



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 17 and 17 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

If not, please state which divisions and/or subsidiaries your responses cover.

N/A

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

www.dyncorprecruiting.com

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

10

How many of those employees are veterans themselves?

Number

10

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

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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

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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

10,000+

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

Do not know

Do not disclose

Number

More than half

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

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?

Veterans are prime candidates for employment with DynCorp International based both on skill sets they possess and character traits they bring to the table. Performance, conduct, and compliance are key tenets of our culture and we've found our military veterans quickly embrace the "DynCorp Way" and our Code of Ethics and Business Conduct. Especially valuable are their proven leadership skills and experience in management of people and resources. Also, most veterans demonstrate solid judgment and decision making abilities. Finally, former military professionals usually have an active security clearance, or are well-postured to receive one quickly. This is especially valuable as many of our positions are located overseas and require the employee to have some level of security clearance.

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 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.

If a veteran can evidence military certification or requisite years in a particular specialty or oa particular piece if equipment, then they will be eligible for the position.

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

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 fully accomodate Reservists fulfilling their military service, even in overseas environments...with the understanding the costs of travel are the service member's responsibility.

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 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

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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

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

DynCorp International

Headquarters

Falls Church, Virginia

Number of U.S. employees

5,000

Number of worldwide employees

18,000

Fiscal 2010 revenue

\$3.4B

Website

www.dyn-intl.com

Employment website

www.dyncorprecruiting.com

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

DynCorp International is a global government services provider in support of U.S. national security and foreign policy objectives, delivering support solutions for defense, diplomacy, and international development.

We provide expertly conceived and professionally executed services to meet the complex demands of today's world. We have broad international expertise and over 60 years of experience working in remote, dangerous and austere environments. We integrate our many competencies to provide solutions that fit each customer and situation, and bring a culture of compliance, accountability, and relentless performance to each program and task.

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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