



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 6 and 6 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

Donations/Volunteerism with military related non-profit agencies

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

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

Website

<http://dev.6ft.com/wm-careers-portal/index.asp?section=focus-on-candidates&topic=military>

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

How many of those employees are veterans themselves?

Number

one

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

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How often?

- Once
- Annually
- Biannually
- Quarterly

Other

As needed, but tends to be at least twice a year

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

5,350

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

Do not know

Do not disclose

Number

347

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

Do not know

Do not disclose

Number

21

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

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

WM's Military Recruiter is also the company disability recruiter (both civilian and military). We donate money, personnel and time to disabled veteran organizations such as Hire Heroes USA, Marine for Life and A Safe Haven to mention a few. WM also has a special Care fund that has been used on many occasions to assist WM families whose sons have been severely injured or killed in the line of duty.

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

- Yes
- No

If so, please describe the program.

WM does not currently have a program per se, however our military recruiter does participate in events that emphasize assisting spouses. On May 6th for example we were involved in a virtual career fair exclusively for military spouses and families. We take every opportunity to involve military spouses in our recruiting process, but currently no specific program is solely dedicated to this population.

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

- 1 in 12 employees are military veterans or currently serving in the Reserve/Guard
- A military person is hired at a WM location every day of the year
- 6% of WM military hires are registered disabled veterans

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.

Two things specifically to onboarding: 1) Our Green Rocks magazine is given to all new comers and in this is a section with a Welcome letter from our military recruiting program manager that includes pertinent information and 2) our onboarding notebook has a section that addresses our successes, ongoing programs and policies as they relate to veterans.

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.

Our Operations Management Training program is not exclusively for veterans, but we do place a focus on hiring student veterans for this leadership developmental initiative. Approximately 20% of annual OMT hires are veterans.

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

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

No

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.

Some of our job requisitions specify a certain education requirement OR similar military experience, such as a Bachelors in logistics OR four years experience in military transportation.

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

All employees (not just vets) are sent some small item with the appropriate design recognizing vets day AND there is an article in company newsletter.

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.

WM and Pepsi are partnered with the EBV (Entrepreneur Bootcamp for Veterans), which is largely represented by disabled veterans seeking to enter small business.

WM (Greenopolis) supplies recycling vending machines across the country-The more people who recycle bottles and cans in a Dream Machine, the more support PepsiCo will provide to the EBV consortium to offer world class entrepreneurial training to disabled veterans.

October – 2010 WM/Pepsi Partnership - Entrepreneurship Bootcamp for Veterans with Disabilities (EBV)

<http://whitman.syr.edu/ebv/about/dreamMachine.asp>

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.

American Legion: September – 2010 WM donates \$5,000 to American Legion Post

Mississippi Veterans: March 28, 2011-WM Donates \$5,000 to Friends of Mississippi Veterans

<http://www.wlbt.com/Global/story.asp?S=14334352>

March 28, 2011 – WM and Musicians on Call visit Walter Reed

<http://www.facebook.com/notes/waste-management-careers/waste-management-partners-with-musicians-on-call/160959123962207>

August – 2010 Jeffrey Fors joined Grand Central Sanitary Landfill in 2003 but had to leave just one year later

<http://www.lehighvalleylive.com/slate-belt/index.ssf?/base/sports-0/1282536330200090.xml&coll=3>

September – 2010 SHRM-Companies Finding Success Hiring Disabled Veterans

<http://www.shrm.org/hrdisciplines/Diversity/Articles/Pages/HiringDisabledVeterans.aspx>

October 10, 2010 Waste Management/City of Minefee (CA) Veterans Memorial 5k

<http://www.swrnn.com/southwest-riverside/2010-10-10/local-county-news/menifee-organizes-walk-to-benefit-veterans-memorial-fund>

November 24 - WASTE MANAGEMENT OF ATTLEBORO MA EARNS THE PATRIOTIC EMPLOYER AWARD <http://maesgr.com/news/2010/2010154/2010154.htm>

December 20 – Waste Management – Wreaths Across America participation - sponsor setup and cleanup before/after event

January __, 2011 Waste Management Phoenix Open “Shot at Glory” will pay tribute to Wounded Warriors, Operation Homefront, Semper Fi Fund and the Arizona National Guard Emergency Relief Fund, as a number of Iraq and Afghanistan war veterans will be participating in the competition, including Jared LaDuke.:

<http://wastemanagementphoenixopen.com/2011/01/the-triwest-healthcare-alliance-shot-at-glory-returns-to-the-famed-16th-hole/>

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?

We have over 40 facilities that have signed a SOS, including our CEO-

February 1, 2011 - Waste Management, Inc. Signs Statement of Support for the National Guard and Reserve

<http://www.esgr.net/site/News/tabid/73/articleType/ArticleView/articleId/745/Default.aspx>

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.

Policy

An employee, that is a member of the Reserves of the United States Army, Navy, Air Force, Marines, Coast Guard, or National Guard, will be granted a leave of absence for military service (active or reserve), training (normally 14 days plus travel time) or related obligations (e.g., examination to determine fitness to perform service).

During such military leave, continued pay and certain benefits (for which an employee is eligible) will be maintained in accordance with this Policy. At the conclusion of the leave and upon the satisfaction of certain conditions, an employee generally has a right to return to the same position he or she held prior to the leave, or a similar position with like seniority, status and pay. Vacation and other paid time off will continue to accrue during an approved military leave.

WM will provide a pay differential to employees that are on a military leave, which will be equal to the difference between their current base rate and their military pay. This pay differential will be provided to an employee upon verification of military pay and military orders and will continue for the duration of the military leave. Current base rate for an hourly employee is determined on the basis of a 40-hour workweek. For employees that receive incentive rates, their wage will be based on their base hourly rate.

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?

WM will provide a pay differential to employees that are on a military leave, which will be equal to the difference between their current base rate and their military pay. This pay differential will be provided to an employee upon verification of military pay and military orders and will continue for the duration of the military leave. Current base rate for an hourly employee is determined on the basis of a 40-hour workweek. For employees that receive incentive rates, their wage will be based on their base hourly rate.

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

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

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

Waste Management, Inc.

Headquarters

Houston, Tx

Number of U.S. employees

40,000

Number of worldwide employees

44,000

Fiscal 2010 revenue

11.8 B

Website

www.wm.com

Employment website

<http://www.wm.com/careers/index.jsp>

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

Waste Management, Inc. (Fortune 196 of 500). WM is #1 in the waste management industry. We dispose of waste, we are the largest recycler and we are the largest waste to energy converter. Our subsidiary Wheelabrator converts enough waste to energy to power 1 million homes a year in the U.S. We are expanding globally and recently established waste to energy conversion plants in China. In addition our subsidiary Upstream, provides environmental consulting services globally to organizations that seek to develop their own waste and recycling programs. Our slogan is - Think Green! Think Waste Management!

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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