

VETS Indexes Employer Awards 2021

Blank Survey



Survey Sections

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VETS Indexes



BASED ON PRIDE, BUILT ON INTEGRITY

Start: 1. Introduction & contact information

Welcome to the VETS Indexes Employer Awards survey!

This program analyzes organizations' efforts to hire, retain, develop, and support veterans, as well as members of the Guard and Reserve and others in the military community. The evaluation is based on a detailed analysis of companies across a wide variety of data points.

Please review the following items, which will aid your survey completion efforts:

- Frequently Asked Questions -- Gives a detailed overview of the entire process
<https://vetsindexes.com/employer-awards-faq/>
- Data You'll Need -- A list of the data metrics that this survey will ask for
<https://vetsindexes.com/employer-awards-data/>

You must provide responses through our online form, using the unique link in your survey invitation; we are unable to accept responses submitted as Word or PDF documents. If you need a survey link, please email survey@vetsindexes.com

Please do not forward your unique survey link outside of your organization, and please ensure that your organization provides only one survey response. Proprietary data that you provide in this survey will be kept confidential and not published.

Q1.1

*Mandatory Question

Please provide information for the primary contact working on this survey. This is the person we will contact if we have questions, and the email address you enter below will receive survey notifications.

First name _____
Last name _____
Email address _____
Phone number _____
Job title _____
Organization _____

Q1.2 We strongly recommend providing additional points of contact for your organization. These contacts will receive notice each time we send out a new survey, which will help ensure that your organization can continue to participate in the VETS Indexes Employer Awards even if the primary point of contact changes jobs or goes on an extended leave period.

	First name	Last name	Email address	Phone number	Job title	Organization
Add. contact 1						
Add. contact 2						
Add. contact 3						
Add. contact 4						
Add. contact 5						

Q1.3

Do you know of any other organizations making significant efforts to recruit and support veterans that you think should be considered for the VETS Indexes Employer Awards? If so, please [visit this page](#), enter contact information for a representative of that organization in the yellow box, and hit the submit button. After you do so, we will send an invitation for them to participate in the survey.

End: 1. Introduction & contact information

Start: 2. Organization information

Q2.1 *Mandatory Question

Please print your first, middle, and last initials below, which must match a contact listed in one of your previous responses, to attest that you:

1. Are an authorized representative of the organization named in response to the following question.
2. Have read the [Frequently Asked Questions page](#).
3. Will provide responses that are factual and accurate throughout this survey.

Q2.2

*Mandatory Question

What is the name of the organization that you are filling out this survey on behalf of?

Please enter the name very carefully: If your organization is recognized, its name may be published exactly as you enter it here.

Q2.3

*Mandatory Question

Which of the following best describes your organization?

- Publicly traded company
- Privately held company
- Nonprofit organization
- Government agency or department

Display This Question:

If Q2.3 = Publicly traded company

Q2.4 What is your stock ticker symbol?

Click to write Choice 1

▼ A ... ZYXI

Q2.5

*Mandatory Question

About how many employees does your organization have? This information will be used to categorize your organization with peer organizations of a similar size, and a response is required.

	1-99	100-999	1,000-4,999	5,000-9,999	10,000-29,999	30,000-49,999	50,000-99,999	100,000-199,999	200,000 or more
Total employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q2.6 Does your survey response cover your organization's international operations (if applicable) or only U.S. operations?

- International and U.S.
- U.S. only
- Not applicable: My organization has no international operations

Q2.7 Where is your organization headquartered?

City	State	ZIP code (U.S. only)	Country (if not U.S.)
	▼ Alabama ... Wyoming		

Q2.8 What is your organization's industry?

Sector
Industry Group
Industry

▼ Energy ... Real Estate ~ Real Estate ~ Real Estate Management & Development ~

Q2.9 *Mandatory Question

This survey will ask you to provide 2 years of data on your employee population, veteran-related budget expenditures, and other matters. Please indicate the most recent time period for which you are able to provide data.

If you will be able to provide 2020 data by waiting until January 2021 to answer related questions, we encourage you to do so. You will have until the start of February to complete your survey, and you will be able to skip -- and answer later -- most questions asking for 2020 data. If you cannot provide 2020 data by this deadline, you may instead provide data from the previous two years, 2018 and 2019, without any penalty.

