



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

Best for Vets: Employers 2011

This document contains respondents between 35 and 35 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

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

<http://careers.davita.com/DaVitaPages/military.asp> x

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 (Also, 8 recruiters spending 20% of time on veteran / spouse recruitment and retention)

How many of those employees are veterans themselves?

Number

0

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

People Services Managers (Human Resources)

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

We have identified Military Recruiting "Champions" that represent each segment of clinical recruiting within DaVita. In addition, we continuously educate our entire recruiting team about our Veteran recruitment and retention initiatives and provide resources to help them identify and educate Veteran candidates about opportunities at DaVita.

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

7,584

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

- Do not know
- Do not disclose

Number

262

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

- Do not know
- Do not disclose

Number

46

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

We attend local veteran career fairs that often partner with disabled veterans associations.

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

In 2009 we had an employee (director-level, veteran) who had a relationship with the Wounded Warrior Program and we participated at that time. We are hoping to reestablish ties with this program in 2011.

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

- Yes
- No

If so, please describe the program.

We are scheduled to sign as an MSEP (Military Spouse Employment Partnership) Partner on June 29th in Washington, D.C. In addition, we advertise DaVita opportunities in Military Spouse Magazine on a quarterly basis.

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

DaVita has been recognized on the GI Jobs Top 100 list for the second year in a row, 2010 and 2011. DaVita was also honored to be named as a Civilianjobs.com Most Valuable Employer (MVE) for Military winner for 2011.

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.

Our Village Veterans team (current leaders, former military veterans) assists in our on-boarding process through a mentorship model. New leadership teammates hired into the Village have the opportunity to reach out to these existing teammates for advice, help and general questions to assist in making their transition successful.

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.

Since 2005, our Redwoods Scholarship Program has brought 7 military veterans to DaVita and mentored them through various educational, on-site training and career enhancement programs.

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

<http://www.linkedin.com/groupRegistration?gid=2804734>

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

We recognize veterans at annual Nationwide Meeting with more than 2,500 employees in attendance. We also have a Star-Troopers Program that supports our active duty and veteran populations by raising funds, sending gift packages and writing letters to our troops.

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.

We then offer specific training and certification if required by state laws.

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

Company-wide email announcement honoring company veterans and spouses.

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

If so, please describe your company's involvement.

Our upcoming signing with MSEP will allow us the opportunity to work closely with other companies within the partnership and give us the opportunity to cross-share referrals as well as help military spouses and veterans to remain employed with military friendly companies.

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

- Yes
- No

If so, please describe.

We offer a large scope of positions nationwide that can accommodate spouses and their families. As of March 31, 2011, DaVita operated or provided administrative services at 1,642 dialysis facilities, serving approximately 128,000 patients.

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

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

We operate in 43 states and have signed the Statement of Support in all states of operation.

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.

We offer military leave for any teammate who is called to reserve duty, which is job-protected time off.

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:

For up to five years while on military leave.

How is the differential pay calculated?

Policy States: "Pay differential up to 100% of salary for deployed teammates for up to 5 years."

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?

Policy States: "Pay differential up to 100% of salary for deployed teammates for up to 5 years." Must be a current employee at time of military leave.

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

Our DaVita Village Network will give a deployed teammate \$5,000 per annum when called to duty to help ease spouse and family costs on the home front. Also, our Leave of Absence team will proactively reach out to deployed teammates upon leave request to offer additional support.

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

Our DaVita Village Network will give a deployed teammate \$5,000 per annum when called to duty to help ease spouse and family costs on the home front.

Does the medical insurance cover dependents?

- Yes
- No

Is there any time limit on medical coverage?

- No limit

Limit:

DaVita offers continued healthcare coverage and life insurance for teammate and dependents up to 24 months if called to more than 30 days of active service.

Does the life insurance cover dependents?

- Yes
- No

Is there any time limit on life insurance coverage?

- No limit

Limit:

DaVita offers continued healthcare coverage and life insurance for teammate and dependents up to 24 months if called to more than 30 days of active service.

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?

None that is specific to reservists or any military affiliation.

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

DaVita hopes to help bridge the gap to keep teammates whole while serving our country. Our reserve policies will be reviewed annually to keep current.

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

4 weeks transitional time includes flex schedule and possible PTO

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

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

DaVita offers a structured reintroduction program including formalized peer support network, up to 4 weeks of transitional time that may include a flexible schedule and paid time off and a gift package welcoming them home as a way of thanks.

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

DaVita, Inc

Headquarters

Denver, CO

Number of U.S. employees

34,000

Number of worldwide employees

34,000

Fiscal 2010 revenue

\$6 billion

Website

www.davita.com

Employment website

<http://careers.davita.com>

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

DaVita Inc., a FORTUNE 500® company, is a leading provider of kidney care in the United States, delivering dialysis services and education to patients with chronic kidney failure and end stage renal disease. As of March 31, 2011, DaVita operated or provided administrative services at 1,642 dialysis facilities, serving approximately 128,000 patients. DaVita develops, participates in and donates to numerous programs dedicated to transforming communities and creating positive, sustainable change for children, families and our environment. The company's leadership development initiatives and corporate social responsibility efforts have been recognized by Fortune, Modern Healthcare, Newsweek, and WorldBlu. DaVita's clinical outcomes for dialysis have improved for the past decade, and in many key areas measuring quality dialysis care, we lead the nation.

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."

© 2011 Military Times EDGE Magazine