



MILITARY TIMES  
**EDGE**

Best for Vets: Employers 2011

# Best for Vets: Employers 2011

This document contains respondents between 56 and 56 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.

For U.S. operations only.

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

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**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

**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

1,306

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

- Do not know
- Do not disclose

Number

5

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

- Do not know
- Do not disclose

Number

0

**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?**

We have specifically participated in veteran career fairs. The SACC and the Corp Gray. Additionally, we have structured veteran recruiting like we do for other key relationships with Universities and Organizations. We are adding a key executive to the structure and have a team member to manage the relationships with organizations and affiliations.

**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?

We have specifically participated in veteran career fairs. The SACC and the Corp Gray. Additionally, we have structured veteran recruiting like we do for other key relationships with Universities and Organizations. We are adding a key executive to the structure and have a team member to manage the relationships with organizations and affiliations.

### 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

**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

Care packages for troops overseas. Volunteer at VA hospitals and the Great Lakes National Cemetery at Holly, MI. Some facilities have a Wall of Honor to recognize deployed Vets. Grand Blanc CCA VAG Golf Outing.

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

The Veteran Affinity Group and UAW Local 160 co-sponsor the Annual Veteran's Day Celebration. This is a well attended event. Our veterans/reserve/UAW and retired employees gather for this event.

**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.**

Not aware of any.

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

- Yes
- No

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

Yes, if there is applicable experience or training related to the skill requirements of the job and it is determined to be of equal quality to the specific technical certification.

**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

**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.**

Michigan Paralyzed Veterans of America (MPVA) has served Michigan for 50 years, "making a difference" in the lives of veterans, their families, and the public. We are a leadership organization reaching out on behalf of our members (veterans with spinal cord injury or disorders), associate members, and all people with disabilities to provide the highest possible quality of life in Michigan.

GM has been a \$5,000 sponsor at many of the MPVA annual Veterans Day Gala fund raising dinner. The company was there in 2006 (Bob Lutz was the speaker), 2008, and 2010.

Fallen and Wounded Soldiers Fund (FWSF), The primary purpose of the Fallen and Wounded Soldiers Fund is to help those veterans in Michigan who return from the Iraq and Afghanistan campaigns and find themselves in need of support and assistance.

In 2007 GM sponsored tables at their fundraising dinner for \$3,000 and the VAG executive sponsor presented the organization with the VAG Patriot Award (it can be seen on their website.) In 2008 GM was a \$10,000 sponsor, and in 2011 we sponsored two tables for \$2,000. We were listed on their host committee.

Veterans of Foreign Wars (VFW), VFW MISSION: To foster camaraderie among United States veterans of overseas conflicts. To serve our veterans, the military, and our communities. To advocate on behalf of all veterans.

GM and the VAG partnered with the UAW to sponsor large exhibits at the VFW National Conventions in 2008, and 2009. In 2010 the VAG sponsored the exhibit. In 2008 Diana Tremblay presented the VFW with a \$150,000 donation. Another \$150,000 donation was made in 2009. In 2008 Diana Tremblay and Cal Raspsen received an award from the VFW. In 2010 Cathy Clegg addressed the convention in Indianapolis. GM/UAW have donated more than \$ 4.5 million dollars to the VFW Children's Home.

The Piquette Square, Piquette Square in Detroit provides low cost housing for 150 veterans and offers mental health counseling, substance abuse treatment, on-site job training, computer labs, educational programs and other support services to help the veterans develop healthy and independent living skills.

The Piquette Square is a Veterans charity that has been adopted by the CC&A chapter of the VAG. In the Summer of 2010 they presented Piquette Square with a \$5,000 check from funds they had raised.

Coalition to Salute Americas Heroes/American Legion Road to Recovery Conference. This all-expenses-paid educational and motivational event is designed to provide wounded veterans, their families and caregivers with a single source of information regarding benefits, services, insurance, healthcare, financial support, career counseling and employment opportunities.

