



# Best for Vets: Employers 2011

This document contains respondents between 43 and 43 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

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**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

2

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

Number

0

**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

Members of the Veterans Network (Employee Resources Group)

**How often?**

- Once
- Annually
- Biannually
- Quarterly

Other

Upon joining group and as needed for special projects

**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

3423

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

- Do not know
- Do not disclose

Number

270

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

- Do not know
- Do not disclose

Number

21

**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

**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?**

Siemens US has partnered with the White House's Joining Forces initiative and committed to hiring 300 veterans this year.

**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.**

The orientation/onboarding process provides information to new employees on the Veterans Network, a resource group targeting veterans, including how to join.

**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.**

We don't have training programs specifically for veterans, but our Sales & Marketing Development Program targets Junior Military Officers for recruitment.

**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 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 generally do not accept military experience in lieu of technical certification.

**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.**

Attending and representing Siemens at events sponsored by the US and local Chambers of Commerce including Hiring our Heroes.

**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.**

Cell Phones for Soldiers 2011 - Set up drop box locations at our offers through partnership with this organization.

Hope for the Warriors - Partnership with this organization to enhance quality of life for U.S. Service Members and their families who have been adversely impacted by injuries or death in the line of duty. Volunteers can raise awareness, participate in fundraising, and spread awareness.

American Corporate Partners Mentorship Program - Partner company with this organization and employees volunteer to be mentors to transitioning military. In April 2011, three of our mentors were names "mentors of the month."

**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. Our military leave policy provides short term military leave to regular full-time employees working more than 20 hours per week who must be absent from their job to participate in temporary military duty for a period of no more than 10 working days each year. These ten days are paid and benefits continue during that 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:

See description below.

## How is the differential pay calculated?

For a period of up to twelve (12) months from the date of military mobilization, or through the date of active military service, whichever comes first, the Company will pay the difference, if any, between the employee's regular base salary (exclusive of overtime pay) and the base military pay the employee receives while on active duty. In order to receive the pay differential, the employee must report his/her military earnings according to the schedule provided by HR. All payments will be subject to normal withholdings and benefit plan contributions will be permitted according to law.

## 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:**

Up to 6 months the individual pays their share of premiums; 6-12 months pay total cost of the premium; after 12 months offered a "COBRA like" health coverage for an additional 18 months.

**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?**

All full-time and part time employees scheduled to work 20 or more hours per week are eligible.

**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

Siemens

Headquarters

U.S. Headquarters in Washington, DC

Number of U.S. employees

Over 60,000

Number of worldwide employees

405,000

Fiscal 2010 revenue

\$102.9 billion

Website

[www.usa.siemens.com](http://www.usa.siemens.com)

Employment website

[www.usa.siemens.com/careers](http://www.usa.siemens.com/careers)

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

Siemens AG (NYSE: SI) is a global powerhouse in electronics and electrical engineering, and operates in the industry, energy and healthcare sectors. For more than 160 years, Siemens has built a reputation for leading-edge innovation and the quality of its products, services and solutions. With 405,000 employees in 190 countries, Siemens reported worldwide sales of \$102.9 billion in fiscal 2010.

With its U.S. corporate headquarters in Washington, DC, Siemens in the USA reported sales of \$19.9 billion and employs more than 60,000 people throughout all 50 states and Puerto Rico.

**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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