



MILITARY TIMES  
**EDGE**

Best for Vets: Employers 2011

# Best for Vets: Employers 2011

This document contains respondents between 60 and 60 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

www.travelers.com/Careers4Military

**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

One supported by a team of seven recruiters.

**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

On an ongoing basis as conferences and veteran recruiting events come up.

## 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

3,109

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

- Do not know
- Do not disclose

Number

86

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

- Do not know
- Do not disclose

Number

11

**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

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

Travelers is involved in the U.S. Chamber of Commerce's efforts to hire wounded heroes and Northrup Grumman's Hire-a-Hero Network.

## 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?

Travelers attends career fairs and conferences (four Service Academy Career Conferences annually), sponsors the Academy Women Annual Conference, hosts base visits to Fort Hood, Fort Bragg and other military installations that attract veterans and we have a "military themed" career fair display. We also have a military-related micro site within our careers site - [www.travelers.com/careers4military](http://www.travelers.com/careers4military). Additionally, we place military-related advertisements and job postings in veteran career centers, Military.com, G.I. Jobs, Veteran Career Newsletter and TAOnline, a transition assistance career website for military personnel.

Over the past couple of years, we've also developed a partnership with the U.S. Chamber of Commerce in their Heroes-4-Hire efforts. To-date, we've participated in their career fairs in Illinois, Connecticut, Colorado and Virginia and sponsored their Veterans Day forum in Washington, D.C. last 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.**

Travelers welcomes its military new hires by connecting the new hire with groups of individuals who have already served in the military. Some of these interactions are informal networking opportunities, while others are formal mentorships.

**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

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

Travelers supports informal networking and periodic activities, which include participation in employment-related events.

**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

Recognition on the company's intranet site and any employee is eligible to take the day as paid time off.

**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.**

Travelers has been assisting other companies in the implementation and expansion of their military recruitment activities. Notably, the company:

- Co-sponsored with the U.S. Chamber of Commerce a CT Veterans Hiring Fair in April
- Introduced the U.S. Chamber to Business and Professional Women's Foundation (BPW) and the result is "Joining Forces" an effort to identify 10,000 mentors for female military and spouses nationally by the end of 2012 – this effort is endorsed by the First Lady's office
  - Introduced Target and Humana to the U.S. Chamber efforts this year
  - Actively assisting Lincoln Financial, Aetna and Mass Mutual with starting their military efforts
- Hosted a featured speaker at the Southern New England Staffing Management Association – topic: Starting or enhancing a Veteran's Hiring Program
- Has been quoted / interviewed by G.I. Jobs magazine on the benefits of veteran hiring, reaching numerous companies with veteran hiring programs

**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.**

Travelers highlights the importance of military appreciation during the Travelers Championship (PGA TOUR event) and has a partnership with American Corporate Partners where we provide 82 mentors in 26 locations for their military mentorship program. We have also partnered with the U.S. Chamber of Commerce in their Heroes-4-Hire efforts.

**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?**

A member of the Travelers Military Recruitment team is an active ESGR volunteer.

**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.**

Travelers employees receive full benefits for the duration of their deployment. In addition, the company supplements the employee's military pay so that he/she receives their full pay for the duration of their deployment. There is also one point of contact for the employee throughout the process – from securing leave to returning to work. Travelers also acknowledges that employees' skills and interests can change while deployed and upon their return to work recruiters are available to meet with to determine if current positions are still the best fit for the employee.

**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?**

The employee's full salary minus their military pay.

**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:

.....

**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

**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

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

Travelers currently has 11 employees called up to active duty.

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

## Tell us more about your company.

### Company

Travelers

### Headquarters

New York City, New York

### Number of U.S. employees

30,674

### Number of worldwide employees

31,807

### Fiscal 2010 revenue

\$25 billion

### Website

[www.travelers.com](http://www.travelers.com)

### Employment website

[www.travelers.com/Careers](http://www.travelers.com/Careers)

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

The Travelers Companies, Inc. (NYSE: TRV) is a leading property casualty insurer selling primarily through independent agents and brokers. The company's diverse business lines offer its global customers a wide range of coverage in the auto, home and business settings. A component of the Dow Jones Industrial Average, Travelers has more than 30,000 employees and generated revenues of approximately \$25 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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