



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 4 and 4 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

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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

1

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

Veterans referred for employment are connected with military recruiter.

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

20,000+

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

If so, please describe the program.

We are developing a program to assist current employees who are military spouses with intra-company transfers as they are forced to relocate due to their spouse's service.

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

Since 2008, U.S. Bank has made veterans/military issues a priority. In 2010, we hired a dedicated military recruiter. In 2011, U.S. Bank will launch a military recruitment site. U.S. Bank is also developing a trainee/leadership development program for JMO candidates and enlisted officer candidates.

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

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

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

In 2010 we created an Internal social media community specifically for connecting veterans, reservists, family and friends.

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

Proud to Serve Steering Committee -- This committee is composed of senior leadership that direct U.S. Bank's Military Initiative to honor veterans and support employee reservists/guards and their families impacted by their service obligations. CEO also sends letter of appreciation to all active duty employees.

All Employee Meeting -- Held each January via teleconference and CEO asks all veterans/reservists/guard members to stand and be recognized.

Veterans Day -- In 2007 U.S. Bank initiated an annual conference call to honor all veterans and provide updates on our on-going Military Initiative. Veterans Day is also celebrated on our intranet site with articles and feature stories on veterans.

Memorial Day -- This year, for the first time, U.S. Bank will ask employees to provide their remembrances of friends and families who served on our specially designated internal social network site, Proud to Serve -- Military Community.

Lapel pins -- All veterans and others who have an interest can request a free Proud to Serve lapel pin, which was created to build a sense of community among our military family.

Proud to Serve logoed Business Cards -- Now available to any employee who requests.

Development Network -- U.S. Bank's 60 chapter volunteer organization works in part with community based military service organizations such as USO, VFW, Wounded Warriors, Operation Home Front, and The Mission Continues. At least 50 community projects related to military/veterans support are planned for 2011.

For Love of Liberty: The Story of America's Black Patriots -- U.S. Bank was corporate sponsor for this PBS Television special that aired on 365 PBS outlets nationally during 2010.

Mentor Connect -- U.S. Bank's mentoring program includes means for veterans to identify themselves and participate as a mentor or mentee to other veterans.

Employee Assistance Fund -- Provides grants to employees encountering hardships. Veterans and other military family members are eligible to be recipients.

Dream Suite/San Diego -- In conjunction with the San Diego Padres baseball club, U.S. Bank maintains a hospitality suite decorated in a military theme that is made available free of charge to community organizations, including Operation Home Front and Wounded Warriors Foundation.

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

CEO sends a personal letter to each employee on active duty leave thanking them for their service.

Is your company involved in any programs to prepare service members for civilian careers?

- Yes
- No

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

If so, please describe.

Currently, we work on an ad hoc basis with military spouses who are forced to relocate to assist them with intra-company transfers. We are in the process developing a more formalized procedure to assist transfers.

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.

See previous response on connecting veterans/reservists as also encompassing this question.

In 2011, U.S. Bank hired a first-ever Military Initiative Program Manager. This full-time employee coordinates and leads the Military Initiative and reports to the Proud to Serve Military Initiative Steering Committee.

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?

U.S. Bank leaders have participated in Boss Lifts in 2010 (Minnesota) and 2011 (Tennessee).

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.

U.S. Bank provides up to 10 days of pay continuation per calendar year for required training. Employees may, but are not required to, use accrued vacation for any additional training periods.

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.

Employees receive full pay for the first 30 work days plus differential for up to 2 years.

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:

Medical coverage ends at end of month in which employee exhausts full pay

Does the life insurance cover dependents?

- Yes
- No

Is there any time limit on life insurance coverage?

- No limit

Limit:

Coverage ends at the end of the month in which full pay ends.

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

U.S. Bank maintains a dedicated web page to provide information to military employees and their families. Every year in conjunction with Veterans Day observances, the CEO sends a personal letter to each employee on active duty leave.

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

U.S. Bank

Headquarters

Minneapolis, MN

Number of U.S. employees

61,866

Number of worldwide employees

63,026

Fiscal 2010 revenue

\$18.1 billion net

Website

usbank.com

Employment website

usbank.com (careers)

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

U.S. Bancorp (NYSE: USB), with \$308 billion in assets currently, is the parent company of U.S. Bank, the fifth largest commercial bank in the United States. The company provides a comprehensive line of banking, brokerage, insurance, investment, mortgage, trust and payment services to consumers, businesses and institutions.

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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