



MILITARY TIMES  
**EDGE**

Best for Vets: Employers 2011

## Best for Vets: Employers 2011

This document contains respondents between 36 and 36 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

Participating in Army Spouse Employment Partnership

**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

**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

**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

3751

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

- Do not know
- Do not disclose

Number

82

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

- Do not know
- Do not disclose

Number

13

**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

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

- Yes
- No

**If so, please describe the program.**

Working on a partnership with the Army Spouse Employment Partnership (ASEP).

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

Express Scripts is taking a very proactive approach to their military recruiting. The Talent Acquisition department is reaching out all over the country through various recruitment channels, to extend our job opportunities to provide active duty, guard, and reserve personnel opportunities for employment. These activities include:

- Partnering with various organizations such as: Veterans Workforce Representatives, Show Me Heroes, Wounded Warriors, and Recruit Military—to name a few.
  - ESI was a silver level sponsor to the St. Louis Valentines for Veterans Concert.
- Partnering with Transition Assistance Programs at military installations through career fairs, monthly mock interview sessions, and counseling transitioning service members.
  - Working on a partnership with the Army Spouse Employment Partnership (ASEP).
- Currently working on a specific veteran's careers web page on [www.express-scripts.com](http://www.express-scripts.com) as well as military specific recruitment pamphlets.

**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?**

We are planning to create an Advisory Board to help mentor veteran employees.

**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

**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

**If so, please list the organizations and describe the nature of the company's involvement.**

Express Scripts together with their TRICARE division has supported events which directly and indirectly impact active duty, guard and reserve personnel who have served or are serving overseas and/or stateside. These activities include:

- Supported the Regional Alliance for the Troops with both monetary and volunteer support.
- Provided items for Operation Homefront care packages which were sent to deployed service members.
- Supported the USO at both the national and state levels with volunteers' time and donations.
  - Participated in Breakfast with the Boss sponsored by ESGR in St. Louis.
- Provided meals for veterans, which was a coordinated effort between TRICARE Division employees and Mission Continues.
- Donated comforters to children of deployed service members through the Armed Services YMCA Kids Comfort.
- Sponsored the volunteer military family of the year through a partnership with the Association of the US Army.
  - Attended the Missouri State ESGR Awards Banquet in Kansas City in August of 2010.
- Supported Wounded Warriors through the Bob Woodruff Foundation, Joshua Chamberlain Society, and the Stephen Siller Foundation.
  - Provided scholarships to service members' dependents through donations to ThanksUSA.
  - Supported the Families of the Fallen through donations to the Tragedy Assistance Program for Survivors.
    - Attended the Veteran's Day Luncheon hosted at the Saint Louis Athletic Club.
- Senior Leadership, including CEO George Paz are working with Wounded Warriors to assist an injured Missouri veteran, the first quadriplegic returning to Missouri from Operation Enduring Freedom, Todd Nicely.

**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?

We have also submitted an application for the Above and Beyond Award.

ESGR Awards Banquet and ESGR Breakfast is a vehicle we use for the guard and reserve personnel to identify with each other in a social setting.

## 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.

Yes, Express Scripts corporate policies and training programs show a strong level of support for employees who are actively deployed, guard or reservists.

•ESI has recently enacted a pay differential and extended benefits to help aid soldiers while they are out on active duty and during mobilizations. These benefits will be available to the service member and their family for more than one year.

•ESI is incorporating training on USERRA into supervisor on-boarding for new and existing leaders within the organization.

Express-Scripts grants military leaves of absence to employees who enlist for up to five years of active duty in the United States military or who miss work because of reserve or National Guard training or a call-up to active duty. Express-Scripts is committed to protecting the job rights of employees absent on military leave.

## 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:

over 1 year

**How is the differential pay calculated?**

under consideration

**Are reservists who volunteer for active duty eligible for continued pay?**

Yes

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

Length of service, tenure is not lost

**Does the medical insurance cover dependents?**

Yes

No

**Is there any time limit on medical coverage?**

No limit

**Limit:**

over 1 year

**Does the life insurance cover dependents?**

Yes

No

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

No limit

**Limit:**

over 1 year

**Are reservists who volunteer for active duty eligible for these continued benefits?**

Yes

No

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

Express Scripts offers contact with and personal support for the service members and offers programs to ease reintegration

**Section 4 of 4: Company, contact info**

## Tell us more about your company.

### Company

Express Scripts, Inc.

### Headquarters

St. Louis, MO

### Number of U.S. employees

14,000

### Number of worldwide employees

same

### Fiscal 2010 revenue

\$44,973M

### Website

[www.express-scripts.com](http://www.express-scripts.com)

### Employment website

[www.express-scripts.com/careers](http://www.express-scripts.com/careers)

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

At Express Scripts, a Fortune 100 company, we provide pharmacy benefits management services to tens of millions of consumers through thousands of employers, government, union and health plans.

We call St. Louis home, but there are administrative, pharmacy, and customer service operations throughout the United States and Canada. Express Scripts continues to expand its services and today there are more than 14,000 employees focused on our mission to make the use of prescription drugs safer and more affordable.

Since 1986, the company's legacy of independence ensures that our interests are aligned with plan sponsors and their members. We share a common cause with each of our clients — to help offer a healthy prescription-drug benefit today and into the future.

## 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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