However, you will need to answer this question now to advance.

What are the 2 most recent years for which you can provide data?		Is this based on the calendar year or a fiscal year?
2018 & 2019 <input type="radio"/>	2019 & 2020 <input type="radio"/>	▼ Calendar year (Jan. 1 - Dec. 31) ... Dec. 1 - Nov. 30

End: 2. Organization information

Start: 3. Recruiting & hiring

Q3.1 Please enter URLs for your organization's main website, general recruiting webpage, and veteran/military recruiting webpage

Main website URL _____
General recruiting webpage _____
Veteran/military recruiting webpage _____

Q3.2 *Mandatory Question

The next question will ask for data on your employee population. For which of the following categories of employees are you able to provide this data?

- All employees, regardless of military connection
- Veterans
- Protected veterans
- Disabled veterans
- Current National Guard/Reserve members
- Military spouses
- None of the above

Q3.3 Please provide the following information about your employee population. If you cannot provide this data, please leave it blank.

	Q2.9#1 = 2018 & 2019		2019		Q2.9#1 = 2019 & 2020	
	2018		2019		2020	
	Employees hired during this year	Employees on staff at the end of this year	Employees hired during this year	Employees on staff at the end of this year	Employees hired during this year	Employees on staff at the end of this year
All employees, regardless of military connection						
Veterans						
Protected veterans						
Disabled veterans						
Current National Guard or Reserve members						
Military spouses						

Q3.4 How many employees stopped working at your organization, either voluntarily or involuntarily, during the following time periods? If you cannot provide this data, please leave it blank.

	Q2.9#1 = 2018 & 2019		2019		Q2.9#1 = 2019 & 2020	
	2018		2019		2020	
	Exited during this year	Exited during this year AND started at your organization within the previous 12 months	Exited during this year	Exited during this year AND started at your organization within the previous 12 months	Exited during this year	Exited during this year AND started at your organization within the previous 12 months
All employees, regardless of military connection						
Veterans, as well as Guard and Reserve members						

Q3.5 How many of your organization's veteran employees fall into the following demographic categories? If you cannot provide this data, please leave it blank.

	Q2.9#1 = 2018 & 2019		2019		Q2.9#1 = 2019 & 2020	
	2018				2020	
	Employees hired during this year	Employees on staff at the end of this year	Employees hired during this year	Employees on staff at the end of this year	Employees hired during this year	Employees on staff at the end of this year
Men						
Women						
Officers (Officer rank upon separation from the military)						
Enlisted (Enlisted rank upon separation from the military)						
Recently separated (Discharged from military in the past 3 years)						

Q3.6 What was your organization's recruiting budget, in dollars, for the following groups and time periods? If you cannot provide this data, please leave it blank.

	Q2.9#1 = 2018 & 2019	2019	Q2.9#1 = 2019 & 2020
	2018		2020
Overall recruiting budget			
Recruiting budget dedicated to veterans			

Q3.7 How many job fairs, including virtual, did your organization attend, and how many people were hired as a result of those job fairs? If you cannot provide this data, please leave it blank.

	Q2.9#1 = 2018 & 2019		2019		Q2.9#1 = 2019 & 2020	
	2018		2019		2020	
	# Job fairs attended	# Employees hired as a result of those job fairs	# Job fairs attended	# Employees hired as a result of those job fairs	# Job fairs attended	# Employees hired as a result of those job fairs
All job fairs						
Military-connected job fairs						

Q3.8 Which of the following partnerships, resources, and methods does your organization use to recruit veterans and service members?

- Department of Labor DVOPs and LVERs
- Dedicated internal veteran/military recruiter(s)
- External veteran/military focused recruiters/placement firm
- Nearby military bases and installations, including their Transition Assistance Programs, Soldier For Life and related programs
- Nearby National Guard and Reserve Units
- Nearby university veterans groups or veterans departments
- Outreach through social media and/or online platforms
- Veteran-focused job boards
- Veterans service organizations, professional military associations, or other nonprofit groups
- Your organization's existing military-connected employees
- None of the above

Q3.9 How does your organization handle job applications from veterans and service members?

