



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 40 and 40 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

Diversity is embedded through out our organization's culture and practices so while we don't have a web page specifically directed at veterans we have an employee profile section within our website which features employees with military backgrounds. We also have a robust employee referral program which asks employees to recruit from their network including their military and veteran connections.

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

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

Diversity teams throughout the organization, other HR members, events through CISHRM, webinars, etc ; Recruitment Representative training is holistic to cover diversity and inclusion, which includes military, vets - all individuals who serve as PFG ambassadors

How often?

- Once
- Annually
- Biannually
- Quarterly

Other

As needed and when opportunities present itself - this is done on an hoc basis through opportunities put on by our local Society for Human Resource Management, Iowa Works, ESGR staff and third party webinars. We also have internal training for all of our recruitment representatives, who serve as ambassadors of our company, which includes diversity and the military is a component of this training.

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

Our company selection process is the same for each applicant but we make a special effort to target the military and veterans through good faith efforts in many of the communities which we are located. This includes targeted outreach efforts in order to attract and retain members of the military.

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

561

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

- Do not know
- Do not disclose

Number

4 (Disclosure of an employee's military and veteran status is voluntarily self-reported per federal covered veteran categories and may not be 100% inclusive of covered employees)

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

- Do not know
- Do not disclose

Number

0

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

While recruiting staff isn't 100% dedicated, there are staff members who take ownership in specific veteran recruitment events and have developed personal partnerships with veteran contacts including those who work with disabled vets. We also participate in an interviewing and resume review work shop for returning military members.

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

We are currently exploring opportunities to expand our relationships with veteran service organizations as well as designing an internship program targeting veterans.

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

- Yes
- No

If so, please describe the program.

While we do not have a formal program in place, we do have efforts specific to this - for example: A few of our recruitment efforts targeting military veterans include several of our Recruitment Representatives presented and participated in interviewing and resume review at ESGR Outreach Training for Veterans, which may include spouses. Recruitment Representatives also attended "What Employers Need to Know About USERRA" and shared information at department meeting. We also participated in a Military Appreciation Day event at William Penn University training.

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

As we've mentioned, Diversity and Inclusion is part of our everyday culture here at The Principal - from our CEO on down to our interns, we have specific efforts to integrate these components in all that we do!

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

Care and Share Committee - a team specific to a business unit that focuses on veterans in addition to their overall community and volunteerism support.

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

While we don't have a formal resource group for our military veteran employees we do support several resources for our employees including maintenance of a mail ID of those who have self identified their military/veteran status ,a public folder housed within Outlook used to communicate with individuals and support the military and veteran employees and families, host an annual recognition and networking event for veterans and reservists and many of our employees have participated in military-related service projects driven by both employees within our field office locations and employees within corporate office departments. We also have an internal mail id for veterans to do mass communication with one another - be it for professional or social communication - for example, as a rewards and recognition opportunity for our Vets, we were able to send 5 veterans to a local IZOD Indy Car Race event through the ESGR.

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.

We accept military experience as work experience and compare the duties performed in the military against the qualifications required for the position.

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

For the past year we've featured a display case in our prestigious "History Hall" honoring our service men and women, including our ESGR certificate and photograph from the ESGR Iowa Patriotic Award event. This is a great demonstration to current employees of our support. In addition, this location is included on all our corporate tours, so all new employees and corporate guests are exposed to the ESGR display as well. Events hosted on campus to support our military/reservists and those left behind. On behalf of the company, our President and Senior leadership share their appreciation of our Veterans/Reserve members. Employees have a chance to thank and recognize those serving or those having served. Stories are shared via internal communication featuring employees who are currently or have been deployed or who serve in the guard and reserves. Past communication has included a "good deeds" story about a group of employees of The Principal who formed a military support group, a "cultural connection" article highlighting the planned events for Veterans Day, an employee blog recalling her experiences participating in the ESGR Boss Lift program, a feature story about how our support for veterans/military families honors their sacrifices, and several features on awards and recognition the company has earned from our support of veterans and reservists.

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

Recruitment Representatives presented and participated in interviewing and resume review at ESGR Outreach Training for Veterans and we participated in the Military Appreciation Day event at William Penn University training.

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.

The Principal hosted a Statement of Support event and workshop. We invited other companies to sign the statement of support and to learn more about ESGR and the services they offer, including hiring of veterans.

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

- Yes
- No

If so, please describe.

No, however we certainly follow FMLA and other relevant employment laws; our generous leave programs apply to all spouses regardless of whether the spouse is in the military or any other special circumstance.

