



MILITARY TIMES
EDGE

Best for Vets: Employers 201 1

Best for Vets: Employers 2011

This document contains respondents between 20 and 20 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.unionpacific.jobs/careers/explore/military/index.shtml

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

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

1589

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

- Do not know
- Do not disclose

Number

321

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

- Do not know
- Do not disclose

Number

2

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

Hope for Heros,

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

While not 50%, all of our Recruitment Managers do a significant amount of military recruiting. We currently have 17 recruiters and 3 of them are military veterans.

We also support efforts through our relationships with local ESGR organizations and work closely with all of the workforce offices and the veteran affairs counselors in all states.

We post all of our positions, through job syndication to the following sites:

JobCentral Veterans

U.S. Armed Forces Employer Partnership

National Marine Corps Business Network (NMCCBN)

RecruitMilitary

Disabled Veterans Outreach Program Representative
(DVOP's)

Save Our Veterans

Local Veterans Employment Representative (LVER's)

Veteran's Enterprise

jobs.usacares.org

Vetsuccess.gov/jobs

Military Spouse Corporate Career Network (MSCCN)

Does your company have an active hiring program for active-duty military spouses?

Yes

No

If so, please describe the program.

We work with all of the Transition Offices to ensure that they know that we offer career opportunities to all qualified family members and not just active duty. We also work with the spouse group associations within the military.

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

Military veterans are a great fit for railroad positions. We consistently advertise our openings in military publications and attend military hiring events.

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

If so, please describe them.

While not primarily for veterans, our Operations Management Training program is a great fit for military veterans. Our Operations Management Training (OMT) puts people in the field – and in charge – after just a few months of on-the-job training, in areas of mechanical, electrical and transportation. They will be responsible for a mechanical shop, major track projects, or the logistics of keeping thousands of trains moving safely and on time every day.

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?

We are currently working to organize a Military Veteran Employee Resource Group. Next step is to conduct an internal interview to measure interest.

Does your company have any apprenticeships or on-the-job training programs that are eligible for GI Bill funding?

- Yes
- No

If so, please describe them.

We have an agreement with the Department of Labor for our mechanical positions at our North Little Rock and Houston Diesel Shops.

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

- Yes
- No

If so, please describe the policy.

The mechanical department will take military experience into consideration when determining if the applicant qualifies as an apprentice or journeyman.

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

Majority of veteran recognition is on Memorial Day. Packages are assembled (including a flag, snacks, etc) and sent to all deployed military employees; online articles on company intranet with online salutes to soliders; ice cream social with free will donation to help fund packages; Been doing this for 8 years - sent 150 packages this year.

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

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

- Yes
- No

If so, please describe.

Support is provided through our EAP program while their significant other is deployed.

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.

We have relationships with local ESGR organizations and the Department of Veteran's Affairs.

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?

Union Pacific has provided ESGR training to key personnel.

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.

Leave is available for reservists to attend their weekend drills, annual training or school. However, this type of military leave is not paid. Reservists are able to take any accrued vacation or personal leave days.

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?

Military differential is calculated based on the reservists salary with Union Pacific at the time of their deployment less their military base 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?

Reservists are eligible to participate in the military differential program should they receive involuntary orders in support of a contingency operation or state and national disasters.

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?

Medical and life insurance coverage is continued for reservists should they receive involuntary orders in support of a contingency operation or state and national disasters.

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?

Union Pacific has an employee who manages all the details related to transition to active duty and back to employment. She manages the details from payroll, vacation, benefits, employee log-in information, etc. and is the main contact for the employee's significant other while they are deployed.

UP employees have also come together on several occasions to help out a family member of a deployed employee. An example: Employee was going to be home for a 2 week leave and there were pipe issues at his home. The wife wanted to get it fixed before he came home but could not afford to do so. Fellow employees at our N. Little Rock shop pulled together and made repairs before her husband made it home.

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

Union Pacific Railroad

Headquarters

Omaha, Nebraska

Number of U.S. employees

43,500

Number of worldwide employees

43,500

Fiscal 2010 revenue

\$17 billion

Website

www.up.com

Employment website

www.unionpacific.jobs

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

Union Pacific Railroad is North America's premier railroad franchise, covering 23 states across the western two-thirds of the United States. The railroad links every major West Coast and Gulf Coast port and provides service to the east through its four major gateways in Chicago, St. Louis, Memphis and New Orleans. Union Pacific operates key north/south corridors and is the only railroad to serve all six major gateways to Mexico and interchanges traffic with the Canadian rail systems. The railroad helps link production and consumption points in the U.S. and across the world, with a network to deliver the energy, food, raw materials, durable and consumer goods to support the nation's growth.

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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