



MILITARY TIMES  
**EDGE**

Best for Vets: Employers 2011

## Best for Vets: Employers 2011

This document contains respondents between 13 and 13 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

.....

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

Website

[http://www.thehartford.com/utility/careers/military-veterans/?lpos=military veterans](http://www.thehartford.com/utility/careers/military-veterans/?lpos=military%20veterans)

**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

**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

**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

**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

**If so, please describe the program.**

The Hartford focuses on hiring military spouses to include active-duty spouses. Many of our high-volume positions provide training and career opportunities across the country, which tends to be a good fit for this population.

**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.**

Our military recruitment video is part of the orientation.

**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.**

The Hartford offers training that provides tools to recruiters to help veterans with resume writing, translating military experience into business experience and helping hiring managers understand military ranks and experience.

**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
- 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?**

The company's military community is open to all employees and is intended to be a focal point for communication regarding events and activities in support of The Hartford's employees who have a direct or indirect connection to military members and their families. The Community sponsors several events throughout the year, including a Veterans Day ceremony and Memorial Day recognition event.

**Does your company accept military experience in lieu of technical certification in any fields?**

- Yes
- No

**If so, please describe the policy.**

Military experience translates nicely to many of The Hartford's opportunities in claims, service operations and project management.

**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.**

We are actively involved with the CT ESGR.

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

- Yes
- No

**If so, please describe.**

The Hartford offers flexible work arrangements and remote work opportunities based on an employee's situation and business needs.

**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.**

Employees and executives serve on the boards of ESGR in many states across the country.

Supporter of the Wounded Warrior Project.

### 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?**

Several employees and executives are actively involved with their local ESGR chapters, serving on boards, committees and in other capacities.

**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.**

It is The Hartford's policy to grant leave for uniformed service in accordance with federal and state law. In most instances, orders for employees who are called for reserve duty are honored. That is, occurrences are not limited to a certain amount of time each year.

**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.**

Differential pay is calculated by determining the difference between regular wages and military pay. When regular wages exceed military pay, the employee may receive a pay differential.

**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?**

For a limited time, pay continues for reservists who volunteer for active duty, in accordance with policy. Certain types of leaves (annual training, drill, funeral honors duty) are limited to a two-week pay benefit from the start of the leave. Other leaves (active duty) qualify for a two-week pay benefit from the start of the leave, plus a pay differential of up to 24 weeks.

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

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

Dental, bonus if eligible.

**Does the medical insurance cover dependents?**

- Yes
- No

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

- No limit

Limit:

As long as the employee continues to pay his/her portion of the premium.

**Does the life insurance cover dependents?**

- Yes
- No

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

- No limit

Limit:

As long as the employee elected the benefit during enrollment and continues to pay while on leave.

**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?**

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**

Access to the employee assistance program. Also, employees on leave may use accrued PTO before and after leave. Employees may also elect to have PTO paid out at the start of a leave longer than 6 months.

**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?**

No.

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

## Tell us more about your company.

### Company

The Hartford Financial Services Group, Inc.

### Headquarters

Hartford, CT

### Number of U.S. employees

26800

### Number of worldwide employees

### Fiscal 2010 revenue

22,400,000,000

### Website

www.thehartford.com

### Employment website

www.thehartford.com/careers

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

The Hartford Financial Services Group Inc. (NYSE: HIG) is a leading provider of insurance and wealth management services for millions of consumers and businesses worldwide. A Fortune 150 company, The Hartford is consistently recognized for its superior service and as one of the world's most ethical companies.

## 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."

&copy; 2011 Military Times EDGE Magazine