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.

- January 2011 – The Principal contributed \$25,000 to the Children of Fallen Service Members Scholarship Fund as part of the Branstad-Reynolds Scholarship Fund.
 - January 2011 – The Principal provided \$500 to the Iowa National Guard Officers Auxiliary as part of the Federation of Iowa Insurer's Insurance Day.
 - 2010 – The Principal provided \$1,000 to the Iowa National Guard Officers Auxiliary, supporting their Bear Hug Medallion Project.
 - December 2009 – Provided \$5,000 to Sight for Soldiers through the Iowa Academy of Ophthalmology.
 - December 2008 – Provided \$10,000 for the Iowa Gold Star Museum, through the Iowa National Guard Memorial Association.
- 2007- 2010 – Provided \$38,000 in operational support to the Fort Des Moines Museum & Educational Center—honoring the first U.S. Army OCSs open to blacks (1917) and women (1942).
- December 2000 – Provided \$300,000 in capital support for the Fort Des Moines Museum & Educational Center—honoring the first U.S. Army OCSs open to blacks (1917) and women (1942).
 - In-Kind Donations
 - o 2009 – Provided \$1,400 worth of desk chairs to the Veterans of Foreign Wars, Department of Colorado.
 - o 2005 – Provided \$34,000 worth of office chairs to the Disabled American Veterans.
 - Our volunteer musical group, The Principal Singers, have provided entertainment for corporately sponsored military/veterans celebrations in the past.
- Through our Volunteer Time Off program, employees have eight hours of company time annually that they can use to volunteer at an organization of their choosing.

We don't ask them to report where they volunteer, but some employees have reported back the work they've done to support the troops.

 - Diversity Consultant Renee Neppl also participated in BNSF's Holiday Express, involving Gov. Chet Culver and honoring families of Iowa's National Guard and Reserve members.

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?

"The Principal played a key role in the ESGR and Iowa Workforce Development/Iowa Works ""Military and the Workplace"" event on January 13, 2011. Chairman, President and CEO Larry Zimpleman spoke at the event, addressing approximately 60 individuals - representing local employers as well as military. Zimpleman signed the Statement of Support at the event, underscoring the company's commitment to ESGR and serving as a model for others to follow. Senior Vice President - Human Resources and Corporate Services, Ralph Eucher, attended Gov. Branstad's inaugural event saluting the Iowa National Guard on January 24, 2011. Diversity Relations Consultant, Renee Neppel, has consulted with ESGR about their outreach. April of 2011, she participated in a panel presentation/brainstorming session to help the ESGR outreach coordinator better support employers. At least four employees from The Principal have participated in ESGR Boss Lift events. And one employee wrote a blog about her experiences, posted on our intranet for all employees to read. For the past two years we've incorporated ESGR brochures at our Corporate Campus Veterans Day event. As a strategic partner of the Employer Support of the Guard and Reserve (ESGR) and due to our support of service members, the Iowa ESGR extended an invitation to the Principal Financial Group to attend the IZOD Indy Car race on June 24th and 25th. The #4 Panther racing team is sponsored by ESGR and the National Guard. This invitation was extended to five employee veterans or reservists who will be representing The Principal and our employees involved in the military.

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 provide job-protected time off of work for the duty time; Employees can use accrued paid time off, purchase additional paid time off for the absences, or have unpaid time at their discretion.

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

How is the differential pay calculated?

Depending on the employee's eligibility requirements, the pay varies depending on the type of leave as well.

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?

No.

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

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

.....

Does the medical insurance cover dependents?

- Yes
- No

Is there any time limit on medical coverage?

- No limit

Limit:

12 months

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?

Short-term disability and Long-Term disability - Coverage remains in place, but benefits will not be paid for any disability that results from war or an act of war.

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

Principal Financial Group

Headquarters

Des Moines, IA

Number of U.S. employees

10,531

Number of worldwide employees

13,246

Fiscal 2010 revenue

\$9,158,600,000 (\$9.2 billion)

Website

www.principal.com

Employment website

www.principal.com/careers

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

The Principal Financial Group® (The Principal®) is a retirement and global asset management leader. The Principal offers businesses, individuals and institutional clients a wide range of financial products and services, including retirement, investment services and insurance through its diverse family of financial services companies. A member of the FORTUNE 500®, the Principal Financial Group has \$327.4 billion in assets under management (as of March 31, 2011) and serves some 16.4 million customers worldwide from offices in Asia, Australia, Europe, Latin America and the United States.

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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