



Best for Vets: Employers 2011

This document contains respondents between 53 and 53 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

Transition Assistance Programs, Army Career and Alumni Program

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

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

Website

NA

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

5

How many of those employees are veterans themselves?

Number

None

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

Some HR

How often?

- Once
- Annually
- Biannually
- Quarterly

Other

As needed

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

- Yes
- No

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

more than 7,000

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

- Do not know
- Do not disclose

Number

more than 850

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

- Do not know
- Do not disclose

Number

more than 450

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

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

- Yes
- No

If so, please describe the program.

Boeing is the founding sponsor of the Military Spouse Corporate Career Network (MSCCN) - <http://www.msccn.org/>

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 do anything else to connect veteran employees with each other?

Informal employee networks and employee developed intranet pages with veteran related information.

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

Yes

No

If so, please describe them.

There is no direct GI Bill funding for Boeing training.

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

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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

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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.

Boeing is a member of Joining Forces, a national initiative to support and honor America's service members and their families. Joining Forces, launched earlier this year, is spearheaded by The First Lady Michelle Obama and Dr. Jill Biden. <http://www.whitehouse.gov/joiningforces>

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.

Hire American Heroes, Military Spouse Corporate Career Network.

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.

Boeing offers military differential pay for employees who are performing military service.

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:

Per collective bargaining agreement / company policy

How is the differential pay calculated?

Boeing reviews employee gross military compensation and gross Boeing pay and pays the employee the difference up to their normal Boeing rate of pay.

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. All employees on military LOA are eligible for the same benefits and policies that apply.

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

Employees are eligible for military differential up to 80 hours per government fiscal year or as outlined in applicable Collective Bargaining Agreements. If they serve as part of a natural disaster or U.S. campaign, they may be eligible for up to 90 days and for war-related activities up to 60 months, which is a temporary policy enacted following the terrorist attacks of September 11, 2001.

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

Service credit

Does the medical insurance cover dependents?

- Yes
- No

Is there any time limit on medical coverage?

- No limit

Limit:

up to 24 months

Does the life insurance cover dependents?

- Yes
- No

Is there any time limit on life insurance coverage?

No limit

Limit:

up to 24 months if payments are made

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?

Employees must be on a military leave of absence to be eligible for benefits described earlier.

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

Employees are eligible for benefits (e.g. sick, vacation, medical) for up to 90 days. If they are serving as part of a natural disaster or U.S. campaign, they are eligible for up to 60 months.

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

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

No

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

Boeing

Headquarters

Chicago

Number of U.S. employees

155,000

Number of worldwide employees

165,000

Fiscal 2010 revenue

\$64.3 billion

Website

www.boeing.com

Employment website

www.boeing.com, www.facebook.com/boeingcareers

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

Boeing is the world's leading aerospace company and the largest manufacturer of commercial jetliners and military aircraft combined.

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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