



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 16 and 16 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

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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

If so, how many?

Number

10

How many of those employees are veterans themselves?

Number

0

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

.....

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

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

Harris Corporation has established a custom email address specifically designed to receive resumes from Wounded Warriors and their spouses. Resumes sent to this custom address flow to a separate portal within our internal database and are accessible for review by recruiters across our organization.

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

Inclusion is one Harris' core values. We provide alternative learning solutions, internships and outsourcing on special projects, telecommuting for alternative work environments and on line career information and recruitment materials for people with disabilities. We also advertise in ability oriented publications, sponsor industry networking meetings and maintain memberships with career sites directed at the disabled veterans' workforce. Additionally, Harris has developed a customized process for outreach within the disabled veteran population; partnering with the Wounded Warrior Project and other similar organizations whose purpose is to align wounded veterans with employers who are hiring. This includes but is not limited to our attendance at Wounded Warrior sponsored career events.

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

- Yes
 No

If so, please describe the program.

Harris Corporation has established a custom email address specifically designed to receive resumes from Wounded Warriors and their spouses. Resumes sent to this custom address flow to a separate portal within our internal database and are accessible for review by recruiters across our organization.

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

Harris is an equal opportunity employer committed to a culturally diverse workforce. We have targeted recruiting strategies which include participation and sponsorship in diversity-centric career events and organizations, online and print publications, associations, and virtual communities which include recruiter access to post and search within diverse talent pools.

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

If so, please describe them.

All Harris employees, including those who served or are serving in the military, are fully eligible for a wide range of development opportunities including: management training, skills training, and tuition assistance for continuing education.

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.

Not as policy, but we do accept experience in lieu of degrees and certifications based on job roles.

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

Email to employees from 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

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.

An estimated 2,500 Florida soldiers and their families received free tickets to two Orlando Magic games and were recognized for their service to our country this past year as part of the Seats for Soldiers program sponsored by the Magic and Harris Corporation. The event marked the fourth year the two organizations teamed up to honor military men, women and their families. Seats for Soldiers Nights include taped messages to soldiers throughout the game, a kids' tunnel on the court, a pre-game presentation and other activities for military personnel and their families.

For the second consecutive year, Harris provided financial support to the Entrepreneurship Bootcamp for Veterans with Disabilities' through the Krannert School of Management at Purdue University. The Entrepreneurship Bootcamp for Veterans with Disabilities' (EBV) offers cutting edge, experiential training in entrepreneurship and small business management to post-9/11 soldiers, sailors, airmen, and marines disabled as a result of their service supporting operations Enduring Freedom and Iraqi Freedom.

Harris was a sponsor of the six annual Fisher House Golf Classic, a major fundraising event for the Fisher House Foundation, supporting the Foundation's mission to reunite military and veterans' families during the hospitalization of a loved one, providing them with a "home away from home". Harris IT Services' President as well as other key staff served on the event steering committee, which raised funds to build a Fisher House at the Walter Reed National Medical Center in Bethesda, Maryland.

Harris sponsored the 24th National Disabled Veterans Winter Sports Clinic held in Snowmass Village, Colorado March 28-April 2. The annual event allows hundreds of severely disabled veterans to participate in therapeutic recreational activities — encouraging hope and building confidence to overcome profound disabilities. Nearly 400 disabled veterans were expected to participate, many with spinal cord injuries, amputations and visual impairments.

On September 13, 2010, Harris sponsored the USO Celebrity Golf Tournament through the USO of Metropolitan New York. Through the USO Celebrity Golf Tournament, we are supporting America's wounded warriors through their new initiative, Operation Enduring Care. This campaign will help to create a network of support and care from point of injury on the battlefield to their return home to communities across America.

Harris also provided financial support to various other military and veteran organizations including the Veterans Outreach Center in Rochester, New York; Fallen Soldiers; Wounded Warrior Project; Fisher Nightingale House; Children of Fallen Patriots Foundation; Support Our Troops DMV tag sponsor; and programs at Schriever Air Force Base.

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.

Harris provides a differential for up to 80 hours per year

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:

12 months with exceptions considered

How is the differential pay calculated?

The difference between Harris pay and military 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?

Employee must provide a Military Leave and Earnings Statement (LES).

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:

Up to 2 years, then division vice president approval is required

Does the life insurance cover dependents?

- Yes
- No

Is there any time limit on life insurance coverage?

No limit

Limit:

Up to 2 years, then division vice president approval is required

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

Yes

No

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

Harris Corporation

Headquarters

Melbourne, Florida

Number of U.S. employees

14869

Number of worldwide employees

17036

Fiscal 2010 revenue

\$5.2 billion

Website

www.harris.com

Employment website

www.harris.com/harris/careers/

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

Harris is an international communications and information technology company serving government and commercial markets in more than 150 countries. We are dedicated to developing best-in-class assured communications® products, systems and services for global markets, including RF communications, government communications and broadcast communications. Headquartered in Melbourne, Florida, the company has approximately \$5 billion of annual revenue and more than 16,000 employees — including nearly 7,000 engineers and scientists. Millions of people today rely on assured communications from Harris to deliver critical information at just the right time and place. We are one of the only companies specializing in advanced technology for capturing, aggregating, distributing and analyzing any type of communications or information – including voice, video, data and imaging. We use this unique capability to provide systems and networks for customers in defense, intelligence, government, public safety, healthcare, broadcast and energy markets.

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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