



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

Best for Vets: Employers 2011

This document contains respondents between 14 and 14 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

http://www.statefarm.com/learning/life_stages/military/military.asp

Does your company have full-time employees who work specifically on veterans recruitment at least 50 percent of the time?

- Yes
- No

Do recruiters and hiring managers receive any training in military culture, structure or career paths?

- Yes
- No

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

4,250

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

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

Regarding question 2: Although State Farm does not employ a recruiter who is dedicated to military hiring, we have many HR and Agency recruiters across the Company who target the military in their recruiting strategies and plans. Additionally, some locations designate a recruiter to be the point person for military recruiting for their location(s), serving as a subject matter expert for the location and as a resource to the military.

Regarding Question 7: State Farm does not collect new hire veterans information; however, employees can voluntarily record military experience through our career summary database (i.e. Talent Profile). Because this is a voluntary process, we do not have accurate count of new hires with military experience.

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.

Information is provided about the State Farm Military Affinity Group (MAG). MAG is a forum bringing State Farm employees together to explore how military core values and perspectives can be used to positively impact and achieve business goals. The group supports recruitment, development and retention of people with military experiences – and helps foster a culture that values their contributions. Some MAG groups offer a mentorship program to connect employees who have or are serving in the Armed Forces. MAG promotes military support and awareness within Sate Farm as well as our communities.

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.

There are occasional opportunities for workshops/etc. that the targeted audience is veterans. For example, the HR Total Rewards-Benefits division provided a Financial Benefits Workshop for MAG members. The session was led by Ernst & Young and included discussion about financial planning and safeguarding your personal finances.

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?

Yes. Several recent examples include:

- Sea to Shining Sea: <http://s2ssbikeride.org/> State Farm is very proud to have sponsored the inaugural Sea to Shining Sea cross-country bike ride. The goal of Sea to Shining Sea was to honor the courage of service men and women, recognize the strength of the American spirit and challenge perceptions of how we view athletes. The riders were all veterans, many of whom were injured while serving in Iraq and Afghanistan. State Farm agents and employees supported riders throughout the two-month cross-country trip.
 - Support Group Guide – published by MAG and includes helpful links that support the citizen soldiers and their families with deployments.
- All active and retired military employees are specially recognized during the Company's largest military recognition day which is held on Veterans Day. Each zone and the corporate office celebrate in different ways but most events include either a celebratory breakfast or luncheon, personal recognition on the Company internal web site, etc.
- Operation Cookie Share - more than 98,000 boxes of Girl Scout cookies that had been donated to the Military Affinity Group's (MAG) Adopt-A-Soldier program were packed by Girl Scouts who worked side by side with parents, MAG members, and even the Good NeighBear. More than 100 care packages including Girl Scout cookies, State Farm teddy bears and a special "Dear Hero" letter – soft touches to counter the hard reality our troops face daily in their fight against terrorism.
- Adopt a Soldier donations and packing parties - care packages consist of a variety of items generally including food/snacks, powdered drink mixes, toiletry items, books, magazines, DVDs, State Farm branded calling cards, school supplies/teddy bears, etc. for children in Iraq, etc.
 - Toys for Tots campaign

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

Illinois National Guard Employment & Education Reintegration Fair – January 2010 – “To honor the accomplishment of our Heroes, including the recently returned 33rd Brigade Combat Team from Afghanistan, the 33rd Infantry Brigade Employment and Education Reintegration Fair will serve an exemplary purpose of providing education and employment reintegration as necessary to serve those soldiers in need of assistance as they return from a tough mission to a tough economy. This fair will serve the Soldiers by orienting them to current education benefits, employment and career counseling and opportunities for employment with great American companies seeking their qualities of proven leadership and unique job skills.” And, Ft. Gillem Military Base, Jonesboro, GA - In March 2010, the Southern Zone (AL, GA, MS, SC) HR recruiters presented a career development workshop on resume writing & interviewing and introduced State Farm career opportunities to over 100 soldiers.

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.

America's Heroes at Work - Designed for employers and the workforce development system, the America's Heroes at Work project provides information and tools to help individuals with Traumatic Brain Injury and/or Post-Traumatic Stress Disorder succeed in the workplace—particularly members of the military returning from Iraq and Afghanistan, but also the other millions of Americans experiencing these common conditions. State Farm was invited to support this effort and our Company was provided access to the tools and resources on this site by the United States Department of Labor.

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.

Our Military Leave Policy (as described below) applies for employees who are on active or reserve duty.

•Military Leave Policy - State Farm's policy regarding military service goes above and beyond what's required by law. The most significant aspect is while deployed, we continue to pay employees the difference between their military pay and State Farm salary. After Sept. 11, 2001, State Farm implemented a special policy -- that remains in effect -- which eliminates the four-week limit on this supplemental pay. We also continue benefits for deployed employees and their dependents as long as they continue contributions.

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?

Difference between civilian pay and military pay

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?

No

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

If a reservist is activated for an entire year, or more, the reservist's pay is increased on his/her annual merit timing date just as it would be if the reservist had been at work for the entire year. In addition to receiving his/her full annual merit increase; the reservist also receives an annual lump sum bonus payment, the same as if he/she had actually been at work for the entire year. If the reservist is activated for less than one year, the reservist's annual merit increase and annual lump sum bonus payment are not pro-rated for the period he/she was activated, i.e., the reservist receives a full annual merit increase and a full annual lump sum bonus payment just as if the reservist had actually been at work for the entire 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:

.....

Does the life insurance cover dependents?

Yes

No

Is there any time limit on life insurance coverage?

No limit

Limit:

.....

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

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

State Farm encourages use of our Employee Assistance Program for assistance with Deployment, Return and Family issues.

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

Is there anything else you would like to tell us about your support for activated/deployed reservists and their families?

- Learning Program - Military Deployment: Emotional, Social, and Psychological Issues. Continue support of program aimed to allow employees to communicate their experiences with military deployment and provide support to those employees who may be experiencing deployment for the first time.

- Resources for Deployment and Return - State Farm connects deployed military associates and their families with resources such as LifeWorks and Military OneSource. Human Resources also supports supervisors by supplying information on things to consider as their employee deploys and returns to work. And there's a new Web site focusing on reintegration into the workforce.

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

State Farm Insurance

Headquarters

Bloomington, IL 61710

Number of U.S. employees

63,002

Number of worldwide employees

64,632

Fiscal 2010 revenue

Group Net Worth - 61.2 billion

Website

<http://www.statefarm.com/>

Employment website

<http://www.statefarm.com/careers/landing.asp>

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

State Farm Mutual Automobile Insurance Company® is the largest auto insurer in the U.S. since 1942. About one of every five cars on the road is insured with State Farm. State Farm Mutual Automobile Insurance Company is a mutual insurance company and as such does not have any shareholders. State Farm Mutual Automobile Insurance Company is also the parent company of several wholly-owned subsidiaries that provide property and life insurance, banking products and mutual funds.

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