



MILITARY TIMES  
**EDGE**

Best for Vets: Employers 2011

## Best for Vets: Employers 2011

This document contains respondents between 33 and 33 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](mailto: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

Since our global corporate footprint affords the luxury of market level transition point engagement, it is difficult to fully capture the number of events in which we participate; however, the number includes opportunities in the Service Academy Career Conference series, the Military Officers Association of America Corporate Gray Career Fair series, U.S. Chamber of Commerce "Hiring Our Heroes" hiring fair series and Wounded Warrior Career Opportunity Days (in conjunction with United Services Organization and Hire Heroes USA), U.S. Department of Veterans Affairs VetSuccess/Vocational Rehabilitation and Employment Service Employment Conferences, and numerous installation-level military community career fairs

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

Website

www.walmartstores.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

Unknown

**How many of those employees are veterans themselves?**

Number

Unknown

**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

Not relegated to those with military experience, military recruiting is integrated into the overall Walmart talent acquisition strategy, and it is a responsibility of all field recruiters. We also train field Market Human Resource Managers through a recruiting guide, webinars and "Recruiting Road Show" how to recruit from military transition centers

## How often?

- Once
- Annually
- Biannually
- Quarterly

## Other

In addition to the above response, plans are being finalized for a Military Talent Acquisition Team Building and Empowerment Academy to be held periodically, as a forum to further institutionalize training and share best practices

## 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 interested in Walmart career opportunities are routinely referred to those leading our military talent acquisition, development, and management programs

## 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

Walmart has a strong partnership with the Whitman School of Management's (Syracuse University) Entrepreneurship Bootcamp for Veterans with Disabilities (EBV) and Entrepreneurship Bootcamp for Veterans' Families (EBV-F), novel and one-of-a-kind initiatives designed to leverage the skills, resources, and infrastructure of higher education to offer cutting edge, experiential training in entrepreneurship and small business management to post-9/11 veterans with disabilities resulting from their military service and a program focused toward leveraging the flexibility inherent in small business ownership to provide a vocational path forward for military family members who now find themselves in a full-time caregiver role for a wounded warrior, or for the surviving spouse (or family member) in a household where a family member lost their life in service to our country, respectively

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

Finalizing a collaboration with the Wounded Warrior Project "Warriors to Work" program, Walmart expects the initial pilot to result in career opportunities for 10 Warriors and caregivers, with an ultimate goal of 50

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

- Yes
- No

## If so, please describe the program.

In October 2009, Walmart was inducted into the Army Spouse Employment Partnership in a Washington, DC ceremony, and we are currently implementing the program to create positive outcomes for Walmart and military spouses. Additionally, as a part of the April 12 "Joining Forces" White House ceremony, we announced "The Walmart/Sam's Club Military Family Promise": Walmart and Sam's Club will provide a job guarantee to all military personnel and military spouses employed at Walmart and Sam's Club who move to a different part of the country because they or their spouse have been transferred by the United States military; With more than 4,000 stores and clubs in the United States, Walmart and Sam's Club can play unique and positive roles in creating a significant employment safety net for thousands of military families; The job guarantee will be offered at a Walmart store or Sam's Club near the new location where the family is moved (The goal is to provide a job at the same level); and (we reaffirmed that) If a Walmart or Sam's Club associate is called to active military duty, the company will pay the salary differential if the associate is earning less money during a period of active duty military service. Finally, we were an early advocate of a joint program and have accepted an invitation to attend the June 29 Military Spouse Employment Partnership launch and induction ceremony in Washington, DC

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

Walmart, in collaboration with our partners, sponsored and hosted a Women Veterans in Retail Summit in Bentonville, AR

### 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.**

At the outset, Walmart onboarded military entrants into the Developmental Market/Store Operations Management Program separately, but a lesson we captured and from which we learned suggested that mainstreaming all entrants into the program was more advantageous for individual and group growth

**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 Walmart Developmental Market/Store Operations Management Program and Sam's Club Management in Training Program develop proven military leaders into retail industry leaders

**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**

Networking opportunities also exist among all the Associate Resource Groups that are available at Walmart: African American UNITY Associate Resource Group; Asian Pacific Islander (API) Resource Group; Hispanic/Latino ARG; Leading and Empowering Associates with Disabilities (LEAD); Promoting Respect, Inclusion, Diversity, and Equity (PRIDE); Tribal Voices; and Women's Resource Council. Additionally, the New Professionals Advisory Council (NPAC) is a group very engaged in promoting the positive result of staying connected through networking.