- Marked/tracked as a military-connected applicant
- Applicants given contact info for your organization's military-connected employees or recruiters
- Applicants contacted by your organization's military-connected employees or recruiters
- Applicants given a slight preference in hiring decisions
- Applicants given a significant preference in hiring decisions
- None of the above

Q3.10

How many full-time employees does your organization have in recruiting positions and in support positions (dedicated to helping improve the retention, advancement, and success of fellow employees), regardless of whether these positions focus primarily on military-connected employees?

Please do not "double count" the same employee as both a recruiter and support personnel; instead classify them based on which role they spend more time on. If you cannot provide this data, please leave it blank.

Total number of recruiters _____

Total number of employee support personnel _____

Q3.11

Out of the total number of recruiters and support personnel listed above, how many spend nearly all of their time, about half of their time, or at least a quarter of their time dedicated to military-connected job candidates and employees?

Please do not "double count" the same employee as both a recruiter and support personnel; instead classify them based on which role they spend more time on. If you cannot provide this data, please leave it blank.

	Recruiters	Employee support personnel
Nearly all: Spend all, or nearly all, of their time focused on military-connected job candidates/employees		
At least half: Spend at least half of their time focused on military-connected job candidates/employees (include employees in the above category, so this number should be greater than or equal to number above)		
At least a quarter: Spend at least a quarter of their time focused on military-connected job candidates/employees (include employees in the above category, so this number should be greater than or equal to number above)		

Q3.12

Has your organization received recent Work Opportunity Tax Credits for hiring a "qualified veteran" employee, as defined by the IRS here (<https://www.irs.gov/businesses/small-businesses-self-employed/work-opportunity-tax-credit>)?

Please note: This question has logic rules, which means that your response here determines whether you will see subsequent questions and/or answer options later in this survey. You are able to skip this question now, but if you do so, you won't have an opportunity to answer related subsequent questions. **We strongly recommend that, if you skip this question now, you return and answer it later, so that you can also answer related subsequent questions.**

- Yes, we have received recent Work Opportunity Tax Credits for hiring a "qualified veteran"
- No, we have not

Display This Question:

If Q3.12 = Yes, we have received recent Work Opportunity Tax Credits for hiring a "qualified veteran"

Q3.13 How many employees did your organization receive Work Opportunity Tax Credits for hiring generally, and how many employees did your organization receive such tax credits for hiring as "qualified veteran" employees, in the following years? If you cannot provide this data, please leave it blank.

	Q2.9#1 = 2018 & 2019 2018	2019	Q2.9#1 = 2019 & 2020 2020
All employees hired for which the organization received Work Opportunity Tax Credits (includes non-veterans)			
Employees hired as "qualified veterans" for which the organization received Work Opportunity Tax Credits			

Q3.14 How many positions at your organization, if any, involve handling secret government information and require an employee with a Top Secret - Sensitive Compartmented Information (TS-SCI) security clearance? If you cannot provide this data, please leave it blank.

	Q2.9#1 = 2018 & 2019 2018	2019	Q2.9#1 = 2019 & 2020 2020
All positions at your organization, regardless of whether a TS-SCI clearance is required			
Positions at your organization for which a TS-SCI clearance is required			

Q3.15 In which job categories does your organization employ the most veterans? Please rank the categories below from 1 to 10, with 1 being the most common category. You may rank fewer than 10 categories.

	Rank
Architecture and Engineering	
Arts, Design, Entertainment, Sports, and Media	
Building and Grounds Cleaning and Maintenance	
Business and Financial Operations	
Community and Social Service	
Computer and Mathematical	
Construction and Extraction	
Educational Instruction and Library	
Farming, Fishing, and Forestry	
Food Preparation and Serving Related	
Healthcare Practitioners and Technical	
Healthcare Support	
Installation, Maintenance, and Repair	
Legal	
Life, Physical, and Social Science	
Management	
Military Specific	
Office and Administrative Support	
Personal Care and Service	
Production	
Protective Service	
Sales and Related	
Transportation and Material Moving	

Q3.16 Which academic fields were most commonly the major area of focus for your organization’s employees? Please rank the fields below from 1 to 10, with 1 being the most common field of study. You may rank fewer than 10 fields.

