



MILITARY TIMES  
**EDGE**

Best for Vets: Employers 2011

## Best for Vets: Employers 2011

This document contains respondents between 42 and 42 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](mailto: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

•LMI is affiliated with a Retired Officers Network and regularly receives resumes from transitioning veterans. We have made many veteran hires from this partnership over the years. •Current LMI Employees are eligible for up to \$4,000 for referring veteran candidates who come to work for LMI. •Since 1993, LMI has been a Department of Defense Training with Industry partner. This program gives military personnel and civilians in federal, state, and local governments the opportunity to gain valuable, practical experience working in commercial industry. Once accepted into the program, candidates are considered full-time members of our project teams for up to 12 months. By participating in this program, Resident Research Fellows increase their knowledge of logistics and acquisition; sharpen their analytical skills; experience federal government processes from a management-consulting organization's perspective; and gain a working knowledge of the private sector. • Wounded Warrior Recruiting - LMI has Wounded Warrior job opportunities in its logistics management, infrastructure management, and resource management operating units and in administrative areas. LMI promotes the hiring of U.S. military veterans wounded or injured in the War on Terror for careers in management consulting through job advertisements, networking, outreach to Wounded Warrior Program contacts, and various volunteer veteran causes. •Veterans in graduate programs at participating universities are eligible for LMI's Public Policy Fellows (PPF) program, a yearlong professional development opportunity for outstanding new graduates with master's degrees from a select group of participating schools, who want to contribute to LMI's public-service mission. We provide each Policy Fellow with a broad-based, structured program that emphasizes development of analytic and consulting skills. Tasks focus on enhancing presentation, project management, and program development skills in support of critical federal government projects. The Policy Fellow program combines varied project work, internal and external professional training, and mentoring.

**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.lmi.org/careers](http://www.lmi.org/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

4

**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

•LMI's recruiting team attends various training sessions through professional organizations such as SHRM (Society of Human Resource Management) and WTPF (Washington Technical Professionals Forum) on topics such as recruiting transitioning military. Additionally, the high number of former military personnel on LMI's staff provides ample opportunity to interact with this group in business and social settings and learn first-hand about military culture.

### 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

•LMI recognizes that veterans are experienced in handling deadlines, and doing whatever it takes to accomplish the task put before them. We recognize that veterans are leaders and make trustworthy and dependable staff members. Therefore, veterans stand out in our candidate pool. Additionally, the nature of the work that LMI performs for its clients oftentimes demands a unique set of skills and experience that veterans are able to provide.

**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

161

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

- Do not know
- Do not disclose

Number

41

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

- Do not know
- Do not disclose

Number

17

**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

Job postings on disabled vet's websites, including [www.hiredisabilitysolutions.com](http://www.hiredisabilitysolutions.com)

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

- Yes
- No

## If so, please describe the program.

LMI recently established a new program of hiring military spouses and retired military personnel in the San Antonio region in support of contracted work. LMI discovered that this group of highly skilled professionals, particularly military spouses, is often underserved during the hiring process for a variety of reasons, including the transient nature of military assignments, and the difficulty establishing a professional network when moving from place to place. LMI recognizes that in spite of these hurdles, military spouses are eager and available for work, and in many cases, are highly qualified and flexible in their availability. We believe by reaching out to this population of the military communities such as San Antonio, LMI is not only helping grow the local economy, but gaining a highly qualified team of individuals to support our mission for our federal clients. This pilot program in San Antonio has been so successful that we hope to use this model in other military communities where LMI operates, including St. Louis; Virginia Beach; Norfolk; Aberdeen, MD; Huntsville; and Mechanicsburg, PA.

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

LMI seeks to support veterans in every phase of their career. We express our strong support of our military in a variety of ways through our support of active-duty military personnel. We recognize the unique experience and skills that are the result of military service. While we value these attributes as a part of the work we do for our clients, we also recognize the challenges veterans face as they transition out of active duty service. This is a driving motivator in why we employ and mentor these individuals for this new phase of their career. LMI is extremely proud of its veteran staff, and we support them in many ways. From recruiting and hiring, to when they are called to defend our great nation.

## 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.**

LMI carefully selects and assigns veteran sponsors to each new veteran hire.

These sponsors provide support and mentorship to the veteran as they transition from their military life and adjust to their new career at LMI.

**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.**

LMI requires that all new veteran hires attend a New Hire Orientation course. This course introduces new employees to the services available through our accounting, creative services, information systems, contracts, library, human resources and administrative support departments. The course also includes Harassment Awareness Training. Its objective is to accelerate the acclimation process of new veteran employees. Employees have the opportunity to discuss corporate mission, goals and values with our Vice Presidents, CFO, and General Counsel, who facilitate the course. Additionally, in recognition of those entering the government consulting field for the first time—which includes our new veteran/retired military hires—all employees received training in the following: Corporate Ethics & Integrity; Harassment in the Workplace; Information Privacy & Security; Security Education, Training and Awareness; Introduction to Quality Management; Writing Course; Presentation Skills Workshop; Fundamentals of Consulting; Export-Import Control and Compliance; and Introduction to Proposal Process.

**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?

LMI holds activities throughout the year that help veteran employees connect and engage with other veterans and co-workers outside of the work environment. Twice a year LMI hosts a "3-Miler" event – in which employees and their families run, walk, or ride on a local bike trail. LMI employees also organize an annual ski trip which offers discounted rates on lift tickets and equipment rental. Employees spend the day on the slopes and meet for lunch at the lodge. LMI also has an on-site corporate gym for employee use. LMI sponsors teams to run in the annual Army Ten-Miler, and the Marine Corps Marathon. LMI also holds an annual summer picnic for employees and their families. LMI also hosts quarterly service award receptions to honor employee reaching career milestones; these events are a relaxed social experience for the entire organization.

