



MILITARY TIMES  
**EDGE**

Best for Vets: Employers 2011

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This document contains respondents between 39 and 39 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

.....

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

Website

[http://www.kearneyco.com/career6\\_vet.htm](http://www.kearneyco.com/career6_vet.htm)

**Does your company have full-time employees who work specifically on veterans recruitment at least 50 percent of the time?**

- Yes
- No

**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

**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

All veterans are given the opportunity to identify themselves as veterans during the application process

**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

120

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

- Do not know
- Do not disclose

Number

7

**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?**

Currently, Kearney & Company has not had the opportunity to hire disabled veterans - our recruiting team has made a great deal of effort to connect with military and veteran organizations to illustrate our commitment to hiring a diverse group of individuals, including veterans that are disabled.

**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?

Our Recruiting Manager deals with a large percentage of our veteran hires; he makes a strong effort to relate personally with all qualified veteran applicants. He understands that a great deal of military vets are often transitioning from a more regimented military structure to a corporate contracting environment - he strives to make this transition not only as smooth as possible, but also easy for veteran hires to make the progression with the knowledge that there is available assistance for any difficulties they may encounter. Knowing that there are resources offered for support often makes the difference. This transition is often made easier because it is made clear to veteran applicants that their knowledge and experience gained from time served, not to mention their leadership and decision-making skills, are in high demand in our company.

Kearney & Company currently has a relationship with the Military Officers Association of America (MOAA) - we have previously been present at their (recruiting) events, and are currently taking steps to schedule one of our organization's Principals to speak at a future event. This relationship with MOAA also assists our corporation in connecting with an often difficult to reach population - military veterans. As a result, Kearney & Company can claim a strong commitment to the active recruitment of veterans, 10.5% of our employees have identified themselves as United States veterans, so potential veteran applicants find themselves in good company at Kearney.

## 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.

During Kearney's Onboarding process, we ask all hires to self-identify, including whether they may have previously served our country in any branch of the Armed Forces. Upon discovering new employees that identify as veterans, we may take these attributes into consideration for making discreet introductions between former servicemen/women - a current employee and a new hire that both identify as veterans may cultivate a mutually beneficial work relationship that may be elusive to those that have not served. We believe this sort of consideration is absolutely essential to the successful transition of veterans both into a corporate setting and the culture of Kearney & Company.

During our orientation presentations, we make sure to make any new hires aware of available resources for veterans of the Armed Forces, reservists, or retired military - we believe that having the full support and resources of your workplace can make all the difference in a successful career at Kearney. We also bring attention to our Employee Assistance Program, which is free for all Kearney & Company employees, and can be utilized for veterans that require various types of assistance. In addition, Kearney emphasizes to every incoming employee that if they have any needs or questions related to their transition to Kearney & Company (veteran or otherwise), they are encouraged to directly contact our Director of Human Resources.

## 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.

Every year, for over five years, Kearney & Company has sent a delegation of its employees to the American Society of Military Comptrollers Professional Development Institute (PDI) for their annual conference, with the objective of enhancing skills and abilities of personnel in the financial and resource management community, particularly for resource managers in the Department of Defense and U.S. Coast Guard. A large percentage of Kearney employees that attend are military veterans, including (but not limited to) several of our executive-level team.

**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?**

The most fitting example for Kearney & Company would be our Defense Enterprise Accounting and Management System (DEAMS) business unit, which is comprised of mostly military veterans, owing to their specialized knowledge of the Defense Department. This unit works hard to fulfill its federal contracting obligations, and Kearney rewards them by encouraging many opportunities for both work-related and informal social activities. Some examples of this would be a yearly holiday party, regular card tournaments, an annual charity golf tournament, opportunities to utilize the Kearney St. Louis Cardinals baseball suite, and voluntary after-work happy hours.

**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.**

To quote several specific job postings - "Bachelors Degree in Business or related field; degree may be substituted with experience in the Armed Forces or relevant work experience."

**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

**If so, please describe your company's involvement.**

Our recruiters have built work relationships with other recruiters in different companies - it is standard practice for them to informally circulate resumes of qualified candidates, including veterans, amongst each other.

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

- Yes
- No

**If so, please describe.**

At this time, we have not had the opportunity to offer a special accommodation for employees who are military spouses. In the event of such a request, Kearney would undoubtedly be willing to consider it.

**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.**

Folds of Honor, Purple Heart - Kearney & Company has, in the past, donated to these worthy causes

Salute Military Golf Association - Kearney has made the largest one-time donation on two separate occasions: Over \$20K and \$30K (Golf Tournament Fundraisers by Kearney & Company)

Wounded Warrior Project - Employee involvement and monetary donations

Fisher House, Operation Gratitude - This summer, our Intern Community Service Project focuses around these two organizations. All raised money will be donated to either of these causes.

**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

**Is there anything else you would like to tell us about your company's involvement in ESGR?**

N/A

**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, Kearney & Company has procedures and guidelines for both temporary and extended military leave.

**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 full pay?**

No limit

**Limit:**

According to our temporary military leave policy (one week), eligible employees who must be absent from their job for a period of not more than 40 hours per year in order to participate in temporary military duty will be paid for their time spent in their obligations. For any additional time, the policy will then direct the reservist to the Extended Military Leave Policy, which states that the employee will be placed on unpaid military leave for a period of as long as five years. Employees on temporary or extended military leave may, at their option, use any or all accrued paid vacation or personal leave during their absence.

**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?**

If a reservist volunteers for active duty, they are subject to the Extended Military Leave policy, which states they they will be placed on an unpaid military leave of absence - this is excluding any vacation or personal leave they wish to utilize during their stint of active duty.

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

N/A

**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:

For the first 31 days of military absence, the group health insurance will continue unaltered from the date the military leave absence begins. The employee must pay, per pay period, the premium normally paid by the employee. After the initial 31 day period, the employee and covered dependents can continue group health insurance up to 36 months at 102% of the overall (both employee and employer) premium rate. Beginning after the first 31 days of military leave, group health insurance coverage for an employee and/or an employee's covered dependents will run concurrently with applicable health insurance coverage under COBRA.

### 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?

Our policy does not specify - we would likely consider this on a case-by-case basis, as it has never occurred before.

### 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?

N/A

**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**

Kearney & Company

**Headquarters**

1701 Duke St, Suite 500, Alexandria, VA 22314

**Number of U.S. employees**

408

**Number of worldwide employees**

408

**Fiscal 2010 revenue**

\$72.5 million

**Website**

<http://www. Kearneyco.com>

**Employment website**

<http://www. Kearneyco.com/career.htm>

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

Kearney & Company's practice areas include: Financial Services, CFO/Compliance Audits, Internal Controls/A-123 Assessments and Reviews, Program Management/IV&V and IT Services. Performing audits of agencies of the Federal Government can be a complex business; our employees are involved in financial audits, CFO Act audits, performance audits, compliance audits, grant audits, and IT audits.

**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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