



MILITARY TIMES  
**EDGE**

Best for Vets: Employers 2011

# Best for Vets: Employers 2011

This document contains respondents between 29 and 29 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

Internal Recruiting Team dedicated to our Military Recruiting efforts

**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

**If so, how many?**

Number

Five

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

Number

One

**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

Ongoing

**Do veterans receive any special consideration in your company's hiring process?**

- Yes
- No

**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

2,354

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

- Do not know
- Do not disclose

Number

49

**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

Not currently

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

- Yes
- No

**If so, please describe the program.**

Our recruiting teams work with local military bases and some spousal support groups to promote local openings and opportunities, where feasible.

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

Our military recruiting team is fairly new, so we are at the early stages of building our strategic plan. We have spent a lot of time this year educating internal recruiters on the importance of recruiting military personnel and researching our sourcing options.

**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

We are in the process of organizing a Military employee resource group.

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

Progressive employees celebrated May as Military Appreciation month. We leveraged the events and communications about them to increase our cultural awareness and begin to connect with our veterans/reservists.

**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.**

Not formally

**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

**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.**

Not formally

**Is your company involved in any other military or veterans' causes or organizations?**

- Yes
- No

### 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

**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, Progressive Reservists/National Guard members are eligible for differential pay during the first 12 months of a deployment. This differential pay helps bridge the financial gap between what the service member would have earned at Progressive and what they are earn during a time of service. Our Military Leave policy states, "Whether you are in reserve training or deployed to active duty, you are eligible to receive the difference between your military pay and your regular base pay if you've been employed for three months or more as a regular full-time or part-time (20-39.9 hours/week) employee." This differential pay helps to reduce some of the financial hardship service members and their families could incur during a time of activation. Additionally, Progressive allows the Reservist/National Guard member to maintain their health and life insurance for the first 12-18 months of deployment for themselves and their family.

## 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:

up to one month full pay

## How is the differential pay calculated?

Unknown

**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?**

See above

### **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:

Unsure of time

**Does the life insurance cover dependents?**

- Yes
- No

**Is there any time limit on life insurance coverage?**

- No limit

Limit:

Unsure of time

**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?**

Yes, up to 12-18 months

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

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

**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**

Progressive Insurance

**Headquarters**

Mayfield Village, Ohio

**Number of U.S. employees**

25,000

**Number of worldwide employees**

same

**Fiscal 2010 revenue**

\$15 billion

**Website**

www.progressive.com

**Employment website**

jobs.progressive.com

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

The Progressive Group of Insurance Companies makes it easy to understand, buy, and use auto insurance. Progressive offers choices so consumers can reach us whenever, wherever, and however it's most convenient for them—online at [progressive.com](http://www.progressive.com), by phone at 1-800-PROGRESSIVE, or in-person with a local agent.

Progressive offers insurance for personal and commercial autos and trucks, motorcycles, boats, recreational vehicles, and homes. It's the fourth largest auto insurer in the country, the largest seller of motorcycle insurance, and a leader in commercial auto insurance. Progressive also offers car insurance online in Australia at <http://www.progressivedirect.com.au>.

Founded in 1937, Progressive continues its long history of offering shopping tools and services that save customers time and money, like Name Your Price®, the Snapshot DiscountSM, and a concierge level of claims service.

**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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