



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 21 and 21 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

Developing relationships via military-specific social networking sites

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

<http://www.caci.com/job/military.shtml>

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

53

How many of those employees are veterans themselves?

Number

9

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

CACI has a dedicated recruiter for transitioning military service members and a dedicated recruiter for disabled veteran hiring. These recruiters work with military service members and veterans to help identify potential job opportunities within CACI. They also serve as advocates for the veterans to the recruiters and hiring managers.

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

3,327

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

Do not know

Do not disclose

Number

30% of respondents on a CACI new hire survey self-identified as veterans.

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

Do not know

Do not disclose

Number

8% of respondents on a CACI new hire survey self-identified as disabled military veterans.

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

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

CACI champions the hiring of disabled veterans through our "Deploying Talent – Creating Careers" initiative. This program was founded in 2007 by CACI's President and CEO, Paul Cofoni, who strongly believes that the re-employment of wounded warriors is a nationwide challenge that CACI will help solve. Many injured veterans are still waiting for their official medical discharge and are not able to start work immediately. CACI provides much needed assistance to these disabled veterans during this time:

- CACI collaborates with many disabled veterans' organizations to provide resume writing, interview training, and mock job fairs.

- We partner with the Department of Labor to create corporate immersion events for wounded warriors at Walter Reed Army Medical Center and the National Naval Medical Center. These events provide one-on-one training in job fair and interviewing skills to create a comprehensive employment training experience.

Thanks to our caring and committed employees, CACI can proudly say we have 522 disabled veterans in our workforce, including 80 who were hired directly through our work with military hospitals and veterans' organizations.

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

Yes

No

If so, please describe the program.

CACI is a proud sponsor of the Military Spouse Employment Partnership and encourages military spouses to apply to positions to which they are qualified. We post all of our positions on the Military Spouse Employment Partnership Job Board, and work directly with military spouses to support their application through the process.

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

As a contractor for the Department of Defense and Intelligence Agencies, CACI takes great pride in service to our country and to those who have served in the military. We recognize that veterans have the skills and experience to make our clients' missions successful. We continually seek to hire veterans because of their rich talent, experience, character, and commitment to duty that is so integral to the spirit of the U.S. armed forces.

As indicated above, a vast amount of CACI's recruiting efforts are dedicated to military hiring:

- CACI actively participates in the Transition Assistance Programs and Army Career and Alumni Program classes at targeted military installations to support separating military personnel and their spouses by providing assistance in finding employment in the private sector.
- We advertise with top military organizations and publications such as G.I. Jobs Magazine, Air Commando Association, and the Non Commissioned Officers Association.
- CACI positions are posted to military job boards dedicated to veterans and reservists such as Military Hire, Vet Jobs, and the Employer Partnership of the Armed Forces.

In addition to our recruiting efforts, CACI maintains an aggressive outreach program to veterans through our employees who are actively involved in organizations such as the USO, AFCEA, AUSA, etc. Employees network with their peers in these organizations and contribute to our veteran hiring efforts through their referrals. Employee referrals provide a constant stream of talented candidates interested in joining CACI, contributing to our overall success in veteran hiring in FY10. 18% of employees within CACI's workforce have self-identified themselves as veterans, and as a result, CACI receives employee referrals of talented veterans on a daily basis.

CACI's military hiring efforts in fiscal year 2010 gained recognition for and propelled CACI from #31 to the #5 Top Military Friendly Employer by G.I. Jobs. CACI was also recognized as a Most Valuable Employer by Civilianjobs.com, earned 2nd Place in the Electronic Recruiting Exchange's (ERE) "Best Military Talent Program," and earned the #9 spot on the "Top Employers for Veterans" list by PayScale.com.

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

If so, please describe them.

CACI offers a wide range of training options for all employees, including veterans, as part of our commitment to continuous learning. All employees have access to our web-based CACI Virtual University (CVU), and are encouraged to complete relevant courses to advance their skills. CVU provides an enormous range of courses to choose from, with both online and instructor-led training. Computer-Based Training (CBT) courses give CACI employees around-the-world access to a library of more than 2,900 courses that can improve job skills and advance professional development. The CACI Center for Leadership Excellence, led by the former Master Chief Petty Officer of the United States Navy, offers management training to grow leadership skills. CACI also partners with Bellevue University to offer a special master's degree in organizational management custom-designed for CACI managers, plus bachelor's degrees in subject areas ranging from business management and leadership to information technology, and a targeted Six Sigma training program leading to Six Sigma certification. The program with Bellevue also offers college credit for most military training, and many programs are eligible for CACI's generous Tuition Reimbursement Program.

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?

CACI's commitment to veterans is rooted in our workforce. CACI maintains an aggressive outreach program to veterans through our employee networks and philanthropy efforts, all which bring veterans and reservists together who otherwise wouldn't normally have a chance to work together. Recently, one such example was employee participation in the Metro Dash Competition that benefitted the Navy SEAL Foundation. Several CACI employees trained and competed in this obstacle course, all while raising funds for the Foundation. That teambuilding experience translates directly to strong employee morale, as well as fosters camaraderie amongst our veteran employees.

CACI employees also actively participate in numerous veterans' organizations and serve as officers in organizations such as the Armed Forces Communications and Electronics Association (AFCEA) and the United Service Organization (USO) among others. As a contractor for many Department of Defense customers, CACI provides an environment that allows veterans to continue to support national priorities and the warfighter's mission.

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.