LMI's highly-trafficked intranet has a page called Reveille, devoted to providing military news and information for our retired, reserve, and National Guard military personnel. The primary source for the information is the Military Officers Association of America (MOAA). Information is also drawn from other credible sources. Additionally, LMI's intranet provides a forum for veterans to post news on military events and activities, along with communication on rideshares, items for sale, and participation in charity functions.

## 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.

In special cases, LMI may consider military experience in lieu of formal education.

## 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

Department of Defense Training with Industry program

**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.

1) LMI has offered high performing military spouse employees flexible employment statuses and eligibility for rehire in the event of a military relocation.

2) As detailed in Section 1, Question 11, LMI has begun hiring military spouses for client work in areas in recognition of not only their skills, but also in recognition of the challenges they face building business contacts in new communities.

## 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.

1) LMI is an official corporate supporter of Fallen Heroes Project, through which artist Michael Reagan draws personalized portraits of the fallen, working with the families to learn about the individual's personality. He provides these portraits to the families free of charge. Reagan has completed more than 2,000 of these portraits. The project has garnered considerable praise and has been featured by major media outlets, including ABC, CNN, Fox News and NPR. LMI's sponsorship of the Fallen Heroes Project is the latest component of its consistent support of our nation's military. LMI staffer Eric Herzberg is the organization's official spokesperson, and LMI compensates him for his time with the organization. LMI also hosts the organization's website for free.

2) LMI supports wounded veterans as they begin treatment for their wounds, through our work at the Walter Reed Army Medical Center and National Naval Medical Center, and through charitable giving to Comfort for America's Uniformed Services (CAUSE).

3) LMI was a "Gold Sponsor" of the Celebrate America's Military (CAM) festivities recently in San Antonio. The annual CAM function honors and gives thanks to those who protect our nation. The Greater San Antonio Chamber of Commerce and local business community have used this event to pay tribute to active duty and retired service members for 39 years. Mark W. Frye, an LMI senior fellow based in the San Antonio office, is highly involved in this endeavor. Mark has managed the coordination of more than a dozen CAM events, including a kickoff luncheon featuring PGA TOUR golfer Frank Lickliter II, the Spirit of America Dinner, a two-day Air Show at Randolph Air Force Base, a Veterans Day Parade through downtown San Antonio, and a wreath laying at the Fort Sam Houston National Cemetery. LMI is proud to be a part of this grand celebration of active duty and veteran members of our armed forces.

4) Operation Paperback - LMI periodically sends gently used books, donated by LMI's lending library and staff, to American troops deployed overseas.

5) Wounded Veterans Fund - LMI employees donated specific items or contributed cash to assist wounded veterans at Walter Reed Medical Center each holiday season.

6) Mark Frye, an LMI employee, recently launched a weekly radio show called Military City USA Radio, and features veterans and veteran issues. The website is [www.militarycityusaradio.com](http://www.militarycityusaradio.com).

7) LMI is a Sustaining Member of the Association of the United States Army (AUSA), providing support through participation and monetary donations.

8) LMI is a member of the Army Women's Foundation.

9) LMI is a member of the Association for Defense Communities.

10) LMI supported the Salute to the Military Gold Association through sponsorship to raise funds for wounded warriors, which helps teach them to play golf.

**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?**

LMI is a 2011 nominee for the Freedom Award.

**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.**

LMI provides its military reservists 10 days of military leave per calendar year for the purpose of attending reserve training.

**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:

6 months

### How is the differential pay calculated?

LMI generously supports employees who have been called to serve in the Armed Forces. We pay employees who are called to active duty 100% of the difference in pay between their base military pay plus allowances and their LMI gross pay, for a period of up to 6 months.

### 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

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**Does the medical insurance cover dependents?**

- Yes
- No

**Is there any time limit on medical coverage?**

- No limit

Limit:

Yes, up to 24 months.

**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**

LMI pays fully for an external Employee Assistance Program vendor which offers confidential services to veteran employees and their families for professional counseling help, legal services, financial assistance, and referral services for child care and elderly care.

**Are reservists who volunteer for active duty eligible for these support services?**

- Yes
- No

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

**Tell us more about your company.**

**Company**

LMI

**Headquarters**

McLean, VA

**Number of U.S. employees**

920

**Number of worldwide employees**

918

**Fiscal 2010 revenue**

182.4 Million

**Website**

[www.lmi.org](http://www.lmi.org)

**Employment website**

[www.lmi.org/careers](http://www.lmi.org/careers)

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

LMI is a not-for-profit government consulting firm, dedicated exclusively to advancing the management of the government. We exist to help managers in federal agencies and the Department of Defense make decisions that enable immediate action, achieve important outcomes, and deliver enduring value.

As a strategic consulting firm, LMI provides a broad range of services across seven mission areas: Acquisition, Logistics, Facilities and Asset Management, Financial Management, Information and Technology, Organizations and Human Capital, and Intelligence Programs. As a not-for-profit company, we deliver the best value for the government dollar as all revenues support our mission of advancing government rather than to delivering shareholder value. We operate completely free of political and commercial bias, and we are entirely aligned with the goals of our clients.

**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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