



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 18 and 18 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.usairways.com/careers

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

3

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

.....

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

We use our ERG program to help identify co-related experiences that transfer into our business groups

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

.....

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

US Airways is privileged to host a number of Veterans in many parts of our organization including within our Pilot ranks, C-Level officer ranks, and many corporate management positions. We use our employees who are veterans and who are willing, to attend the various recruiting events that we have. These employees speak to our culture and any accommodations that may be necessary and /or help to make the new hired Veteran to feel that they can bring their whole self to work and be comfortable. Our Employee Resource Group Program is organizing an affinity group to further aid in the recruiting and development of Veterans.

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?

We participate in a number of Job Fairs annually and post in cross-referenced vendor sites to capture the attention of the job seeking military person or family members whom we encourage to consider our available positions. We are actively looking for ways to engage current employees in promotional opportunities and we use our affinity groups to educate and assist in the development of interested veterans. This year, we attended the Women In Aviation convention which attracts both men and women veterans and current military personnel. We had our ERG members person the booth including veterans that are now pilots and mechanics with us.

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.

During orientation we go over our history and its link to the military and other government agencies. We speak to the fact that we have many Veterans from the various armed forces and that we have OSO stations which we people. We also describe our Employee Resource Group, "ServeUS" for Veterans to encourage employee engagement and support. We keep an intranet site available with information to help military families which educates and includes helpful links.

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.

Often our pilots returning from military leave and our flight attendants must have a special training in order to repatriate, learn new equipment, new guidelines, etc.

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

Participates in recruitment opportunities

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

We will be greeting returning military reservists with their families in various airports. The ERG members will be in contact with the families of the deployed soldiers to offer support in the areas where they are located.

We currently have a robust corporate giving program which works with the Veteran Affairs Hospitals to do various events to honor and recognize the service of veterans in many cities.

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.

Although heavily regulated by the FAA, and other such organizations which make a requirement of technical certification, we do consider a candidate's role in the military and experience for positions in leadership, and certain corporate functions. Anything safety related must have the proper certification which can sometimes be obtained via military affiliation and experience.

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

On our Intranet site we recognize and acknowledge

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.

Our Employee Resource Group identifies local meetings and we post flyers and such to promote the relevant opportunities. We attend job fairs when positions are available. We post on military sites aslo.

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

- Yes
- No

If so, please describe.

If chosen by the employee, there are spousal benefits for military employees on various levels.

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.

Our Government Affairs team is constantly making sure that we are aware of the needs of veterans. We sponsor OSO locations and we provide transportation of military crew (veteran and non veteran). We also connect with the VA Hospitals and have employees regularly visit to honor them in various cities throughout the network. Working with the Honor Flight Organization, for Memorial Day every year since 2006, we have an "Honor Flight" where we fly veterans to Washington DC free of charge to see the WWII Memorial. To date we have had over 200 flights allowing 20,000 veterans to visit these sites. A video was made this year to document this event.

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

Is there anything else you would like to tell us about your company's involvement in ESGR?

As our affinity group is newly formed, we have included the ESGR as a resource for employees and we believe that we will indeed be able to sign in cooperation (it is already featured on our intranet site) and we have employees who are members and who have been members for years.

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 management remains flexible in accommodating these needs and we respect those who have made this their duty. We work along with the employee so that our operation is not hindered so that the person can work this into their schedule. In some positions, schedules may need to be adjusted greatly as we have lean staffing habits to operate as efficiently as possible. But we don't deny anyone the ability to participate in this duty. We abide by governing terms of USERRA to ensure fair treatment and job protection for eligible employees.

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 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

Seniority is accrued

Does the medical insurance cover dependents?

- Yes
- No

Is there any time limit on medical coverage?

- No limit

Limit:

based on what was chosen and continued payment to the plan

Does the life insurance cover dependents?

- Yes
- No

Is there any time limit on life insurance coverage?

- No limit

Limit:

available only if chosen.

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?

n/a

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

A person can choose to stay on our benefits or to go with the government benefits which are free. As a result, often that is the choice.

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?

Parts of our population identified under collective bargaining agreements may spell out specific limitations regarding what a party is eligible for. We adhere to the specifics of the contract. For the parts of our population not engaged in a CBA, no other restrictions apply.

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

Based on CBA, Cobra, and USERRA guidelines, we adhere to all formalities. Whatever benefits a person has before they are deployed is what they would be eligible for post activation / deployment for a period that may be 90 days or more based on a contract. As the military offers free coverage, many select out of our plan if they know that they will be engaged for a long period of time. If, for example, you assigned dependents in your plan, then your dependents would be eligible as previously outlined in the plan you choose as long you payment is maintained to chosen plan.

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

US Airways, Inc.

Headquarters

Tempe, AZ, USA

Number of U.S. employees

about 28,000

Number of worldwide employees

about 4,000

Fiscal 2010 revenue

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Website

www.usairways.com

Employment website

www.usairways.com/careers

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

We are a global passenger and cargo airline transportation company serving 32 countries and over 200 destinations.

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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