



MILITARY TIMES  
**EDGE**

Best for Vets: Employers 2011

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This document contains respondents between 9 and 9 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](mailto: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

Provide transition assistance and tools on our company website, as well as we have created other transition tools and documents for the military and veterans we engage and support.

## 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://www.dom.com/careers/military-and-veterans.jsp>

**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

**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

We have what we call "Relationship Teams" that are made up of employees who assist with and attend the different military events in which we participate. These Relationship Team members receive training from our dedicated Military Relationship Coordinator.

### How often?

- Once
- Annually
- Biannually
- Quarterly

Other

Training is provided to our HR Staffing Team several times a year. Our Relationship Team members received the training as needed and prior to military events in which we are participating.

### 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

603

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

Do not know

Do not disclose

Number

101

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

Do not know

Do not disclose

Number

.....

**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

Dominion actively participates in Project Healing Waters and we have provided this organization's leadership with our recruitment materials and contact information. We work with and have partnered with wounded warrior groups and points of contact at Quantico Marine Corps Base and Ft. Eustis Army Base. We also work very closely with area DVOP's and LVER's.

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

- Yes
- No

## If so, please describe the program.

At this time, we do not have a dedicated program for military spouses and family members. However, we are in the process of adding a Military Spouses and Family Members section to our military and veteran career page.

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

Dominion's CEO and President, Tom Farrell, is the incumbent Chairman for EEI (Edison Electric Institute). In January 2011, EEI launched a new initiative, Troops to Energy Jobs, to accelerate the training and employability of Veterans in key energy industry positions. Dominion is one of five companies who will pilot and help build out this program being managed by the CEWD (Center for Energy Workforce Development).

## 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

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

As mentioned in a previous answer, Dominion has Relationship Teams that help support Dominion's military and veteran involvement. A good percentage of these Relationship Team members are military veterans. These Relationship Teams and their participation and engagement allow them to connect with transitioning veterans at events in which Dominion participates.

**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.**

For a number of the technical skill sets for which we hire, Dominion recognizes military experience in lieu of other types of experience, training, or certifications.

**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

.....

**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

**If so, please describe your company's involvement.**

Dominion's military and veteran outreach, involvement, and recruitment is in support of all of Dominion's business units. This includes all types of skill sets to include business, HR, and administrative.

**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.**

Troops to Energy Jobs initiative mentioned previously.

### 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?**

Dominion provides the following support:

- Pays 100% salary differential for up to 5 years for deployed military employees
  - Extends benefits to cover deployed reservists and their dependents
- Actively adopts and supports reservists and their dependents during deployments
  - Employs a recruiter focused on military hiring
- Provides a military-specific section on Dominion's internal Web site that addresses veterans' employment questions and needs
  - Regularly supports military job fairs
- Actively participates in various veterans' outreach training, transition and promotion initiatives

We have also partnered with and participate in the Army Reserve Employee Partnership program.

**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.**

•Pays 100% salary differential for up to 5 years for deployed military employees

•Extends benefits to cover deployed reservists and their dependents

**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:

5 years

**How is the differential pay calculated?**

xx

**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?

Any reservist or guardsmen who is able to show orders for activation may be eligible for continued pay.

## 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

Activated reservists receive the same benefits as they would if they were not activated.

## Does the medical insurance cover dependents?

- Yes
- No

## Is there any time limit on medical coverage?

- No limit

Limit:

5 years

## Does the life insurance cover dependents?

- Yes
- No

**Is there any time limit on life insurance coverage?**

No limit

Limit:

5 years

**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?**

No

**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**

Dominion Resources Services, Inc.

**Headquarters**

Richmond, VA

**Number of U.S. employees**

15,689

**Number of worldwide employees**

15,689

**Fiscal 2010 revenue**

\$15.2 billion

**Website**

[www.dom.com](http://www.dom.com)

**Employment website**

[www.dom.com/careers](http://www.dom.com/careers)

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

### DOMINION OVERVIEW:

Dominion is one of the nation's largest producers and transporters of energy, with a portfolio of approximately 27,600 megawatts of generation, 11,000 miles of natural gas transmission, gathering and storage pipeline and 6,100 miles of electric transmission lines. Dominion operates the nation's largest natural gas storage system with 947 billion cubic feet of storage capacity and serves retail energy customers in 14 states. Dominion practices environmental stewardship and contributes more than \$20 million annually to the environment, education, arts and culture, and health and human services.

Dominion's strategy is to be a leading provider of electricity, natural gas and related services to customers in the energy-intensive Midwest, Mid-Atlantic and Northeast regions of the U.S., a potential market of 50 million homes and businesses where 40 percent of the nation's energy is consumed.

### FACTS ABOUT DOMINION:

We're one of the nation's largest producers and transporters of energy.

We serve retail energy customers in 14 states in the mid-Atlantic, Midwest, and Northeast regions of the United States.

We're based in Richmond, Virginia.

We have approximately 16,000 employees in our four business units.

The total turnover rate for all employees is 4.9%, compared to 6.0% for our competitors.

Our average tenure (company wide) is between 16 and 17 years.

Supplying our \$42 billion energy network are:

- o 27,600 megawatts of capacity, including nuclear, fossil and renewable power
  - o Tied for 10th largest generating capacity in the U.S.
- o Cove Point liquified natural gas import terminal on the Chesapeake Bay

Our transportation and delivery infrastructure includes:

- o 11,000+ miles of natural gas transmission, gathering, and storage pipeline
  - o 6,100+ miles of electric transmission lines

We operate the nation's largest natural gas storage system with 947 billion cubic feet of storage capacity.

We get noticed! In 2011, we were:

- o Ranked #162 in the Fortune 500, with \$15.2 billion in operating revenue
- o Fortune magazine's 3rd most-admired electric & gas utility in the U.S.

More than 40% of last year's total electric output being generated by emissions-free nuclear and renewable power primarily hydro, wind and biomass.

**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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