	Rank
Agriculture and natural resources	
Architecture and related services	
Area, ethnic, cultural, gender, and group studies	
Biological and biomedical sciences	
Business	
Communication, journalism, and related programs	
Communications technologies	
Computer and information sciences	
Education	
Engineering	
Engineering technologies	
English language and literature/letters	
Family and consumer sciences/human sciences	
Foreign languages, literatures, and linguistics	
Health professions and related programs	
Homeland security, law enforcement, firefighting and related protective service	
Legal professions and studies	
Liberal arts and sciences, general studies, and humanities	
Library science	
Mathematics and statistics	
Military technologies and applied sciences	
Multi/interdisciplinary studies	
Parks, recreation, leisure, and fitness studies	
Philosophy and religious studies	
Physical sciences and science technologies	
Precision production	
Psychology	
Public administration and social services	
Social sciences and history	
Theology and religious vocations	
Transportation and materials moving	
Visual and performing arts	

End: 3. Recruiting & hiring

Start: 4. Development & retention

Q4.1 Does your organization provide training to the following groups of employees in military career paths, culture, structure, jargon or other issues to help non-veteran employees better understand, recruit,

support, and develop military-connected employees?

	Not offered for this group	Optional for this group	Mandatory: Only required to take training once ever	Mandatory: Required to take training every few years	Mandatory: Required to take training at least once per year	Mandatory: Required to take training more than once per year
Recruiters and/or support personnel specifically dedicated to military-connected employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruiters and hiring managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Human resources personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee Assistance Program personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managers and supervisors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Executives and senior leaders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
General employee population	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q4.2

What was your organization's budget, in dollars, for this training in military career paths, culture, structure, jargon, and other issues, during the following time periods. If you cannot provide this data, please leave it blank.

	Q2.9#1 = 2018 & 2019 2018	2019	Q2.9#1 = 2019 & 2020 2020

Q4.3

Do your organization's new hire orientation, training/on-boarding, or mentorship programs include unique or separate sections for military-connected new hires?

Please note: This question has logic rules, which means that your response here determines whether you

will see subsequent questions and/or answer options later in this survey. You are able to skip this question now, but if you do so, you won't have an opportunity to answer related subsequent questions. **We strongly recommend that, if you skip this question now, you return and answer it later, so that you can also answer related subsequent questions.**

- Orientation: Unique/separate sections offered for military-connected hires
- Training/on-boarding: Unique/separate sections offered for military-connected hires
- Mentorship: Unique/separate sections offered for military-connected hires
- None of the above

Display This Question:
 If Q4.3 = Orientation: Unique/separate sections offered for military-connected hires
 Or Q4.3 = Training/on-boarding: Unique/separate sections offered for military-connected hires

Q4.4

What was your organization's budget, in dollars, for new hire orientation, training, and on-boarding -- both overall and specifically tailored for military-connected new hires? If you cannot provide this data, please leave it blank.

	Q2.9#1 = 2018 & 2019	2019	Q2.9#1 = 2019 & 2020
	2018		2020
Total budget: New hire orientation, training, and on-boarding programs			
Military-connected budget: Unique/separate orientation, training, and on-boarding programs tailored for military-connected new hires			

Display This Question:
 If Q4.3 = Mentorship: Unique/separate sections offered for military-connected hires

Q4.5 How many employees, both overall and military-connected, participate in mentorship programs at your organization, either as mentors (employees who mentor new hires) or as mentees (new hires who are mentored by more experienced employees)? If you cannot provide this data, please leave it blank.

Please only include participants in internal mentorship programs -- in which both mentor and mentee are current employees of your organization -- and not participants in external mentorship programs, such as American Corporate Partners and Veterati. You will have a chance to detail your participation in these external mentorship programs later in the survey.

	Q2.9#1 = 2018 & 2019		2019		Q2.9#1 = 2019 & 2020	
	2018		2019		2020	
	Mentors	Mentees	Mentors	Mentees	Mentors	Mentees
All employees, regardless of military connection						
Military-connected employees						

Q4.6

Does your organization offer technical, supervisory or executive-level training programs?

