



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 1 and 1 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

Job Posting Boards:ACAP, Hire Heroes, Hire Vets

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

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

1

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

.....

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

Army PaYS Program

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

Domestic Hires - 284

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

- Do not know
- Do not disclose

Number

.....

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?

Military experience is viewed very positively

Job Posting Boards: ACAP, Hire Heroes, Hire Vets

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.

Depending upon MOS: New Hires could receive higher start rate for maintenance skills

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

Breakfast with the CEO

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.

Army PaYS Program

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.

Past Recognition / Sponsors of the following events:

Corporate member of AUSA.

Eastman named by G.I. Jobs to their 2010 and 2011 Top 100 Military Friendly Employers list.

Eastman donated \$25,000 to the Johnson City/Washington county Veterans Memorial Building Fund

Eastman partnered with two Military Job Posting Boards for Veterans: Hire Heroes USA and Employer Partnership of the Armed Forces

Eastman donated \$5,000 to the 2010 Beyond Valor – Medal of Honor Convention in Charleston, South Carolina. Eastman also paid expenses for five Eastman veteran employees and their spouses to attend the MOH event.

The Eastman Technology Organization partnered with the Marine Corps Toys for Tots Program 2010.

Provided a \$500 donation for the Headquarters and Headquarters Troop, 3rd Squadron, 278th Armored Cavalry Regiment “Christmas at Home” campaign for unit members to come home from Camp Shelby, Mississippi for Christmas before deployment overseas.

Provided a \$1,000 donation for Operation Military Stress Relief. This donation allowed for refreshments for deployment send-off for military personnel in the Columbia, South Carolina area.

Provided a \$1000 Donation for the “Viet Nam Wall that Heals” Traveling Memorial in Johnson City June 2009

Provided \$5,000 sponsorship of the United States National Guard Conference held in 2009 in Nashville, Tennessee.

Provided a \$100,000 donation for construction of a Veterans’ Memorial in Kingsport, Tennessee.

Provided a \$500 sponsorship for the Vietnam Memorial Visit to the Tri-Cities, Tennessee area.

Provided a \$400 corporate advertisement in the National Guard Association of Tennessee publication

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?

Been a National Finalist for the National Freedom Award in 2008 and 2009

I am an active committee member of the Tennessee ESGR

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.

Employees who attend annual summer camp continue to receive base Eastman pay while attending Summer Camp

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:

.....

How is the differential pay calculated?

If military base pay is less than Eastman base pay,, Eastman makes up 100% of difference

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?

Employees continue to receive eligible Vacation while on Active Duty. Unused vacation is cashed out at end of year

Continue to receive cash bonus and 401k contributions

Continue to receive pay increases while on active duty

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:

.....

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?

Have had 54 Eastman employees activated to military service since 9/11/01

Over 60 employees activated during Desert Shield/Storm

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

Present each returning employee with a "Welcome back Letter" from CEO and a Eagle Casting to be presented at welcome home ceremony

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?

Company sends "Christmas packages" to all employees serving on active duty

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

Eastman Chemical Company

Headquarters

Kingsport ,Tennessee

Number of U.S. employees

8,000

Number of worldwide employees

10,000

Fiscal 2010 revenue

\$6B

Website

www.eastman.com

Employment website

www.eastman.com

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

Workdwide producer of Chemicals, Plastics and Fibers

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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