We have been associated with the Coalition to Salute Americas Heroes and the American Legion in support of the Road to Recovery Conference. We do not have a working relationship with either of these organization, but we have been strong supporters of this event. In 2006 and 2008 GM was a \$30,000 sponsor. In 2010 we were a \$15,000 sponsor. In addition, since this event is held at Walt Disney World the VAG has partnered with GM Test Track to provide participants with VIP treatment at the Test Track attraction and other major attractions at EPCOT.

The VAG wasn't involved with this but it is significant:

GM donates a 2011 Chevrolet Silverado to Achilles Freedom Team of Wounded Veterans

General Motors CEO Dan Akerson (left) presents a 2011 Chevrolet Silverado truck to Genna Griffith, Director of Achilles Freedom Team of Wounded Veterans during the Army-Navy football game in Philadelphia, Pennsylvania. The Freedom Team of Wounded Veterans is a part of Achilles International, which provides support to athletes and veterans with disabilities in gyms, parks, and tracks all over the world. (Photo by Janette McVey for Chevrolet)

**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?**

GM VAG works with ESGR to help identify and recognize GM employees who are members of the guard, reserve, or veterans group for their efforts.

GM VAG also works with ESGR to ensure that GM employees who are members of the military reserve, national guard, and those deployed overseas receive all benefits that they are entitled to.

**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. GM provides differential pay and full benefits to employees for up to a total of 15 days on an annual basis to participate in annual training activities.

**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?**

No limit.(NOTE: Our current policies extending unlimited compensation and benefits treatment apply to employees called up into special active duty for purposes of serving in the Noble Eagle/Enduring Freedom Initiative tied to the events of September 11, 2001.)

**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. Our current policies apply to employees called up into special active duty by the military.

## Is there anything else you would like to tell us about your company's pay policy for activated reservists?

Per current policy, there is a limit on the pay for reservists of 90 days, but this duration has been continuously extended for years (anytime there is an active military conflict)

## 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

401K program – employees may continue to contribute based on salary payments made to them while on special leave of absence and are allowed to make up contributions pursuant to plan terms upon return from military leave. Employees with outstanding account loans may elect to suspend their loan payments for the period they are on military leave.

## Does the medical insurance cover dependents?

- Yes
- No

## Is there any time limit on medical coverage?

- No limit

### Limit:

Limit: Current policy continues coverage on the same basis as if employees were actively at work until the earlier of (a) the end of the leave of absence, or (b) September 30, 2011 if the active duty is a result of the events occurring on September 1, 2001\*

## Does the life insurance cover dependents?

- Yes
- No

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

- No limit

### Limit:

Limit: Current policy continues coverage on the same basis as if employees were actively at work until the earlier of (a) the end of the leave of absence, or (b) September 30, 2011 if the active duty is a result of the events occurring on September 1, 2001\*

## 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?

Yes. These employees would generally initiate an unpaid leave of absence and the extent of benefit treatment would be subject to the terms and conditions of their leave.

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

\*GM approved special compensation and benefit treatment (identified in responses above) for all employees called to special active duty in the armed forces as a result of the incidents occurring on September 11, 2001. The initial period of special benefit treatment was through March 31, 2002. It has subsequently been extended in six month intervals multiple times due to the continuing state of conflicts, with the current extension ending September 30, 2011. Continuation of this policy will be subject to review at that time.

## 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?**

N/A

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

**Tell us more about your company.**

**Company**

The General Motors Company

**Headquarters**

Detroit, MI, USA

**Number of U.S. employees**

78,000

**Number of worldwide employees**

207,000

**Fiscal 2010 revenue**

\$135.6B

**Website**

www.gm.com

**Employment website**

www.careers.gm.com

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

General Motors Company is one of the world's largest automakers. With its global headquarters in Detroit, GM employs 209,000 people in every major region of the world and does business in more than 120 countries. GM and its strategic partners produce cars and trucks in 31 countries, and sell and service these vehicles through the following brands: Buick, Cadillac, Chevrolet, GMC, Daewoo, Holden, Isuzu, Jiefang, Opel, Vauxhall and Wuling. GM's OnStar subsidiary is the industry leader in vehicle safety, security and information services.

**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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