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

Rather than a traditional Associate Resource Group, Walmart has formed a virtual military community on mywalmart.com to which blogs are frequently posted to facilitate the social networking of associates and their families who are veterans/retirees, serving in the Guard or Reserve, and military spouses

**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**

In conjunction with the annual Veteran's Day observances in 2010, Walmart and the Walmart Foundation announced a five-year, \$10 million commitment to support military and veteran employment and entrepreneurial opportunities and sponsored the 2010 New York City Veteran's Day Parade. Additionally, we identified World War II, Korean War, Vietnam War, and women who had served and sponsored their visits to their memorials in Washington, DC: the World War II Memorial, the Korean War Memorial, the Vietnam Memorial, and the Women in Military Service for America Memorial

**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

As stated previously, our global corporate footprint affords the luxury of market level transition point engagement, in addition to national and international leadership: Included are opportunities in the Service Academy Career Conference series, the Military Officers Association of America Corporate Gray Career Fair series, U.S. Chamber of Commerce "Hiring Our Heroes" hiring fair series and Wounded Warrior Career Opportunity Days (in conjunction with United Services Organization and Hire Heroes USA), U.S. Department of Veterans Affairs VetSuccess/Vocational Rehabilitation and Employment Service Employment Conferences, and numerous installation-level military community career fairs

## 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.

A leading advocate of a broad and deep public-private partnership, recent manifestations of that commitment include the Apr 12 "Joining Forces" White House announcement of the Walmart/NASCAR partnership to produce several public service announcements that will recognize military families for the sacrifices they make and inspire Walmart customers to support the needs of military families in their own communities and the Jun 14 announcement at the Women in Military Service for America Memorial of our support for two demonstration projects of the Community Blueprint, a collaborative effort to help communities address the needs of veterans and military families on a local level

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

- Yes
- No

## If so, please describe.

As stated previously, in October 2009, Walmart was inducted into the Army Spouse Employment Partnership in a Washington, DC ceremony, and we are currently implementing the program to create positive outcomes for Walmart and military spouses. Additionally, as a part of the April 12 "Joining Forces" White House ceremony, we announced "The Walmart/Sam's Club Military Family Promise": Walmart and Sam's Club will provide a job guarantee to all military personnel and military spouses employed at Walmart and Sam's Club who move to a different part of the country because they or their spouse have been transferred by the United States military; With more than 4,000 stores and clubs in the United States, Walmart and Sam's Club can play unique and positive roles in creating a significant employment safety net for thousands of military families; The job guarantee will be offered at a Walmart store or Sam's Club near the new location where the family is moved (The goal is to provide a job at the same level); and (we reaffirmed that) If a Walmart or Sam's Club associate is called to active military duty, the company will pay the salary differential if the associate is earning less money during a period of active duty military service. Finally, we were an early advocate of a joint program and have accepted an invitation to attend the June 29 Military Spouse Employment Partnership launch and induction ceremony in Washington, DC

**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.**

In addition to public sector partners, such as the U.S. Departments of Defense, Labor and Veterans Affairs, and the aforementioned U.S. Chamber of Commerce, the following relationships are important and evolving:

- American Council on Education (Success for Veterans)
  - Army Women's Foundation
- Clinton Global Initiative (CGI) America ("Operation Employment: Empowering America's Newest Veterans" Working Group)
  - Congressional Medal of Honor Society/Foundation
  - Give an Hour (Community Blueprint)
  - Mission Serve: Service Nation
- Northern California Institute for Research and Education (NCIRE) The Veterans Health Research Institute ("The Brain at War" – "The Community Responds" Panel)
  - SCORE Foundation (Veterans Fast Launch)
  - Sesame Workshop
- Syracuse University (Entrepreneurship Bootcamp for Veterans with Disabilities (EBV) and (v-WISE) Veterans as Women Igniting the Spirit of Entrepreneurism)
- U.S. Naval Institute/Military Officers Association of America Defense Forum Washington ("The Journey Back: A National Commitment to Helping Wounded Warriors and Families Transition" – "Deployment to Employment: Are We Really Committed to Hiring Wounded Warriors" Panel)
  - Veteran's Green Jobs
- Women in Military Service for America Memorial Foundation
  - Wounded Warrior Project ("Warriors to Work")