CACI has a partnership with Bellevue University, offering Bachelor's Degrees with classes offered conveniently online. Not only are courses taken at Bellevue University eligible for the CACI Tuition Reimbursement Program, which offers an employee reimbursement of up to 10% of their annual salary, but courses are also eligible for GI Bill funding.

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

- Yes
- No

If so, please describe the policy.

CACI will often accept equivalent experience in lieu of certifications or years of experience.

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

CACI's President and CEO, Paul Cofoni, sends out a letter to every CACI employee on Veteran's Day recognizing the holiday and thanking our employees and all veterans for their service. These letters over the years have highlighted veterans with photos and stories of their military service. In addition, CACI offers employees four floating holidays a year to use as they wish and many veterans choose to use one of their floating holidays on Veterans Day.

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

In addition to working with fourteen TAP and ACAP offices in the United States, CACI also collaborates with many veterans' organizations to provide resume writing and interview training. We have partnered with the Department of Labor to create semi-annual corporate immersion events for wounded warriors at Walter Reed Army Medical Center and the National Naval Medical Center. These events provide one-on-one training in job fair and interviewing skills to veterans, bringing together military hospitals, private industry, and government employers to create a comprehensive employment training experience. Participants are immersed in role-playing situations to practice interview techniques and receive immediate feedback from interviewing employers.

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.

CACI is part of the Network of Champions Symposium (NOC), a collaborative effort spear-headed by Northrup Grumman's Operation IMPACT. Over 60 companies in the Symposium share the same mission - to find meaningful employment for injured, ill or disabled military veterans as they transition out of the service.

Candidate resumes are shared to ensure employment opportunities across all companies are fully explored.

CACI is also part of another collaborative effort called Corporate Immersion. This group is similar to the NOC, but in addition to resume sharing, the group conducts career workshops offering resume writing and interview preparation. Companies are strategically selected to ensure alignment with service members' skills and open positions. Corporate Immersion partners CACI, Hire Heroes USA, the Department of Labor, and the USO in bringing forth this effort.

Lastly, Larry Clifton, CACI's Senior Vice President of Recruiting & Workforce Planning, is a regular contributor to publications and radio shows dedicated to a veteran audience, specifically to promote the benefits of hiring veterans. For example, Government Security News recently published an article by Mr. Clifton titled "Hire a Veteran Today!" You can find the article here: http://www.gsnmagazine.com/article/23425/hire_veteran_today.

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

- Yes
- No

If so, please describe.

CACI Recruiters always look for opportunities for military spouses interested in working for CACI.

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.

In addition to causes and organizations listed above, CACI is a primary sponsor of CAUSE, and has supported the organization since its inception. CAUSE (Comfort for America's Uniformed Services) is a nonprofit organization, totally staffed by volunteers, that brings comfort and recreation into the lives of America's young warfighters recuperating from wounds and injuries suffered in battle zones in Afghanistan and Iraq.

CACI is a proud and long-term patron of the United Service Organizations (USO). The USO is a private, nonprofit organization whose mission is to support our troops by providing morale, welfare and recreational services. Through the USO of Metropolitan Washington (USO-Metro) CACI has co-sponsored or provided dollars for a number of fund raising events and other projects the USO is undertaking. In addition, CACI President of U.S. Operations Bill Fairl serves on USO-Metro's Board.

CACI also partners with The Fisher House, Project Healing Waters, the Purple Heart Service Foundation, and Special Operations Warrior Foundation.

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

Is there anything else you would like to tell us about your company's involvement in ESGR?

A CACI manager has received the "My Boss Is a Patriot" Certificate of Achievement.

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.

CACI policy for the National Guard's or Reserve's annual training grants a leave of absence and allows employees to receive regular CACI pay, less military pay and allowances, for a period of up to three workweeks in any calendar 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:

Up to 6 months.

How is the differential pay calculated?

If an employee gets called to duty, we pay the differential between their civilian pay and their military 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?

There are no other restrictions.

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

CACI currently has 75 employees on military leave, all of whom are eligible for continued pay.

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:

.....

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?

There are no other restrictions.

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

CACI continues to evaluate our benefits policy for activated reservists to ensure that we are supporting them to the fullest extent. For example, as a result of our continued evaluations, CACI changed the policy for a reservist's annual training leave to allow employees to receive pay for a period of up to three workweeks in any calendar year, from our previous policy of up to two workweeks of leave.

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?

There are no other restrictions.

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

Each business group, project, and team at CACI supports their fellow activated reservist team members in various ways. Some examples include sending care packages, regular emails, letters and calls to provide support and encouragement.

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

CACI International Inc

Headquarters

Arlington, VA

Number of U.S. employees

13,000

Number of worldwide employees

13,700

Fiscal 2010 revenue

\$3.15 billion

Website

<http://www.caci.com>

Employment website

<http://www.caci.com/careers.shtml>

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

CACI provides professional services and IT solutions needed to prevail in the areas of defense, intelligence, homeland security, and IT modernization and government transformation. We deliver enterprise IT and network services; data, information, and knowledge management services; business system solutions; logistics and material readiness; C4ISR solutions; cyber solutions; integrated security and intelligence solutions; and program management and SETA support services. CACI services and solutions help our federal clients provide for national security, improve communications and collaboration, secure the integrity of information systems and networks, enhance data collection and analysis, and increase efficiency and mission effectiveness. CACI is a member of the Fortune 1000 Largest Companies and the Russell 2000 index. CACI provides dynamic careers for approximately 13,700 employees working in over 120 offices in the U.S. and Europe.

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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