



MILITARY TIMES  
**EDGE**

Best for Vets: Employers 2011

## Best for Vets: Employers 2011

This document contains respondents between 52 and 52 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**

**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

We attended many military job fairs during 2010 throughout our nine US Divisions.

**Please list the URL address of your company's military employment site.**

Website

www.safeway.com/employment

**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

3

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

Number

1

**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

Any time we involve new employees with our Junior Military Officer Leadership Development Program.

## 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

45,849

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

- Do not know
- Do not disclose

Number

.....

**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

Safeway has had a long commitment to hire individuals with disabilities both intellectual and physical and we have received many awards for the hiring of people with disabilities at both the local state and federal level including recognition from the US Department of Labor.

**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?

In 2010 we created the a Military Leadership Development Program. Our Leadership and First Assistant Store Manager Development Programs prepare military service members to become Store Manager and First Assistant Store Managers, respectively, in our dynamic retail environment. Each program participant is paired with a training store manager as their mentor and assigned a training store location in their division. Our 41-week development program includes a combination of on-the-job training, interacting with coworkers and customers on the sales floor, classroom seminars, job shadowing with various retail and backstage employees, and independent study, as well as participating in numerous department and leadership meetings.

### Career Growth:

Upon successful completion of the development programs, participants are placed as Store Managers and First Assistant Store Managers. There are advancement opportunities within retail management based on performance and position availability; career progression begins by moving to higher volume store locations and taking on additional challenges within the store environment. From our stores to our corporate headquarters, and with departments ranging from Retail Management to Labor Relations to Merchandising to Information Technology to Distribution, we offer location transfer availability and careers that build upon their skills and their future.

## 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

.....

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

We have created a social networking site for all our Junior Military Officers.

**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.**

For our JMO Leadership Development Program and our First Assistant Store Manager Development Program we are recruiting commissioned and non-commissioned officers with no retail experience

**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

**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

**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.**

On April 13, 2011 we had 57 Safeway employees helping prepare care packages for the organization Operation S.A.M. based in Livermore, CA. All 300 boxes included a personal letter of encouragement from a Safeway employee. In addition to this event, many of our Safeway employees have reached out to Operation S.A.M. to assist with volunteer efforts on their own time. We were also fortunate enough to have active military personnel from Camp Parks in Dublin attend and assist in the packing. In addition, 18 of our JMO new hires were also in attendance and it was a great opportunity to see the full-circle support Safeway provides these men and women from care packages all the way to new career opportunities.

Items Delivered:

50 - Large care packages to be delivered to the Wounded Warriors at Camp Leatherneck in Afghanistan and other hospital units

150 – Individual care packages sent to units in Iraq and Afghanistan

100 – Individual (Female Specific) care packages for the Female Engagement Unit

300 boxes were shipped out the troops overseas

\$3,000 check to Support Our Troops for postage to send packages to the troops.

We support many veteran groups with store fundraising for example, Jewish War Veterans, Phil-Am Veterans, American Legion, VFW, Davis Monthan AFB Santa's Village, Colorado Springs Veterans Parade, Colorado Special Operations Warrior Foundation, Marine Corps Ball, American Legion Post 2001, Diablo Valley Veterans Foundation, Arnold Air Society - 88th Cadet Wing, Department of the Army Fort Hunter Liggett, Soldiers Angels, Travis AFB, 60th Air Mobility Wing, during Memorial Day weekend various fund raising activities in many Safeway stores. On 11-11-11 we will be collecting at all the Safeway stores to support Wounded Warriors.

**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.**

Employees fulfilling their reserve duty may request vacation pay for full weeks taken, or time off without pay. There is no loss of benefits during this time.

**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?**

Average hours worked for prior 52 weeks X employee's rate of pay less payment received from the military.

Average hours worked for FT employees will be 40 per week.

Activated reservists can receive differential pay for up to five years max.

Reservists who volunteer for active duty are eligible for continued pay.

To be eligible for continued pay, the employee must have been employed by Safeway for minimum of one year and deployed to active duty.

**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

**Does the medical insurance cover dependents?**

- Yes
- No

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

- No limit

Limit:

18 months

**Does the life insurance cover dependents?**

- Yes
- No

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

No limit

**Limit:**

90 days

**Are reservists who volunteer for active duty eligible for these continued benefits?**

Yes

No

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

All benefits meet or exceed USERRA requirements.

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

**Tell us more about your company.**

**Company**

Safeway Inc.

**Headquarters**

Pleasanton, CA

**Number of U.S. employees**

150,000

**Number of worldwide employees**

180,000

**Fiscal 2010 revenue**

\$41.1 billion

**Website**

www.safeway.com

**Employment website**

www.safeway.com/employment

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

Safeway Inc. is a Fortune 100 company and one of the largest food and drug retailers in North America based on sales. The company operates 1,692 stores in the United States and western Canada and had annual sales of \$41.1 billion in 2010.

**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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