Please note: This question has logic rules, which means that your response here determines whether you will see subsequent questions and/or answer options later in this survey. You are able to skip this question now, but if you do so, you won't have an opportunity to answer related subsequent questions. **We strongly recommend that, if you skip this question now, you return and answer it later, so that you can also answer related subsequent questions.**

- Technical/work skills training programs
- Supervisor/middle management fast-track training programs
- Executive/senior management fast-track training programs
- None of the above

Display This Question:

If Q4.6 = Technical/work skills training programs

Or Q4.6 = Supervisor/middle management fast-track training programs

Or Q4.6 = Executive/senior management fast-track training programs

Q4.7 How many employees participated in the following training program(s) during the following years?
If you cannot provide this data, please leave it blank.

	Q2.9#1 = 2018 & 2019		2019		Q2.9#1 = 2019 & 2020	
	2018				2020	
	All employees, regardless of military connection	Military-connected employees	All employees, regardless of military connection	Military-connected employees	All employees, regardless of military connection	Military-connected employees
Technical/work skills training programs						
Supervisor/middle management fast-track training programs						
Executive/senior management fast-track training programs						

Q4.8 Please provide the following information on the seniority levels of your employees, both military-connected and overall. If you cannot provide this data, please leave it blank.

	Q2.9#1 = 2018 & 2019		2019		Q2.9#1 = 2019 & 2020	
	2018				2020	
	All employees, regardless of military connection	Military-connected employees	All employees, regardless of military connection	Military-connected employees	All employees, regardless of military connection	Military-connected employees

Entry-level and lower-level employees						
Mid-level employees and/or technical workers						
Mid-level managers and supervisors						
Senior managers and supervisors						
C-Suite, Board of Directors members, presidents and vice presidents						

Q4.9 How many internal promotions did your organization make in the following years, both overall and among military-connected employees? If you cannot provide this data, please leave it blank.

	<i>Q2.9#1 = 2018 & 2019</i> 2018	2019	<i>Q2.9#1 = 2019 & 2020</i> 2020
All employees, regardless of military connection			
Military-connected employees			

End: 4. Development & retention

Start: 5. Veteran-inclusive policies & culture

Q5.1

Which of the following programs or policies does your organization participate in or have in place to support transitioning service members?

Please note: This question has logic rules, which means that your response here determines whether you

will see subsequent questions and/or answer options later in this survey. You are able to skip this question now, but if you do so, you won't have an opportunity to answer related subsequent questions. **We strongly recommend that, if you skip this question now, you return and answer it later, so that you can also answer related subsequent questions.**

- DoD Skillbridge (formerly called the Career Skills Program)
 - American Corporate Partners
 - Veterati
 - Apprenticeship program approved for the GI Bill
 - Apprenticeship program not approved for the GI Bill
 - We accept military experience in place of technical certifications in some fields
 - None of the above
-

Display This Question:

If Q5.1 = DoD Skillbridge (formerly called the Career Skills Program)

Or Q5.1 = American Corporate Partners

Or Q5.1 = Apprenticeship program approved for the GI Bill

Or Q5.1 = Veterati

Q5.2 How many people did your organization have in the following program(s) during the following years? If you cannot provide this data, please leave it blank.

	Q2.9#1 = 2018 & 2019 2018	2019	Q2.9#1 = 2019 & 2020 2020
Q5.1 = DoD Skillbridge (formerly called the Career Skills Program) DoD Skillbridge participants			
Q5.1 = American Corporate Partners American Corporate Partners mentors			
Q5.1 = American Corporate Partners American Corporate Partners proteges			
Q5.1 = Veterati Veterati mentors			
Q5.1 = Veterati Veterati mentees			
Q5.1 = Apprenticeship program approved for the GI Bill Participants using GI Bill for apprenticeship program			

Q5.3 Does your organization have one or more military- or veteran-focused employee resource groups, affinity networks, or similar groups?

Please note: This question has logic rules, which means that your response here determines whether you will see subsequent questions and/or answer options later in this survey. You are able to skip this question now, but if you do so, you won't have an opportunity to answer related subsequent questions. **We**

strongly recommend that, if you skip this question now, you return and answer it later, so that you can also answer related subsequent questions.

- Yes, we have such a group
- No, we do not have such a group

Display This Question:

If Q5.3 = Yes, we have such a group

Q5.4 How many current, active members does this group have -- or, if there are multiple groups, how many active members do they have collectively? If you cannot provide this data, please leave it blank.

