



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 26 and 26 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

.....

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

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

Do not know

Do not disclose

Number

20 percent

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

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

Individuals for this Company must pass a DOT physical.

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

- Yes
- No

If so, please describe the program.

Attend job fairs at some bases

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

We were the first Transportation Company to work with the Dept of Labor and the VA and have them make Truck Driving an apprentice skill. Pur Apprenticeship program allows eligible veterans to earn up to an additional \$10,000.00 their first year being employed with Werner and also obtain a certificate from the Dept of Labor as an apprentice.

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.

Make them aware of the apprenticeship program

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

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.

"Operation Freedom" 1st Transportation Company to be authorized Truck Driver as an apprentice skill with certificate from Dept of Labor

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

- Yes
- No

If so, please describe the policy.

Varies on Department

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
.....

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

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.

Toys for Tots, Drive the Guard, have donated to various Veteran causes

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?

Have worked with the CVTA and national Guard to develop a Program called Drive the Guard.

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.

We ensure our corporate employees and drivers are home for their commitments and support their deployments

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 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

Werner Enterprises Inc

Headquarters

Omaha, NE

Number of U.S. employees

12,264

Number of worldwide employees

116

Fiscal 2010 revenue

1.8 Billion

Website

www.werner.com

Employment website

www.werner.com

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

Werner Enterprises, Inc. was founded in 1956 and is a premier transportation and logistics company, with coverage throughout North America, Asia, Europe, South America, Africa and Australia. Werner maintains its global headquarters in Omaha, Nebraska and maintains offices in the United States, Canada, Mexico, China and Australia.

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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