questions accurately and to the best of your ability.

I have answered these questions accurately and to the best of my ability.

Click here to review your answers or print a copy for your records before submitting. Just be sure to return to this page and click "Submit."

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