- Members _____

Q5.5 How often does this group, and/or your organization, hold events and update communications materials for veterans and other military-connected employees?

	We do not have this	Annually or less frequently	Quarterly	Monthly	Weekly
Newsletter, mailer, listserv or similar electronic messaging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dedicated webpage and/or social media page	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Regular group meetings, whether in-person or virtual	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Virtual events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social/networking events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Volunteering/service events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q5.6 How much did your organization spend with vendors and suppliers, both veteran-owned and overall, during the following years, in dollars? If you cannot provide this data, please leave it blank.

	Q2.9#1 = 2018 & 2019 2018	2019	Q2.9#1 = 2019 & 2020 2020
All vendors and suppliers			
Veteran-owned vendors and suppliers			

Q5.7 How does your organization honor military service, whether throughout the year or on holidays such as Veterans Day, September 11, service branch birthdays, etc.?

- Communications: Physical (cards, letters, etc.) or virtual (emails, newsletters, etc.) messages sent from organization leadership to recognize military service
- Displays: Physical or virtual (webpage, social media, etc.) displays such as honor walls that recognize military service and/or the organization's military-connected employees
- Events: Ceremonies, receptions, parades, luncheons or other events related to military service
- Identifiers: Special uniform additions, such as badges, to identify employees with military connections
- Items: Clothing, accessories, tote bags, challenge coins, and other items that recognize military service
- None of the above

Q5.8 How does your organization contribute to broader veteran hiring and employment efforts?

- Funding groups or coalitions related to veteran employment
- Participating in groups or coalitions related to veteran employment
- Participating in veteran employment events and conferences
- Funding research related to veteran employment issues
- Advising other organizations on veteran employment issues
- None of the above

Q5.9 In which of the following ways does your organization monitor and evaluate its programs, policies and practices related to military-connected employees, and how often does this occur?

	We do not do this	Occurs every 3 years or less frequently	About every 2 years	About annually	Twice or more per year
Surveys of military-connected employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internal reviews by organization leaders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
External reviews or audits by third party organizations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End: 5. Veteran-inclusive policies & culture

Start: 6. Guard & Reserve policies

Q6.1 Has your organization signed a Statement of Support with the Defense Department's Employer Support of the Guard and Reserve (ESGR)?

- Yes, we have signed an ESGR Statement of Support
 - No, we have not signed an ESGR Statement of Support
-

Q6.2 Has your organization received any awards from ESGR?

- Patriot Award
 - Spouse Patriot Award
 - Seven Seals Award
 - Above and Beyond Award
 - Pro Patria Award
 - Extraordinary Employer Support Award
 - Secretary of Defense Employer Support Freedom Award
 - None of the above
-

Q6.3 Which of the following benefits/policies does your organization apply to employees who are members of the National Guard or Reserves and miss work for periods of military service?

- Guaranteed a return to the position they would have been in if they hadn't left for military service
 - Guaranteed a job at the same seniority level even if layoffs, reductions in force or reorganizations that occurred during the period of military service would have otherwise resulted in that employee's demotion or termination
 - Guaranteed a job, though possibly at a lower level, if layoffs, reductions in force or reorganizations that occurred during the period of military service would have otherwise resulted in that employee's termination
 - Guaranteed not to be terminated, except for cause, for at least 180 days after returning to work following a period of military service
 - Allowed to use vacation or other paid time off to cover work missed during periods of military service or training
 - Required to use vacation or other paid time off to cover work missed during periods of military service or training
 - Credited for pension, 401(k) and other retirement plans as if they hadn't left for military service
 - None of the above
-

Q6.4 What additional support does your organization offer members of the National Guard or Reserves called away for military service?

