



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 22 and 22 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

At the military academies.

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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Does your company have full-time employees who work specifically on veterans recruitment at least 50 percent of the time?

- Yes
- No

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

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

1,250

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

- Do not know
- Do not disclose

Number

55

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

- Do not know
- Do not disclose

Number

2

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

- Yes
- No

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

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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.

We do, however we have no formal process or policy.

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

We have our veterans share stories in a variety of publications.

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 list the organizations and describe the nature of the company's involvement.

- Xcel Energy supports the armed forces monetarily and employees serve on the "America Supports You" committee, judge in local parades, work on service projects, cook at fundraisers and volunteer their time to organize and host an annual trip to Washington D.C. in honor of WWII.
 - In May, 2010, Xcel Energy received the American Patriot Award for its continuing support of active and retired military personnel and their families throughout the Texas Panhandle.
 - The "Sensational Stitchers" (an Employee Group) partnered with the Blue Star Moms (local organization with chapters throughout the State of Minnesota; BSM are mothers of children currently serving in the military throughout the world or mothers that have had children who served in the past and are now veterans). Sensational Stitchers provided The Blue Star Moms with slippers, hats, afghans, washcloths, hand towels and prayer shawls for soldiers abroad and veterans who have returned back home.
 - GI Jobs Top 50 Military Friendly Employers Award
- Xcel Energy has been named for the third time (2007, 2009 and 2010,) in five years as one of the nation's 100 most "military-friendly" employers by G.I. Jobs magazine.

The annual list recognizes the top 2 percent of veteran-friendly companies in the United States. Criteria include:

- Military hiring and recruiting practices
- Percentage of new hires who are veterans
- Policies regarding National Guard and reserve service active duty
- Requirements of the Uniformed Services Employment and Reemployment Rights Act
 - Adherence to state laws that may provide greater rights
 - Active duty with enhanced benefits
 - Base pay and the pay the employee receives from the military
 - Extended insurance coverage
- Serving Our Troops – Recognition by Chief of the National Guard

Serving our Troops was created by John Marsha, Community Relations Manager, when he worked for the State of Minnesota. John continued the program and when he came to Xcel Energy and with the assistance of Community Affairs has helped support 7 different projects since 2004. They are now working on their 8th project which connects soldiers and families over a shared meal, both stateside and overseas. The 2011 event will be on July 10th at Fort McCoy in Wisconsin. •The recognition is based on the U.S. Chief of the National Guard Gen. McKinley who developed this award to recognize U.S. Citizen support organizations who support National Guard organizations. Serving our Troops was the first recipient in 2004.

•Beyond the Yellow Ribbon

Beyond the Yellow Ribbon is a comprehensive program that creates awareness for the purpose of connecting Service members and their families with community support, training, services and resources. Xcel Energy was involved in 2009 & 2010 and continues to support in 2011

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

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.

Pay, benefits, Support Services....Military Leave Time Away From Work Policy 9.12

The Uniformed Services Employment and Reemployment Rights Act (USERRA or the Act), 38 U.S.C. § 4301 et seq., provides reemployment rights and benefits to all employees absent from work due to "service in the uniformed services." The "uniformed services" include the armed forces (Army, Navy, Air Force, Marines et al.), the Army National Guard, the Air National Guard, full-time National Guard duty, the commissioned corps of the Public Health Service and any other category of people designated by the president in time of war or national emergency.

The performance of the following duties on an involuntary or voluntary basis constitutes "service in the uniformed services" under USERRA:

- active duty;
- active duty for training;
- initial active duty for training;
- inactive duty training;
- full-time National Guard duty; and
- absence from work for an examination to determine an individual's fitness for any of the above types of duty.

In general, USERRA requires employers to provide employees with leave to serve in the military. USERRA also generally requires employers to reinstate employees returning from military leave and to train or otherwise qualify returning employees.

The act guarantees employees a continuation (at the employee's expense) of health benefits for the first 18 months of military leave and protects an employee's pension benefits upon return from leave. Finally, USERRA requires that employers not discriminate against an employee because of past, present or future military obligations. [Note: USERRA provides that an employer is not obligated to reemploy an individual if his or her employment, prior to military service, was for a "brief, non-recurrent period and there is not reasonable expectation that such employment will continue indefinitely or for a significant period."

USERRA requires all employees to provide advance notice of military service obligations unless it is a "military necessity" or if it is otherwise impossible or unreasonable.

Also, there are obligations that employees who will be performing services in the uniformed services need to meet to qualify for protection and benefits under USERRA. For specific information on these obligations, you should contact the Human Resources director for your business unit or your Workforce Relations consultant.

Xcel Energy companies fully comply with all requirements of USERRA, as well as any state laws that may provide greater rights. Employees also are required to meet all of their obligations under USERRA, or similar state law. The company's policy is to provide pay, benefits and reemployment in accordance with USERRA and according to the terms of our current benefit plans.

In addition, as an enhanced benefit, for the first six months of eligible military leave under USERRA, Xcel Energy will pay its employees the difference between the employee's base pay and the pay the employee receives from the military.

Employees who exercise their option to continue coverage under the Xcel Energy medical, dental, vision and life insurance plans in which they are currently enrolled through the company will be able to do so at the same premium as an active employee for the first six months of military leave. At the end of six months, employees may continue coverage by paying the unsubsidized premiums for up to one additional year.

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:

6 months

How is the differential pay calculated?

In addition, as an enhanced benefit, for the first six months of eligible military leave under USERRA, Xcel Energy will pay its employees the difference between the employee's base pay and the pay the employee receives from the military.

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?

Full time employees

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:

Full coverage for 6 months with an option to extend for 1 year

Does the life insurance cover dependents?

- Yes
- No

Is there any time limit on life insurance coverage?

- No limit

Limit:

Full coverage for 6 months with an option to extend for 1 year

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?

Yes, must be a full time employee.

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?

Must be a full time employee.

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

Xcel Energy

Headquarters

414 Nicollet Mall

Number of U.S. employees

11,090

Number of worldwide employees

0

Fiscal 2010 revenue

10.3 billion

Website

www.xcelenergy.com

Employment website

www.xcelenergy.com

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

Provide electricity and gas to over 3.1 million customers

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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