



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 38 and 38 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

Military 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

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Please list the URL address of your company's military employment site.

Website

www.humana-military.com/careers

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

1

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

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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

Certain positions are preferred for veterans

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

107

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

- Do not know
- Do not disclose

Number

12

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

- Do not know
- Do not disclose

Number

1

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?

Attending military job fairs for transitioning active duty members and for wounded warriors

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

- Yes
- No

If so, please describe the program.

We are members of the Army Spouse Employment Partnership. We attend twice yearly meetings in Washington, D.C. and on various military facilities, report statistics on hires, survey new associates for status as an active duty spouse, and inform our senior leaders about our activity in this realm. Information about this program is listed on our website to inform applicants of our participation.

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

Military veterans are especially valuable to Humana Military and Humana Veterans organizations. They know the military culture which makes them particularly in tune to the needs of our beneficiaries we serve. Also, they are familiar with TRICARE, the military health insurance that Humana Military supports as the contractor.

The veterans have a wide network of former associates in the military they can refer to us for employment as well.

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.

We are developing a Vet2Vet Mentorship program to use for new hires transitioning from the military or veterans who transitioned within the past 5 years. We plan to recruit mentors from our current employed vets to work with new hires on the differences in the military environment and the commercial/corporate setting.

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 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

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
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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

If so, please describe.

If we have an active duty spouse transferring to another location where we have a position, we facilitate the interview process for the associate. We have successfully transferred associates on several occasions.

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.

We have two fund raising campaigns a year for military causes. We always do Toys for Tots and the other program rotates for causes such as USO, etc. We also participate in sponsorships/events for various military organizations: Fisher Houses in our business footprint locations, Armed Services YMCA-Angels in the Battlefield Gala, Reserve Officers Association, Tragedy Assistance Program for Survivors Honor Guard Gala, Fleet Week USA Title Sponsor, Pentagon Federal Union "Night of Heroes Honor", National Veterans Small Business Conference, AMVETS National Convention, American Wounded Heroes Golf Classic Silver Level Sponsor, Congressional Medal of Honor Convention with accommodations for Heroes Sponsorship, Paralyzed Veterans-Americana Gala Bronze Level Sponsorship, National Military Family Association Leadership Luncheon Family Patron Sponsorship, CAM Title Sponsor, Adopta Flag/Flags4Vets Title Sponsor, Cause Veteran Benefit Gala Bronze Star Sponsorship, Coalition to Salute America's Heroes-Road to Recovery Conference One Star Sponsor, Bell Helicopter Armed Forces Bowl Sponsorship which gave 100 game day bowl tickets to military personnel among other items, and the Valero Texas Open where we hosted 50 to 100 wounded warriors each day and sponsored the Night to Honor Our Nation's Heroes Event with Gov. Rick Perry.

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 support the National Guard in the states in our business footprint with memberships/donations and activities such as the National Guard Association of TN Golf Tournament. We also are actively involved through our Guard and Reserve Department conducting briefings for deploying and re-entering Guard and Reserve members.

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.

We have a military leave policy. Employees who have to go for training are paid the difference in their military pay versus their regular pay if the military pay is less.

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?

The difference between their military pay and their regular pay if the military pay is lower.

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

Paid Time Off accrual

Does the medical insurance cover dependents?

- Yes
- No

Is there any time limit on medical coverage?

- No limit

Limit:

Complete Open Enrollment at the end of each plan year

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?

Various departments offer support within their groups to the families of activated members of the Guard or Reserve, such as offering to help a wife cut the grass, care packages to the deployed member, etc.

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

Humana Military Healthcare Services, Inc.

Headquarters

Louisville , KY

Number of U.S. employees

1650

Number of worldwide employees

Fiscal 2010 revenue

3.55 billion

Website

www.humana-military.com

Employment website

www.humana-military.com/careers

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

Humana Military is the Managed Care Support Contractor for the South Region for TRICARE. Humana Veterans Healthcare Services, Inc. administers Project Hero for the Department of Veteran Affairs.

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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