



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 54 and 54 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

ASEP, MSEP, ACAP, ACS, WW focused orgs, USBLN, Easter Seals Veteran transition program, Med treatment facilities, MSM, Warriors to Work, Military.com, DoL VETS, just to name a few...

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

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

Website

www.csc.com/military_programs and www.csc.com/salutes

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 - 100% who has a large support team of over 100 recruiters and a support staff assisting

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

There is no formalized training, but a large contingent of our HM's are former military so military culture is engrained.

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

All veterans in need of assistance are given contact information for staff who work specifically with veterans

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

953

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

CSC is planning an open house at our headquarters in September 2011 specifically to reach out to Veterans and Wounded Warriors in Transition

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

CSC Support for Wounded Warriors

Of CSC's new hires in 2010, nearly 3000 were military veterans and about 1/3 of those were veterans with a disability. When the tally for 2011 is complete, we confidently predict that both of those percentages will be equaled or exceeded. At CSC, we recognize the contributions that America's veterans make to our company and the country. We offer career opportunities for Wounded Warriors, separating active duty service members, National Guard members, reservists and military spouses through our Military Recruitment Program, where we regularly attend 'Hiring Heroes' and Wounded Warrior Regiment Career Fairs and has partnered with the Wounded Warrior Project's 'Warriors to Work' Program, specifically in support of wounded veterans in transition.

As the numbers show, we have an active and successful Wounded Warrior and Veterans Hiring Program. What cannot be shown with simple numbers are the length and breadth of our support. Consider the following:

CSC's provided \$100,000 of sponsorship money towards the creation of the Pentagon Memorial; a place for remembrance and reflection of September 11th. CSC is a founding member of the Military Spouse Employment Partnership and has developed its own Military Spouse Program, also assisting Wounded Warrior Caregivers, and surviving spouses; CSC's received various military community awards on this effort.

In 2011 CSC was a sponsor and contributor for "Operation Jump Start" a fundraising event to assist younger wounded warrior's transition to civilian careers. To commemorate Veterans Day, CSC sponsored a 1-hour television special, "The Wounded Warrior Experience," featuring interviews with six veterans who have faced challenges since returning from service in Iraq and Afghanistan. The special ran on the Pentagon Channel and American Forces Network, Veterans Day, November 11th, 2010.

Due to the emotional and physical stress of a combat injury, CSC has partnered with a DC based philanthropic organization, CharityWorks, to raise money for the Fisher House program, providing a "home away from home" for wounded warriors and their families.

CSC regularly participates in Cell Phones for Soldiers drives. The money raised with the drives provides calling cards to the troops and families residing at the Landstuhl Germany Medical Hospital and Fisher House, the facility that all of our combat wounded evacuate to immediately after leaving Iraq or Afghanistan.

CSC was a corporate sponsor of and had several bikers riding in the Wounded Warrior Project Cycling Event, May 2011 in Washington, DC.

A respectful commemoration of their valor. Hope and home in times of medical stress. The opportunity to transition to a satisfying and growth promoting career.

These are the three hallmarks of our CSC support for our Wounded Warriors.

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

Yes

No

If so, please describe the program.

CSC recognizes the valuable talent pool found within our military spouse community. CSC regularly sources for, recruits and hires military spouses, and regularly attends spouse specific career events. CSC's Military Spouse Program actively recruits military spouses and wounded warrior caregivers, offering one-on-one job search assistance, provides transition support, opportunities to work virtually/remotely and career portability. This is a global program with reach through the US and Europe. CSC has partnered with various organizations in support of this effort, including: the various military family service organizations (ACS, FFSC, SFAC, etc.), MSEP, ASEP, NMSN, Blue Star Families, Military.com/spouses, and MilitaryOneSource, just to name a few. CSC has been selected by Military Spouse Magazine as a top 10 Military spouse Friendly Hiring Company for the last 4 consecutive years. To learn more about these programs click on www.csc.com/military_programs.

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

Our attention to the military community is a daily effort that requires little training or reminders to our recruiting or hiring staff. We ARE the face of the military following a successful transition. We have veterans and family members embedded in our organizations from our most senior executives down to our summer interns and at every level between. We work with and for the all branches of military service every day and have CSC staff members located at nearly every installation around the globe, to include hundreds of dedicated CSC staff members right along side of our combat service members in Iraq, Afghanistan and Kuwait.

The skills and abilities ingrained in our veterans in transition are the skills sought after by CSC.

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

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

CSC is currently developing a Military Veteran Alumni Resource Group

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

CSC is currently developing a Military Veteran Alumni Resource Group.

If so, please describe them.

Not sure

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

- Yes
- No

If so, please describe the policy.

CSC accepts military experience in lieu of years educational requirements, and provides certification opportunities for projects requiring those certs.

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

We do an annual press release recognizing and thanking our veterans.

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

Assisting with classes/workshops organized by the non-profit/military Transition Assistance Programs (USBLN, Easter Seals, etc.)

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.

Various - most recently CSC briefed several hundred participants during a USBLN Workshop (June 15, 2011)

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

- Yes
- No

If so, please describe.

We provide one on one assistance to military spouses seeking employment, provide referrals for spouses to other spouse friendly companies, who can not find a CSC location in their area, and provide transition guidance and assistance to Milspouse/CSCers in finding a new position with CSC when the spouse is PCSing to a new location.

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.

ESGR award winner on more than one occasion. CSC outreach for employee involvement doing volunteer work for the USO stuffing care packages for troops overseas. CSC is a corporate Sponsor for the "Suits for soldiers" program. CSCers rode in the Wounded Warrior cycling event in DC in May 2011, raising money for injured service members. CSC has donated tens of thousands of dollars to the Fisher House organization and been directly involved in the construction of the VA Fisher House in DC and the Fisher House at Aberdeen Proving Ground. CSC runs regular "Cell Phone for Soldiers" drives and the proceeds are used to buy calling cards which given to the families residing at the Landstuhl Medical Treatment Facilities Fisher House in Landstuhl Germany.

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.

Our reservist and National Guard members are provided the flexibility required to meet their military requirements.

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:

One year

How is the differential pay calculated?

We have a dedicated benefits staff whose only requirement is being the one-on-one contact for our Reservists and National Guard members to ensure that all of their questions are answered and their pay is calculated correctly.

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:

One year

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

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

Each situation would have to be handled on a case by case basis, as each has a different set of circumstances and variables.

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

We may offer any or all of these dependant on the individuals organization

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

CSC

Headquarters

3170 Fairview Park Drive, Falls Church, VA 22042

Number of U.S. employees

35,000+

Number of worldwide employees

94,000+

Fiscal 2010 revenue

16 billion+

Website

www.csc.com

Employment website

www.csc.com/careers

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

CSC is a global leader in providing technology-enabled solutions and services through three primary lines of business. These include Business Solutions and Services, the Managed Services Sector and the North American Public Sector. CSC's advanced capabilities include system design and integration, information technology and business process outsourcing, applications software development, Web and application hosting, mission support and management consulting. The company has been recognized as a leader in the industry, including being named by FORTUNE Magazine as one of the World's Most Admired Companies for Information Technology Services (2011). Headquartered in Falls Church, Va., CSC has approximately 94,000 employees and reported revenue of over \$16 Billion.

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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