



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 61 and 61 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

Data not available

Please list the URL address of your company's military employment site.

Website

<http://www.baesystems.com/Careers/US/Vets/Opps/index.htm>

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

Data not available

How many of those employees are veterans themselves?

Number

All are veterans

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

.....

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

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

Do not know

Do not disclose

Number

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

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

BAE Systems' Warrior Integration Program is a comprehensive veteran mentoring and training program for disabled veterans.

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?

BAE Systems actively seeks out and recruits veterans for specific programs based on military experience.

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.

BAE Systems educates veteran employees regarding transition benefits, such as Tricare supplements, SGLI, and educational benefits.

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 do anything else to connect veteran employees with each other?

BAE Systems encourages veterans to share military photos and experiences with fellow employees during occasions such as Memorial and Veteran's Day.

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.

Military experience, schools and training may be considered in lieu of industry certifications and educational achievements.

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

Workplace recognition such as veteran "Walls of Fame" at company facilities

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.

BAE Systems promotes the hiring of veterans by sharing best practices with industry partners.

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.

Listed below are some of the many military or veterans organizations BAE Systems supports through sponsorships, fundraising and/or volunteerism:

National Guard Youth Foundation; ASYMCA; Wounded Warrior Project; TAPS; Operation Homefront; Marine Corps Scholarship Foundation; Marine Corps Heritage Foundation; Marine Corps Association; Project Healing Waters; Bob Woodruff Foundation; Marshall Foundation; Military Child Education Coalition; USO; United

Through Reading

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.

BAE Systems is in the process of consolidating various legacy policies, but generally the company will pay the differential between a BAE Systems employee's salary and military pay (adjusted gross earnings) for up to 15 days of military duty per year.

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:

11 months

How is the differential pay calculated?

BAE Systems is in the process of consolidating various legacy policies, but generally employees receive full pay for the first 30 days on military leave and receive differential pay for up to an additional 11 months for involuntary ordered active duty.

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?

BAE Systems is in the process of consolidating various legacy policies that may have differing restrictions in place.

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

.....

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?

BAE Systems is in the process of consolidating various legacy policies that may have differing restrictions in place.

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

No data available

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

BAE Systems, Inc.

Headquarters

Arlington, VA

Number of U.S. employees

39,200

Number of worldwide employees

46,200

Fiscal 2010 revenue

\$17.9B

Website

www.baesystems.com

Employment website

<http://www.baesystems.com/Careers/index.htm>

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

BAE Systems is a global defense and security company with approximately 100,000 employees worldwide. The Company delivers a full range of products and services for air, land and naval forces, as well as advanced electronics, security, information technology solutions and support services.

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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