



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 51 and 51 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

Founded and Sponsor multiple Wounded Warrior Job Fairs

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

If so, how many?

Number

1

How many of those employees are veterans themselves?

Number

1

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

Regularly

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

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

- Do not know
- Do not disclose

Number

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

- Do not know
- Do not disclose

Number

.....

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

All identified veterans are contacted directly by staff

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

Aon recently opened the Aon "WorldAware" Global Security Center that is staffed solely by veterans and disabled veterans. Aon "WorldAware" provides organizations with an easy-to-implement safe travel solution that protects their business travelers, meets duty of care responsibilities and safeguards brand and reputation through the innovative use of risk consulting and technology.

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

- Yes
- No

If so, please describe the program.

Veteran's Spouses are invited and encouraged to and participate in all of Aon's Military recruiting efforts.

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

Aon is the founder and sponsor of the Aon Salute to America's Wounded Warriors as well as the sponsor and keynote speaker for the U.S. Chamber of Commerce "Hire Our Heroes" event.

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

If so, please describe them.

Our dedicated recruiter and aligned business unit staff are available to assist veterans with their adaptation into the private sector.

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

- Yes
- No

If so, please describe them.

Leadership and Management training is available to all veterans employed at Aon. In addition, we have a dedicated training program for all veterans in the Aon "WorldAware" Global Security Center. This training lasts for 3-6 months, focusing on the proficient use of the Global Tracking Systems and effective management of client relationships and requests.

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

- Yes
- No

If so, what does the employee group do? Check all that apply.

- Maintains a listserv to communicate veteran- and reservist-related news and information
- Maintains a website or intranet site to facilitate communication and networking among veterans/reservists
- Holds regular social and/or networking events for veterans/reservists
- Organizes military-related service projects
- Offers orientation help for new veteran/reservist hires
- Facilitates mentorship opportunities between veterans/reservists

Other

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Does your company do anything else to connect veteran employees with each other?

We have a Business Resource Group (Employee Resource Group) dedicated to veterans. The Executive Sponsor, Daniel VanderWoude is a Navy Veteran. Our Executive Advisor is General Richard B. Myers, current Aon Board Member and former Chairman of The U.S. Joint Chiefs of Staff.

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

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

Aon offers four floating personal holidays annually. Most employees choose to observe Veterans Day using this benefit

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

If so, please describe your company's involvement.

Aon facilitates and sponsors the "Aon Salute to America's Wounded Warriors" across many major U.S. cities with the goal to place disabled veterans into meaningful career opportunities in the private sector.

Many Fortune 500 companies attend these events in Chicago, New York, Dallas, Pittsburgh. Aon also has a dedicated business unit, "Aon Cornerstone," focused on partnering with veteran-owned businesses to promote their services in the marketplace.

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

- Yes
- No

If so, please describe.

Aon is receptive and responds favorably to all reasonable accommodation requests, including, but not limited to, military spouses.

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.

U.S. Chamber of Commerce "Hire Our Heroes" - Sponsor; Aon WorldAware Ops Center - Sponsor and Founder; Marine Corp Marathon-2012 Charity Partner; Aon Salute to America's Wounded Warriors - Founder and Sponsor (including the Courage Award Benefit Dinner); Rehabilitation Institute of Chicago-Military Sports Camp Sponsor.

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

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.

Employees are provided paid time off as requested to fulfill their annual 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 differential pay?

- No limit

Limit:

5 years

How is the differential pay calculated?

Military pay is reported to payroll and regular pay is adjusted.

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

- Yes
- No

Are there any other restrictions on who is eligible for continued pay?

No

Is there anything else you would like to tell us about your company's pay policy for activated reservists?

N/A

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:

5 years

Does the life insurance cover dependents?

- Yes
- No

Is there any time limit on life insurance coverage?

No limit

Limit:

5 years.

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

Yes

No

Are there any other restrictions on who is eligible for continued benefits?

No.

Is there anything else you would like to tell us about your benefits policy for activated reservists?

N/A

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

Aon provides four personal days available in addition

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

Yes

No

Are there any other restrictions on who is eligible for these services?

None

Is there anything else you would like to tell us about your support for activated/deployed reservists and their families?

N/A

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

Aon Corporation

Headquarters

200 E. Randolph Street, Chicago, IL 60601

Number of U.S. employees

20,252

Number of worldwide employees

59,184

Fiscal 2010 revenue

\$8,142M

Website

www.aon.com

Employment website

www.aon.com/about-aon/careers.jsp

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

Aon Corporation is the leading global provider of risk management, insurance and reinsurance brokerage, and human resource consulting and outsourcing with over 60,000 colleagues in more than 120 countries delivering value to clients every day. We help clients with a range of issues from managing risk associated with natural catastrophes, employee injuries and terrorism, to advising them on their pension and benefit plans, and how to attract and retain the best talent. This last point applies to our commitment to helping America's veterans find meaningful employment.

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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