- Farewell or welcome home recognition events
- Extra paid time off before and/or after deployments (in addition to regular vacation days/paid time off)
- Regular contact with deployed employees
- Regular contact with the families of deployed employees
- Provide technology, such as tablets or laptops, to facilitate communication between deployed employee and family
- Care packages for deployed employees
- Financial assistance, help with housework, and/or other assistance provided to families of deployed employees, as needed
- Reintegration training/on-ramping for returning employees
- None of the above

Q6.5 For how long does your organization extend insurance benefits to members of the National Guard or Reserves who miss work for periods of military service:

	Not offered to serving Guard/Reserve employees	3 months or fewer	3 months and 1 day to 6 months	6 months and 1 day to 12 months	12 months and 1 day to 18 months	18 months and 1 day to 24 months	More than 24 months	Unlimited
Health insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q6.6

The following 3 questions will ask about pay offered to Guard/Reserve members during military training and service. When answering these questions, please use the following definitions:

No pay: No pay offered, aside from regular vacation/personal time

Partial differential pay: Organization provides part -- but not all -- of the difference between Guard/Reserve members' civilian pay and what they are paid by the military.

Full differential pay: Organization provides all of the difference between Guard/Reserve members' civilian pay and what they are paid by the military.

Full pay: Organization provides all of the Guard/Reserve members' civilian pay, in addition to what they are paid by the military.

The first question below asks about pay offered to training Guard/Reserve members. The next question asks about pay offered to Guard/Reserve members serving on active duty. The third question also asks about pay offered to Guard/Reserve members serving on active duty – but it only applies to organizations that offer Guard/Reserve members different pay levels depending on the length of active duty service.

For example, an employer may offer full pay for a Guard/Reserve member’s first week of military service, followed by full differential pay for 1 month. In that case, such an employer should indicate the 1 week of full pay in response to the second question below and the 1 month of full differential pay in response to the third question below. If your organization has only one pay level for active duty reservists that doesn’t change depending on length of service, please indicate that pay level in response to the second question, and leave the third question blank.

Q6.7

What, if any, pay does your organization offer members of the Guard or Reserves participating in regular training duties? If you cannot provide this data, please leave it blank.

	Pay level	Pay duration (please enter a number)	Unit of time
Training occurring during workdays	▼ No pay ... Full pay		▼ Hour(s) ... Continues for an unlimited period
Training occurring during weekends/non-workdays	▼ No pay ... Full pay		▼ Hour(s) ... Continues for an unlimited period

Q6.8 What, if any, pay does your organization offer members of the Guard or Reserves serving on active duty? If you cannot provide this data, please leave it blank.

	Pay level	Pay duration (please enter a number)	Unit of time
Guard/Reserve Members who volunteered for active duty	▼ No pay ... Full pay		▼ Hour(s) ... Continues for an unlimited period
Guard/Reserve Members who were activated without volunteering	▼ No pay ... Full pay		▼ Hour(s) ... Continues for an unlimited period

Q6.9 Some organizations offer their Guard/Reserve employees serving on active duty different pay levels based on the amount of time they are away from work. For example, an employer may offer full pay for a Guard/Reserve member's first week of military service, followed by full differential pay for 1 month. In that case, such an employer should have indicated the 1 week of full pay in response to the previous question and the 1 month of full differential pay in response to this question.

Does your organization offer any additional pay to members of the Guard or Reserves, after -- and in addition to -- the pay described in your previous response? If so, please describe, and if not, please select "no additional pay" or leave it blank.

	Pay level	Pay duration (please enter a number)	Unit of time
Guard/Reserve Members who volunteered for active duty	▼ No additional pay ... Full differential pay		▼ Hour(s) ... Continues for an unlimited period
Guard/Reserve Members who were activated without volunteering	▼ No additional pay ... Full differential pay		▼ Hour(s) ... Continues for an unlimited period

End: 6. Guard & Reserve policies

Start: 7. Military spouse & family support

Q7.1 Which of the following partnerships, resources, and methods does your organization use to recruit military spouses?

- Official member of the Military Spouse Employment Partnership (MSEP)
 - Dedicated internal military spouse recruiter(s), whether or not they are the same as your veteran recruiter(s)
 - External military spouse recruiters/placement firm, whether or not they are the same as your veteran recruiters/placement firm
 - Nearby military bases and installations, including their military spouse programs
 - Outreach through social media and/or online platforms
 - Military spouse-focused job boards
 - Military spouse-related nonprofit groups
 - Your organization's existing military spouse employees
 - None of the above
-

Q7.2 How does your organization handle job applications from military spouses?

