



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 5 and 5 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

Participating in the Military Spouse Employer Partnership

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

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

Website

www.searsholdings.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

1

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

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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

.....

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

.....

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

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

- Yes
- No

If so, please describe the program.

We have recently launched our PCS Promise for Military Spouses. The PCS Promise allows for career portability based on good-standing and availability.

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

At Sears Holdings, we believe our military employees are among our most valuable assets. We recognize that our nation's servicemen and women possess a unique skill-set and leadership qualities impossible to find anywhere else. Because many of their skills are transferable to the business sector, we are able to introduce them into positions and leadership roles involving a wide range of industry disciplines such as logistics, store management, and home services. Our military employees have proven records of success and add value to our diversity and inclusion efforts. We find our military employees encompass a respect for procedure; possess teamwork and team-building ability; and have an accelerated learning curve.

Sears Holdings continues its commitment to hire military-experienced talent because we are a company that actively demonstrates its support of our nation's military through our actions, initiatives, and relentless effort to become the employer of choice for 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

Supports Heroes at Home

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

Associate Military Support Network (AMSN) – Sears Holdings AMSN is an employee resource group that creates strong external and internal partnerships essential to creating a pipeline of military talent. Through the AMSN monthly networking meeting, over 50 external relationships have been created with local Veteran Service Organizations instrumental in the hiring of military-experienced associates.

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
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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

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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.

The Permanent Change of Duty Station Promise (PCS Promise) was created to support Michelle Obama and Dr. Jill Biden's Joining Forces initiative, which raises awareness around the challenges that military personnel and their spouses endure when moving from one community to another. The PCS Promise, which helps military associates and spouses employed by Sears Holdings secure job transfers, is aligned with the Joining Forces initiative, which asks the nation to support our brave service members.

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.

- Army Spouse Employment Partnership (ASEP) - Sears is a founding member of ASEP, partnering with the Department of Army to pilot a program that offers spouses of service members a resource for finding employment.
- Partnership for Youth Success (PaYS) – Sears is a founding member of this program designed to provide civilian jobs to qualified soldiers after completing their initial tour of duty. Sears has more soldiers signed on today than any other of the 90 corporate PaYS partners.
- U.S. Army Employer Partnership - Sears was one of the first companies to help launch this program which is designed to foster formal relationships between the U.S. Army Reserve and private sector. It is a joint public-private venture designed to give business leaders tangible benefits for employing and sharing Soldiers-Employees.
- Department of Defense Fellowship Program allows senior level active duty military personnel with logistics experience to work at Sears corporate headquarters and field units for one year in lieu of continuing education at a service-related school.
- Military Transition Assistance Programs - Sears has recruiting efforts in its field organization focusing on the US Military's Transition Assistance Centers and Employment Readiness Offices.
- Alumni and Officer Associations - Sears Holdings has an active partnership with the Military Officers Association of America (MOAA), the Noncommissioned Officers Association (NCOA), and the Service Academy Career Conference (SACC) events across the country.

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?

On May 26, 2011, Sears Holdings will host an ESGR Corporate Statement of Support Signing Ceremony with the company's new CEO, Lou D'Ambrosio, to renew the Sears Holdings commitment to ESGR and USERRA. In addition, our Program Manager for Military Talent Acquisition is also an ESGR volunteer and former ESGR Executive Committee Member.

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.

At Sears Holdings, we offer our military associates an excellent Military Leave Policy. All military employees on Extended Military Leave are guaranteed Encampment Pay for up to 60 months and the optional participation in our life insurance, medical and dental programs, and 401K.

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:

60 months

How is the differential pay calculated?

"Encampment pay" is the difference between an associate's Military Pay and the associates' regular pay from SHC for the same period. For purposes of this policy, an associate's "regular pay" is that associate's base salary or base pay rate, excluding any and all bonuses, overtime, shift differentials or other amounts that are not part of the associate's base salary or base pay rate.

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?

Associates on Extended Military Leave may participate in the following benefits:

- 401(k) Savings Plan

Contributions may be taken from any Encampment Pay provided to the Associate. If the associate does not receive Encampment Pay, or chooses to suspend contributions to the associate's 401(k) account during a period of military service, the associate will be permitted to make up any contributions missed during a period of military service upon the associate's proper re-employment. In general, the associate will be granted a period of time that is 3 times the period of service, up to a maximum of five (5) year, within which to make up any contributions missed during military service. SHC will make any required matching contributions at the point where the associate's make up contributions reach a level requiring the matching requirements.

- Voluntary Benefits program continues.
- Medical Plans and Dental Plan

Coverage for associates and their dependents may be continued at the regular contribution rates for the duration of an associates' military leave, up to a maximum of five years.

- Sears Holdings Discount privilege continues.
- Service continues for Pension Plan purposes.
- Flexible Spending Accounts

Pre-tax deposits cease; however, associates are eligible to continue HealthCare FSA participation through the end of the calendar year under federal law (similar to COBRA).

- Long-Term Care coverage continues provided associates continue to pay contributions to the carrier.
- Group Universal Life/Group Variable Universal Life

Associates may continue coverage by paying contributions directly to the carrier.

- Company Paid Life Insurance

Coverage continues for up to 12 months while on leave.

- Associate Life Insurance

Associates may continue coverage by paying contributions when billed by the Sears Holdings Benefits Center.

- Associate Stock Purchase Plan

Contributions may be taken from salary continuation payments, if any.

Associates on Extended Military Leave are not entitled to:

- Long-Term Disability Insurance, which is terminated
- Vacation, which is not earned while on Leave, and
- Short-term disability, holiday pay, personal days, or miscellaneous paid absences.

Part-time hourly associates who return to work and who would likely have qualified for vacation had they not been on Extended Military Leave should be allowed to start accruing vacation upon their return even if they did not work 1,000 hours in the prior year.

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:

5 years

Does the life insurance cover dependents?

- Yes
- No

Is there any time limit on life insurance coverage?

- No limit

Limit:

5 years

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

- Yes
- 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

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

Sears Holdings Corporation

Headquarters

Hoffman Estates, Illinois

Number of U.S. employees

280,000

Number of worldwide employees

Fiscal 2010 revenue

\$43.3 billion

Website

www.searsholdings.com

Employment website

www.searsholdings.com/careers

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

Sears Holdings Corporation is the nation's fourth largest broadline retailer with over 4,000 full-line and specialty retail stores in the United States and Canada. Sears Holdings is the leading home appliance retailer as well as a leader in tools, lawn and garden, consumer electronics and automotive repair and maintenance. Sears Holdings is the 2011 ENERGY STAR® Retail Partner of the Year. Key proprietary brands include Kenmore, Craftsman and DieHard, and a broad apparel offering, including such well-known labels as Lands' End, Jaclyn Smith and Joe Boxer, as well as the Apostrophe and Covington brands. It also has the Country Living collection, which is offered by Sears and Kmart. We are the nation's largest provider of home services, with more than 11 million service calls made annually. Sears Holdings Corporation operates through its subsidiaries, including Sears, Roebuck and Co. and Kmart Corporation. For more information, visit Sears Holdings' website at www.searsholdings.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."

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