



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

Best for Vets: Employers 2011

This document contains respondents between 10 and 10 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

.....

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

jobs.prudential.com

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

5

How many of those employees are veterans themselves?

Number

3

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

currently developing training programs

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

3100

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

- Do not know
- Do not disclose

Number

128

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?

Prudential has a Business Resource Group for disabled employees. We partner with them on referrals and other programs that can include disabled veterans.

Prudential also posts jobs on disabled veteran sites like JOFDAV and Disabled Hire Solutions. Are approach focuses on posting jobs, attending recruiting and networking events, as well as building relationships with organizations that assist transitioning military personnel.

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?

Prudential's Veterans Workforce Opportunity Services program is designed to provide education and training to transitioning Veterans and provides a talent pool for Prudential and other corporations. Through a pilot IT training and hiring program Prudential launched last year in partnership with Rutgers University-Newark, NJ, the program is preparing Veterans of the Iraq and Afghanistan wars to re-enter the workforce. Rutgers University-Newark Chancellor Steve Diner, whose school is partnering with Prudential on the IT training and jobs program for Veterans, noted that in Newark, "everywhere you turn to and see something good going on, you see Prudential." And he called it "a great honor" to be working with Prudential on the program.

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.

Prudential offers a comprehensive onboarding process targeted at all employees designed to ensure that each employee has the opportunity to do their best and succeed. Prudential has a business resource group called VetNet that is open to all employees and some of the work of this group helps Veteran's acclimate to Prudential.

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.

Prudential has a business resource group called VetNet that does provide ongoing mentoring of veterans.

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

.....

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

America's returning veterans deserve every opportunity to deploy their valuable skills and talents in the workplace. Prudential has partnered with the non-profit Workforce Opportunity Services (WOS) and Rutgers University-Newark to create and sponsor VETalent, an innovative training and hiring initiative that certifies Iraq- and Afghanistan-era enlisted veterans for careers in information technology. We are proud to continue supporting the VETalent work/study program that trains veterans for the corporate world. Helping returning veterans prepare for new careers is a challenge we can meet. In addition, our staffing organization has worked with the GI Go Fund here in the City of Newark providing resume writing and interviewing skills classes for veterans seeking employment with Prudential or other companies.

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

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

If so, please describe your company's involvement.

America's returning veterans deserve every opportunity to deploy their valuable skills and talents in the workplace. Prudential has partnered with the non-profit Workforce Opportunity Services (WOS) and Rutgers University-Newark to create and sponsor VETalent, an innovative training and hiring initiative that certifies Iraq- and Afghanistan-era enlisted veterans for careers in information technology. We are proud to continue supporting the VETalent work/study program that trains veterans for the corporate world. Helping returning veterans prepare for new careers is a challenge we can meet. In addition, our staffing organization has worked with the GI Go Fund here in the City of Newark providing resume writing and interviewing skills classes for veterans seeking employment with Prudential or other companies.

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

- Yes
- No

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.

We have many partnerships with organizations to promote Prudential as a company that is Veteran friendly. We are committed as a corporate citizen to provided services and financial support to many organizations that support veteran initiatives such as the GI GO FUND, Yellon Ribbon Fund, active participant in the creation of a leisure area/patio at Mologne House at Walter Reed, USO Metro, and have been a long time sponsor of the National Guard fighting 69th unit in NY raising funding for scholarships for the children of the fallen. We have held Thanksgiving for families at Bethesda Naval Medical Center and provided calling cards to the families. Prudential provided a donation to EAGNUS for the guard and reserve components returning from Iraq after Hurricane Katrina and Rita and received the Heritage Award. We were a sponsor of the Winter Disabled Veterans Sports Clinic sponsored by DAV and VA and we are a sponsor of the National Veterans Summer Sports Clinic. We have made donations to Fisher House in the name of our clients for the Holidays and have also sponsored calling cards for the troops for the holidays. We participated in Cell Phones for Soldiers and collected cell phones and disabled blackberries being discarded by the company resulting in a 100,000 hours of calling cards for the troops. We collect clothing for Sew Comfort to provide clothing that can be modified for the wounded. We spend every Global Volunteer Day at the VA hospitals in East Orange and Lyons beautifying the grounds.

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

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.

Prudential provides paid leave for reservists to complete their reserve duty.

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

Please explain your company's pay policy for activated reservists, including any time limits that apply and how differential pay is calculated.

Prudential provides differential pay for the duration of the activation. During paid military leave there will be no reduction in Prudential pay. However, the employee will be responsible for the repayment of the amount equal to his/her military pay for this period, or his/her Prudential pay, whichever is less.

Are reservists who volunteer for active duty eligible for continued pay?

- Yes
- No

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

The employee will continue to be eligible to make before-tax and/or after-tax contributions to the Prudential Employee Savings Plan ("PESP") during the paid LOA period and will also remain eligible for the company match on before-tax contributions in accordance with PESP provisions.

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 duration of activation

Does the life insurance cover dependents?

- Yes
- No

Is there any time limit on life insurance coverage?

No limit

Limit:

For duration of activation

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, the employee's current medical, dental, and vision coverage will be available to him/her and his/her currently covered dependents at the active employee contribution rates for the duration of the paid military LOA, and for up to six months following the end of a paid LOA.

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

During emergency military LOA, Prudential will continue many of the benefits coverages available to active employees. There are some limitations related to conditions of military service. Also, some coverages are handled differently, depending on whether you are in paid or unpaid status.

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

Prudential Financial

Headquarters

Newark, NJ

Number of U.S. employees

20,000

Number of worldwide employees

40,000

Fiscal 2010 revenue

38,414 million

Website

www.prudential.com

Employment website

jobs.prudential.com

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

Prudential Financial, Inc. (NYSE: PRU), a financial services leader with approximately \$859 billion of assets under management as of March 31, 2011, has operations in the United States, Asia, Europe, and Latin America. Prudential's diverse and talented employees are committed to helping individual and institutional customers grow and protect their wealth through a variety of products and services, including life insurance, annuities, retirement-related services, mutual funds, investment management, and real estate services. In the U.S., Prudential's iconic Rock symbol has stood for strength, stability, expertise and innovation for more than a century. For more information, please visit <http://www.news.prudential.com/>

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."

© 2011 Military Times EDGE Magazine