- Marked/tracked as a military spouse applicant
 - Applicants given contact info for your organization's military spouse employees or recruiters
 - Applicants contacted by your organization's military spouse employees or recruiters
 - Military spouse applicants given a slight preference in hiring decisions
 - Military spouse applicants given a significant preference in hiring decisions
 - None of the above
-

Q7.3 Military spouses face unique career challenges, particularly when their spouse receives permanent change of station (PCS) or deployment orders. In which of the following ways does your organization provide extra support to military spouses in these circumstances, when possible?

- Transfer to a different branch/location
 - Flexible hours, scheduling
 - Remote work
 - Can temporarily reduce hours and then later return to normal schedule
 - Can temporarily go on unpaid leave and then later return to same position
 - Receive extra paid time off during PCS or deployments (in addition to regular vacation days/paid time off)
 - None of the above
-

Q7.4 Please provide the following information about the child care assistance that your organization offers to military spouses and veterans:

Location			Priority			Is child care reimbursement offered to employees with no military connection? If not, enter a zero. If so, enter the average reimbursement amount for this group over the most recent 12 months for which data is available.	Is child care reimbursement offered to employees that have a military connection? If not, enter a zero. If so, enter the average reimbursement amount for this group over the most recent 12 months for which data is available.
Child care on premises at all locations	Child care on premises at some locations	No child care available on premises	Mil spouses, vets receive significant priority enrollment for on-premises child care	Mil spouses, vets receive slight priority	Mil spouses, vets receive no priority		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

End: 7. Military spouse & family support

Start: 8. Conclusion

Q8.1

If you have any additional information that you would like to tell us about your organization's efforts to recruit, retain, develop, and support veterans and the military-connected community, please enter it here. We would recommend focusing on any items not already covered by this survey.

Responses must be no longer than 1,500 characters

Q8.2 How did your organization first learn about the VETS Indexes Employer Awards and this survey?
This will not impact our evaluation.

- Emails directly from VETS Indexes
 - Phone calls directly from VETS Indexes
 - The VETS Indexes website
 - The Employing U.S. Vets Conference
 - Google/web searches
 - LinkedIn
 - Facebook
 - Twitter
 - News segments on television
 - Online news articles
 - Print news articles
 - Radio segments
 - Word of mouth, from colleagues within my organization
 - Word of mouth, from people at an external, for-profit company
 - Word of mouth, from veterans service organizations, military affiliation groups, or other nonprofits
 - Word of mouth, from government agencies or departments
 - Other (please describe) _____
-

Q8.3 You may optionally provide a logo and/or picture for your organization, which we may display alongside VETS Indexes Employer Awards results or related information. You also have the option to provide a short paragraph to describe and promote your organization to veterans looking at the VETS Indexes Employer Awards results. This will not impact our evaluation.

Logo

Picture

Short paragraph

Display This Question:

If Q8.3 = Logo

Q8.4 Please upload your logo below:

Display This Question:

If Q8.3 = Picture

Q8.5 Please upload your picture below. We recommend a picture showing some of your veteran employees, preferably a candid picture of them in the normal course of their working duties.

Display This Question:

If Q8.3 = Picture

Q8.6 Please provide the following caption information:

How should the picture be credited? _____

Please enter the full names of everyone appearing in the picture

Please describe what is happening in the picture

When was the picture taken? _____

Display This Question:

If Q8.3 = Short paragraph

Q8.7 Please enter a short paragraph below to describe and promote your organization to veterans looking at the VETS Indexes Employer Awards results. Responses must be 1,000 characters or fewer.

End: 8. Conclusion

Congratulations, you have reached the end of the VETS Indexes Employer Awards survey!

Below, you will see a report of all your responses. Please review it very carefully to ensure that all of the information is accurate and that the survey has been answered as thoroughly as possible. If you see any information that should be added or corrected, please use the back arrow button to navigate to any such areas of the survey. Please note that you cannot edit responses in the summary below -- you must use the back arrow button instead.

When you press the forward arrow button at the bottom of this page, your survey will be officially submitted, and you will no longer have access to it. Only submit the survey after you have reviewed your response summary and are 100% sure that your survey is accurate and complete.

Important note: It might not be possible to add or edit responses after submitting this survey, so please check your responses prior to submitting – thank you!

