



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 25 and 25 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.

General Nutrition Corporation Corporate Headquarters in Pittsburgh, PA.

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

we did not attend in 2010, but have plans to attend in 2011

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

84

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

- Do not know
- Do not disclose

Number

0

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

- Do not know
- Do not disclose

Number

0

Does your company dedicate any effort and resources specifically to hiring disabled veterans?

- Yes
- No

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

Military and Veteran recruiting efforts are in development, outreach efforts have been implemented as of Jan 2011.

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 would like to expand our efforts.

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.

The minimum requirements for certain positions include "or equivalent combination of education/experience." This allows us to consider military experience in lieu of degree or certification if applicable.

Does your company observe Veterans Day?

- Yes
- No

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

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.

406/ Reservists Rights

Effective Date: May 1, 1991 Revision Date: January 1, 2007

Introduction

General Nutrition, Incorporated (GNI) and its subsidiaries, respects the legal rights of all of its employees. An employee who is in the National Guard/ Reserves has certain rights guaranteed by law.

Purpose

To ensure our compliance with the federal law protecting the rights of reservists.

Applicability

All employees of the Company who are not in a temporary position.

Definitions

Reservists: Members of the military, including the National Guard, who are a part of the Armed Forces that are not in the field, but available for active duty.

Annual Training: Inactive, reserve duty training, typically two weeks a year.

Procedures

1.

Reservists who will be absent from work for annual training must provide their supervisors with reasonable notice.

2.

Employees who participate in annual training are not required to use vacation time and will be paid a salary differential. These employees should provide their Supervisors with a copy of their orders.

3.

Supervisors will send the copy of orders to the Payroll Group and will indicate days of military duty with an M.

a.

When recording the employee's hours for payroll, the standard hours per day, typically 8 hours, will be entered for each day the employee is on reserve duty. These hours will be included in the weekly total and the number of days totals. This is to ensure proper payment of wages at the time reserve duty is scheduled.

b.

A copy of the service member's leave and earnings statement will document the total amount paid the employee for reserve duty and should be sent to the Payroll Group.

c.

The Payroll Group will pay the difference between reserve duty payment and the employee's standard rate of pay for each day the employee is on reserve duty and would have been scheduled for work.

d.

Questions associated with the payment of wages during inactive duty training are to be directed and sent to the Payroll Group in Pittsburgh.

4.

Employees activated by an emergency call-up should provide their Supervisors with orders or provide a telephone number to verify the call-up.

5.

Reservists and their dependents will be covered under military health programs. Group benefits will end the last day of work as an active employee. The employee may have the option of continuing their health and dental coverage under the provisions of the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). Information on eligibility for COBRA will be mailed to the employee's home address. If the continuation option is elected, the coverage provided will be the same as that which is in effect at the time active reserve duty begins.

6.

Insurance benefits will be reinstated on the first day as an active employee.

7.

Active reserve duty time will be counted in vesting calculations for the 401(K) Plan and vacation plan.

8.

Reservists returning from active duty have reemployment rights per Policy 405/ Veteran Re-Employment Rights.

General

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:

2 weeks

How is the differential pay calculated?

We receive documentation of the military pay, then subtract the military rate of pay from the civilian rate of pay.

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?

no

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

General Nutrition Corporation

Headquarters

Pittsburgh, PA

Number of U.S. employees

13,000

Number of worldwide employees

13,000

Fiscal 2010 revenue

\$2 billion

Website

www.gnc.com

Employment website

www.gnc.com/careers

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

Retailer of health & wellness products.

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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