



MILITARY TIMES  
**EDGE**

Best for Vets: Employers 2011

# Best for Vets: Employers 2011

This document contains respondents between 24 and 24 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

Have several slots set aside specifically for veterans.

**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

www.merck.com/military

**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

2

**How many of those employees are veterans themselves?**

Number

2

**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

HR professionals and veteran affinity group members

**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

Ability to self disclose during and after interview 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

1500

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

Do not know

Do not disclose

Number

60

**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

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

Within our internal veteran recruiting council, we have a council member that focuses specifically on recruiting persons with disabilities, including veterans. We have also rolled out a Reasonable Accommodation training to our HR group and hiring managers.

## 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 have an employee resource/affinity group that was established in 2009 called the Veterans Leadership Network. We currently have nearly 1000 members. We have a military specific recruiting page ([www.merck.com/military](http://www.merck.com/military)) with an on-line military skills translator. Within our US staffing department, we have established a Veterans Recruiting Council which focuses on identifying opportunities for veterans, educating hiring managers on the skills that veterans bring and attending veteran specific career fairs and training (both on-line and in person). We have also set aside 3 slots in our Manufacturing Division's Rotational Development Program specifically for veterans as well as 3 slots in our intern/co-op program for student veterans.

## 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

**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

Attend and champion military recruiting event, serve as a company resource to educate hiring managers, network and mentor new veterans

**Does your company do anything else to connect veteran employees with each other?**

No, all the work is done through the Veterans Leadership Network, our internal affinity group.

**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.**

It depends on the job requirements and with HR review.

**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**

Setup of POW/MIA remembrance tables at all major sites, cake cutting ceremony to thank and recognize our veterans, memorabilia table to educate our non-veteran employee population, veteran employees wear uniform to be recognized

**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

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

Benchmarking and best practice sharing with other companies within similar industry or geographic area.

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

- Yes
- No

**If so, please describe.**

No, but we offer all employees flexible work arrangements, upon approval of their supervisor.

**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.**

Philadelphia Navy League, Walk for the Wounded, Hope for the Warriors, Operation Rebound, local VFW offices

**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?**

Strong relationship with the New Jersey chapter. Received state award in NJ, NC, SC and Puerto Rico). Have also sent representatives to the "Boss Lift" day.

**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 accomodate their training and also offer differential pay.

**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?**

Difference between their civilian base pay and their military base pay (not including BAH, BAS, etc)

**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?**

N/A

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

In regards to benefits, an activated reservist would continue to be able to participate in a pension plan, a health plan, an employee stock ownership plan, insurance coverage and awards, bonuses, severance pay, supplemental employment benefits, vacation and the opportunity to select work hours or location of employment.

**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:

**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

**Are there any other restrictions on who is eligible for continued benefits?**

No

**Is there anything else you would like to tell us about your benefits policy for activated reservists?**

N/A

**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?**

No

## Section 4 of 4: Company, contact info

**Tell us more about your company.**

Company

Merck & Company

Headquarters

Whitehouse Station, New Jersey

Number of U.S. employees

35,000

Number of worldwide employees

82,000

Fiscal 2010 revenue

\$45.6 billion

Website

www.merck.com

Employment website

www.merck.com/careers

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

Merck is an innovative, global healthcare leader that is committed

to improving health and well-being around the world. Merck delivers innovative health solutions through its prescription medicines, vaccines, biologic therapies, and consumer and animal health 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."**