**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?**

While we have many local Statements of Support with the Employer Support of the Guard and Reserve, we are exploring an enterprise-wide SOS with ESGR that would include the entire U.S. corporate footprint

**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.**

Walmart strongly supports the contribution to our nation made by our associates who serve in the military. As part of demonstrating that support, we provide military leave with special benefits to our associates who need the leave for active duty, active duty for special work, active duty for training, initial active duty for training, inactive duty training, annual training, full-time National Guard duty, examinations to determine fitness for duty, funeral honors duty, homeland security duty, attending a military service academy and any other military duty or training under orders from appropriate federal or state authorities. This applies whether our associates serve in the Army, Navy, Air Force, Marines, Coast Guard (including the reserves for these military branches), Army National Guard, Air National Guard, state guard, commissioned corps of the Public Health Service, official state militia and any other category the President or Governor designates in time of war or emergency

**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:

Generally it is not to exceed 5 years, but it may be extended based upon particular circumstances

## How is the differential pay calculated?

If military pay is less than your biweekly Walmart/Sam's Club pay, differential pay will be paid for the duration of the required active duty assignment. To receive differential pay, documentation of military pay is required

This policy applies to both hourly associates and salaried members of management

## 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?

No

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

The aforementioned policy applies to all associates who work for Walmart Stores, Inc., or one of its subsidiary companies, in the United States, except for associates who work in AL, AK, CA, GA, IL, IA, KS, LA, ME, MI, MN, MS, NJ, NM, NY, NC, OR, PA, RI, SC, VA, WI, and WY, where specific state policies apply

## 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

Equity Award, Associate Stock Purchase Plan, and Walmart Discount/Sam's Club Membership Privilege

**Does the medical insurance cover dependents?**

- Yes
- No

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

- No limit

Limit:

Generally, it's not to exceed 5 years, but it may be extended based upon particular circumstances.

**Does the life insurance cover dependents?**

- Yes
- No

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

- No limit

Limit:

Generally, it's not to exceed 5 years, but it may be extended based upon particular circumstances.

**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?**

The aforementioned policy applies to all associates who work for Walmart Stores, Inc., or one of its subsidiary companies, in the United States, except for associates who work in AL, AK, CA, GA, IL, IA, KS, LA, ME, MI, MN, MS, NJ, NM, NY, NC, OR, PA, RI, SC, VA, WI, and WY, where specific state policies apply

**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?**

More than 3,500 Walmart associates are currently deployed globally on active duty military assignments

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

## Tell us more about your company.

### Company

Walmart

### Headquarters

Bentonville, AR

### Number of U.S. employees

1.4 Million

### Number of worldwide employees

More than 2 Million

### Fiscal 2010 revenue

\$419 Billion

### Website

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

### Employment website

[www.walmartstores.com/careers](http://www.walmartstores.com/careers)

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

Wal-Mart Stores, Inc. (NYSE: WMT) serves customers and members more than 200 million times per week at 9,000 retail units under 60 different banners in 15 countries. With fiscal year 2011 sales of \$419 billion, Walmart employs more than 2 million associates worldwide. Walmart continues to be a leader in sustainability, corporate philanthropy and employment opportunity. Additional information about Walmart can be found by visiting [www.walmartstores.com](http://www.walmartstores.com), on Twitter at <http://Twitter.com/Walmart>, and on Facebook at [www.facebook.com/walmart](http://www.facebook.com/walmart). Online merchandise sales are available at [www.walmart.com](http://www.walmart.com) and [www.samsclub.com](http://www.samsclub.com)

## 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.

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