



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 59 and 59 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

www.ge.com/military

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

6

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

.....

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

.....

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

- Do not know
- Do not disclose

Number

644

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

- Do not know
- Do not disclose

Number

99

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

.....

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

In 2010, 15% of GE's Veteran hires identified themselves as being disabled veterans

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?

GE has a 3-pronged approach for recruiting former military personnel. We recruit via the Internet at www.ge.com/military. We also participate in military career fairs throughout the U.S. Additionally, GE recruits military experienced employees directly on military bases throughout the United States.

GE has 6 career paths for military veterans to follow - 3 for Enlisted and 3 for Officers. On the Enlisted side, GE hires vets with technical skills into our Field Service Program and vets without technical skills into our Shops & Ops Program. For those who are using their educational benefits, ge recruits enlisted veterans for our Campus Leadership Programs. For Officers, GE is hiring for our Junior Officer Leadership Program (JOLP) and is also hiring Junior Military Officers for nationwide Leadership Positions in Services/Maintenance, Supply Chain Management, Engineering/Technology and Financial Services. GE also hires Senior Officers into Key Leadership positions.

You can follow GE Military Recruiting on Twitter at [www.twitter.com/@gehiresheroes](https://twitter.com/gehiresheroes).

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.

GE has a Veterans Affinity Network - The GE Veterans Network (GEVN). Each local GEVN Unit has an Assimilation Program designed to help orient/onboard and assimilate Veteran new hires. The program includes a Company Overview, Business Overview and GEVN Overview. We also have a New Hire Checklist with items for the Veteran's 1st day, first 2 weeks, first 30 days and first 90 days.

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.

GE has a world class Junior Officer Leadership Program (JOLP). JOLP is a 2 year rotational leadership program. JOLP is designed to be multi-functional in nature in order to transition the Junior Officer from the military to the corporate world. This program is only open to JMO's and is a career accelerant into the private sector and GE, the world's leader in corporate leadership development.

GE has also just announced a ground breaking partnership with the U.S. Army Reserve to provide training and internship opportunities for Army Reserve soldiers. GE has agreed to assist in the soldier's technical training and provide them a year long internship to help them hone their skills. After the internship there is the opportunity for full time civilian employment for these reservists.

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

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

GE recently hosted our annual GE Veterans Network summit in Washington, DC. The event was attended by 300 GE Veterans, our Chairman and CEO Jeff Immelt and 15 other GE Corporate Officers. This event included updates on GE's Business, updates of the GEVN, Career enhancing workshops for teh veterans development, networking opportunities and a community service project on the National Mall the week prior to Memorial Day.

Does your company have any apprenticeships or on-the-job training programs that are eligible for GI Bill funding?

- Yes
- No

If so, please describe them.

GE offers the Enlisted Veteran Development Program (EVDP) where GE provides Co-Op/Internship opportunities to Veterans with technical experience who are getting a 4 year Engineering degree. The Veterans use their GI Bill benefits to pay for school and their Co-Op/Internship to earn additional funds as well as getting valuable real world experience in Engineering

Does your company accept military experience in lieu of technical certification in any fields?

- Yes
- No

If so, please describe the policy.

For GE Field Service Program, GE hires Veterans with technical MOS's into GE Field Service Engineer positions, using their military experience to replace any technical certification/experience the position normally requires.

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.

GE is a sponsor of the US Chamber of Commerce's Hiring our Heroes program and is a partner with Student Veterans of America. GE also helped found the Military Employer Consortium, a group of Military Friendly Employers who get together to network and share best practices for recruiting veterans. GE is also a member of Northrop Gruman's Operation IMPACT (Injured Military Pursuing Assisted Career Transition) Network of Champions. GE was a founding member of ACP.

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

- Yes
- No

If so, please describe.

Whenever possible, GE offers flexible work arrangements to military spouses when they are transferred away from a GE location.

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.

Since 2007, the GE Foundation has contributed \$2 Million to the Disabled American Veterans and \$1.5 Million to other Veterans organizations including the Intrepid Fallen Heroes Fund, the Medal of Honor Foundation.

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?

GE is extraordinarily proud to be a 2004 recipient of the DoD's Freedom Award. In late 2010, GE was nominated by 5 different employees for the 2011 Freedom Award, but due to DoD restrictions is not eligible due to our 2004 win (10 year hold out period)

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.

GE provides up to 17 days of pay differential for traditional reservists to cover a typical annual training period. We also allow up to 5 paid personal business days for a reservists monthly obligations that happen fall into a weekday.

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

Please explain your company's pay policy for activated reservists, including any time limits that apply and how differential pay is calculated.

Activated reservists are entitled to a special pay equal to one months pay (including OT, and any shift differentials). They are then eligible for 35 months worth of differential pay (also including OT and any differential pay) bringing the total benefit to 3 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?

Volunteers are eligible for the 1 month special pay, but not the 35 months of pay differential

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

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

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

Upon their return, GE Reservists are entitled to take their spouse out for a welcome home dinner at company expense as a way of showing our gratitude to both the employee and the spouse.

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

General Electric

Headquarters

Fairfield, CT

Number of U.S. employees

133,000

Number of worldwide employees

287,000

Fiscal 2010 revenue

\$150,000,000,000

Website

www.ge.com

Employment website

www.gecareers.com/military

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

GE (NYSE: GE) is a diversified infrastructure and finance company taking on the world's toughest challenges. From aviation and power generation to financial services, healthcare solutions, oil and gas and rail, GE operates in more than 100 countries and employs about 300,000 people worldwide. For more information, visit the company's website at www.ge.com.

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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