



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 12 and 12 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

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

Website

http://www.aboutschwab.com/careers/your_career_path/military_veterans/

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

.....

How often?

- Once
- Annually
- Biannually
- Quarterly

Other

Part of on-boarding for recruiters and hiring managers

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

1165

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

- Do not know
- Do not disclose

Number

10

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

- Do not know
- Do not disclose

Number

3

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

Partner with Community groups

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?

Schwab process for recruiting veterans is focused on outreach efforts through job postings and career fairs. We partnered with Recruit Military to include us on their featured veteran friendly organizations. As part of this we participated in 7 Recruit Military career fairs around the country. We have also partnered with America's Job Exchange and automatically cross post to its diversity job board partners such as Disability Exchange, AccessibleEmployment.com, and Vets Exchange. Our efforts also extend to our contingent workforce. We contract with staffing agencies that support diversity; this also allows us to expand our reach on recruiting efforts. An example of this is our solid partnership with Volt; Volt has a long-standing commitment to provide jobs, career services and other support for diverse communities, our job openings are posted on their diversity partner websites Volt Military Hero's Program and Hire America's Heroes

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

.....

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

Among the many Schwab Employee Resource Groups is the Military Veterans Network (MVN), which provides a support network for veterans plus their family and friends at Schwab. Besides helping us create a welcoming, inclusive atmosphere, Members of MVN help enhance the meaning and reach of Schwab's brand inside and outside the company.

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

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

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

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?

Schwab is a semi-finalist for the 2011 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 military leave policy covers all employees engaged in uniformed services and applied to all categories of military training and service, including duty performed on a voluntary or involuntary basis; in time of peace or war. Military leave is granted also for employees involved with the National Guard and reserve military duty.

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:

24 Commulative months of military leave

How is the differential pay calculated?

The Company will pay the difference between Company pay and military base pay so that the employee's total pay equals, but does not exceed 100% of the employee's Company regular pay for up to a total of 24 cumulative months of military leave. The employee must provide a copy of the LES/military pay advice to receive the differential pay benefit.

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

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

All benefits available to all employees

Does the medical insurance cover dependents?

- Yes
- No

Is there any time limit on medical coverage?

- No limit

Limit:

24 Months

Does the life insurance cover dependents?

- Yes
- No

Is there any time limit on life insurance coverage?

- No limit

Limit:

24 Months

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

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

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

Charles Schwab & Co., Inc.

Headquarters

San Francisco, CA

Number of U.S. employees

12,500

Number of worldwide employees

12,500

Fiscal 2010 revenue

total revenue of \$4.51B and a net income of \$454M

Website

<http://aboutschwab.com/>

Employment website

<http://www.abouthschwab.com/careers>

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

The Charles Schwab Corporation (NYSE: SCHW) has been a leader in financial services for more than three decades. Through advocacy and innovation, the company

has worked to make investing more affordable, more accessible, and more understandable to all. Founded over 30 years ago, Charles Schwab, has been driven by what's in the best interest of our clients. Despite a competitive playing field of well-entrenched firms, Schwab earned its place among the leaders in innovative and trusted financial services for individuals and institutions. Our vision continues to guide our values driven approach to growth, customer service and employee development.

Charles Schwab and its subsidiaries provide a full range of securities brokerage, banking, money management and financial advisory services to individual investors and independent investment advisors. Our clients include domestic and international investors, independent investment managers, institutions, brokerdealers and 401(k) plan sponsors. Spurred by a changing marketplace and increasingly savvy investors, we strive to build and nurture lasting client relationships.

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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