



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 58 and 58 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

Recruiting at military bases

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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Does your company have full-time employees who work specifically on veterans recruitment at least 50 percent of the time?

- Yes
- No

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

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

8,354

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

- Do not know
- Do not disclose

Number

66

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

- Do not know
- Do not disclose

Number

9

Does your company dedicate any effort and resources specifically to hiring disabled veterans?

- Yes
- No

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

In 2010 we focused on Military recruiting as follows:

- Proactive outreach to Ft. Carson, Petersen Air Force Base and the Air Force Reserves
 - Attended a job fair at Petersen Air Force Base and a Military Stars event in Denver, CO
 - Communicated and posted key positions at bases through the Army Career and Alumni Program (ACAP) offices.
- Ft. Carson: Attended a Transition Assistance Program (TAP) seminar at the ACAP office (speaking to the troops about our company's job opportunities and offering assistance/guidance on career planning).

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?

CenturyLink is currently reinvigorating our Military Recruiting program and have recently appointed an internal Staffing manager to spearhead all related efforts and we are hiring a new recruiter with a proven Military recruitment background.

We partner with Direct Employers Association to meet the needs of covered veterans under the Vietnam Era Veteran's Readjustment Assistance Act (VEVRAA), as well as posting all of our external job openings on VetCentral, Veterans Enterprise, Save Our Veterans, RecruitMilitary and more veteran niche sites.

CenturyLink is proud to have been chosen as a recipient of the 2011 Secretary of Defense Freedom Award, and plan to build on that foundation to continue to meet the needs of our service men and women.

CenturyLink is an Equal Employment Opportunity company and we welcome all interested parties to apply for career opportunities at www.CenturyLink.jobs. We provide accommodations for individuals who may require special assistance in the application process.

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.

All employees participate in an online, mandatory, onboarding program. In the program we specifically educate new employees about our diversity resource groups, including our Qwest Veteran's Chapter. Qwest Veterans is a company-sponsored employee resource group dedicated to supporting the needs of our veterans, employees in active duty, their families and the needs of our military personnel in the community. Out of our eight employee resource groups, Qwest Veterans is one of our fastest growing chapters.

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.

We have informal leadership and development programs for high potential employees. The approach varies by business unit and employee, but our diversity director partners with business unit leaders to review the makeup of participants for diversity and military and veterans status.

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?

Our Veteran's Resource Group is well-organized and very active and partners with HR. HR frequently solicits their input and advise about shaping programs and if there are specific veterans needs or questions we feel we need more insight on before answering or developing a policy.

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.

It varies based on the position and the type 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

While it is not a company paid holiday, the Veteran's Resource group generally sponsors events to celebrate the day with a portion of corporate funding and full corporated support. Also, an email is sent from CEO to the entire employee population recognizing the importance of the day and thanking all employees who are in service and who have served.

Is your company involved in any programs to prepare service members for civilian careers?

- Yes
- No

Is your company involved in any efforts/programs to promote the hiring of veterans in the business community?

- Yes
- No

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.

Please find below a list of the events and sponsorships of the company Veterans Chapters:

- Partnered with HR to develop employee Military Family Support Program
 - For the employee and their family
- Partnered with Qwest teams and Colorado ESGR to nominate Qwest for the 2010 Secretary of Defense Freedom Award
 - Qwest was a top 30 finalist
- Received the Military.Com Award for the top 50 Employers supporting Veterans
 - Qwest Facebook interview for Veteran employee recruitment

NM

- Orchestrated a \$5K grant from the Qwest Foundation for students & military families at 3 Albuquerque elementary schools.
 - Assisted local food pantry with facility improvements.
- Sponsored Flag day Ceremony with Air Force, Boy Scout U.S. Flag Retirement, community groups. Local news coverage of the event.
 - Members provided telecommunications speeches at local schools.
- Three chapter members received the President's Volunteer Service Award for volunteerism.

UT

- Sponsored corporate Thank you letters and Certificate of Appreciation for returning deployed employees.
- Sponsored Flag Day ceremony with local National Guard and community groups.
- Sponsored hospitality table at Utah State Veterans Memorial Cemetery.

AZ

- Partnered with local groups to sponsor care package drives for deployed employee and local military units aboard.
- Coordinated a HAITI HELP event engaging other Qwest Diversity groups and partnered with ProjectCure in collecting donations and medical supplies. Generated positive press for Qwest with 3 local TV stations covering the event.
- Promoted an Arizona Veterans Stand Down outreach program with 10 other community groups. Local news coverage of the event.
- Sponsored/Co-Sponsored 24 events for employees ranging from availing vendors to educational meetings.
- Qwest Veterans among local volunteers recognized by National Pioneers in an award to the Arizona Pioneer Chapter "Project Excellence-Military" for efforts in supporting troop goods collection drives over the past several years.

OH

- Sponsored Flag Day collection of unserviceable U.S. Flags and coordinated retirement with local Veterans Organizations.
- Sponsored care package drive in support of local community Military Family Support Group.
- Assisted employees to identify State and National Scholarship programs for Veterans and their families.

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?

2011 Freedom Award Winner – One of the top 15 companies in our nation selected for this award. We are extremely honored. Our HR group works closely with our Qwest Veteran's Chapter to modify and build programs, policies and practices to assist those in service and those returning from service. This happens with the full support of company leadership.

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.

2 weeks a year Pay, benefits and personal support.

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:

1 year, unless extension granted.

How is the differential pay calculated?

We calculate differential regular base pay less base pay from military.

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?

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:

We follow USERRA guidelines

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?

No

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

No

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?

Yes

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

No

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

CenturyLink

Headquarters

100 CenturyLink Drive, Monroe, LA 71203

Number of U.S. employees

47,500

Number of worldwide employees

Fiscal 2010 revenue

\$18.8 billion (combined Qwest and CenturyLink)

Website

www.centurylink.com

Employment website

<http://www.centurylink.com/Pages/AboutUs/CompanyInformation/Careers/>

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

CenturyLink is the third largest telecommunications company in the United States. The company provides broadband, voice and wireless services to consumers and businesses across the country. It also offers advanced entertainment services under the CenturyLink™ Prism™ TV and DIRECTV brands. In addition, the company provides data, voice and managed services to business, government and wholesale customers in local, national and select international markets through its high-quality advanced fiber optic network and multiple data centers. CenturyLink is recognized as a leader in the network services market by key technology industry analyst firms. CenturyLink customers range from Fortune 500 companies in some of the country's largest cities to families living in rural America. Headquartered in Monroe, La., CenturyLink is an S&P 500 company and is included among the Fortune 500 list of America's largest corporations. For more information, visit

www.CenturyLink.com.

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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