

VETS Indexes Employer Awards 2024

Blank Survey



Survey Sections

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VETS Indexes



BASED ON PRIDE, BUILT ON INTEGRITY

Start: 1. Introduction & contact information

Welcome to the 2024 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 employers across a wide variety of data points.

Please review our Frequently Asked Questions page, which gives a detailed overview of the entire process (<https://vetsindexes.com/employer-awards-faq/>).

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. If your organization previously completed the VETS Indexes Employer Awards survey, we may be able to provide you with a version of this online survey that carries over many of your previous responses, so that you don't have to enter them again. To request this, just email us at survey@vetsindexes.com. Proprietary data that you provide in this survey will be kept confidential and not published.

Q1.1 *Mandatory Question - Primary contact: Please provide information for the primary contact working on this survey. This is the person we will contact if we have questions. The email address you enter below will receive notifications related to this survey, as well as your organization's primary invitation for next year's survey.

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

Q1.2 Additional contacts: 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	Phone	Job title	Organization
Add. contact 1						
Add. contact 2						
Add. contact 3						
Add. contact 4						
Add. contact 5						

Additional organizations: 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 our survey registration page (<https://vetsindexes.com/employer-awards/>), 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 - Attestation: Please print your 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 survey Frequently Asked Questions page (<https://vetsindexes.com/employer-awards-faq/>).
3. Will provide responses that are factual and accurate throughout this survey.

Q2.2 *Mandatory Question - Organization name: 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 - Organization type: Which of the following best describes your organization?

- For-profit company
- Nonprofit organization
- Government agency or department
- College, university, or other higher education institution (including public, private nonprofit and private for-profit schools)

Display This Question:

If Q2.3 = For-profit company

Q2.4 *Mandatory Question - Publicly traded: Is the organization you are responding to the survey on behalf of publicly traded on any U.S.-listed exchanges? Or is either your parent company, or subsidiary companies accounted for in your survey response, publicly traded on any U.S.-listed exchanges?

- Yes, we are publicly traded or have publicly traded parent/subsidiary companies
- No, we are not publicly traded and have no publicly traded parent/subsidiary companies

Display This Question:

If Q2.4 = Yes, we are publicly traded or have publicly traded parent/subsidiary companies

Q2.5 Stock tickers: Please enter the stock ticker symbols for your organization, your parent company, and/or subsidiary companies accounted for in your survey response, including only organizations that are publicly traded on a U.S.-listed exchange and have ticker symbols.

Please note: Publicly traded companies that perform well in this evaluation may be included in VETS Indexes financial indexes. A parent company that performs well will also typically have its publicly traded subsidiaries made eligible for inclusion in the indexes, but a subsidiary company's performance typically does not make its publicly traded parent company eligible for inclusion in the indexes. For this reason, **we generally recommend that organizations respond to this survey on behalf of their larger, publicly traded parent companies, rather than their smaller, not-publicly traded subsidiaries.**

	Your Organization	Parent Company	Subsidiary 1	Subsidiary 2	Subsidiary 3	Subsidiary 4	Subsidiary 5
Ticker							

Q2.6 *Mandatory Question - Organization size: 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"/>

Q2.7 International operations: 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

Q2.8 Organization headquarters: Where is your organization headquartered?

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

Q2.9 Organization industry: What is your organization's industry, according to the North American Industry Classification System (NAICS)? If you are having trouble finding your NAICS industry, please either visit the Census Bureau's NAICS website for more information (<https://www.census.gov/naics/>) or contact us directly at survey@vetsindexes.com.

▼ Accommodation and Food Services ... Wholesale Trade ~ Wholesale Trade Agents and Brokers (NAICS #425120)

Q2.10 *Mandatory Question - Data timeframe: 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 2023 data by waiting until early 2024 to answer related questions, we encourage you to do so. You will have until mid-February to complete your survey, and you will be able to skip -- and answer later -- most questions asking for 2023 data. If you cannot provide 2023 data by this deadline, you may instead provide data from the previous two years, 2021 and 2022, 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?
2021 & 2022	2022 & 2023
<input type="radio"/>	<input type="radio"/>
	▼ Calendar year (Jan. 1 - Dec. 31) ... Dec. 1 - Nov. 30

End: 2. Organization information

Start: 3. Recruiting & hiring

Q3.1 URLs: Please enter URLs for your organization's main website, general recruiting webpage, and veteran/military recruiting webpage. If you do not have such a webpage, please leave the corresponding answer section blank.

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

Q3.2 *Mandatory Question - Employee categories: 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? Note: Please use the federal Department of Labor's definition of "protected veterans," which can be found here: <https://www.dol.gov/agencies/ofccp/veterans/protected-veterans>

- All employees, regardless of military connection
- Veterans
- Protected veterans
- Disabled veterans
- Current National Guard/Reserve members
- Military spouses

Q3.3 Employee population: Please provide the following information about your employee population. If you cannot provide this data, please leave it blank. Please note: The "TOTAL EMPLOYEES" columns on the right side should reflect your total employees in the specified category, regardless of hire date -- not just the number of employees newly hired during that year who are still working at your organization at the end of the year.

	Q2.10#1 = 2021 & 2022		2022		Q2.10#1 = 2022 & 2023	
	2021				2023	
	NEW HIRES: Employees hired during this year	TOTAL EMPLOYEES: Employees on staff at the end of this year regardless of hire date	NEW HIRES: Employees hired during this year	TOTAL EMPLOYEES: Employees on staff at the end of this year regardless of hire date	NEW HIRES: Employees hired during this year	TOTAL EMPLOYEES: Employees on staff at the end of this year regardless of hire date
All employees, regardless of military connection						
Veterans						
Protected veterans						
Disabled veterans						
Current National Guard/Reserve members						
Military spouses						

Q3.4 First-year retention: How many employees stopped working at your organization, either voluntarily or involuntarily, during the following time periods? And how many of those exiting employees had start dates that were 12 months or fewer from their exit dates? If you cannot provide this data, please leave it blank.

	Q2.10#1 = 2021 & 2022		2022		Q2.10#1 = 2022 & 2023	
	2021				2023	
	Total exited during this year	Exited during this year, with start dates within 12 months of their exit dates	Total exited during this year	Exited during this year, with start dates within 12 months of their exit dates	Total exited during this year	Exited during this year, with start dates within 12 months of their exit dates
All employees, regardless of military connection						
Veterans, as well as Guard and Reserve members						

Q3.5 Employee demographics: How many of your organization's veteran employees fall into the following demographic categories? If you cannot provide this data, please leave it blank. Please note: This question is optional and will not impact our evaluation. Please note: The "TOTAL EMPLOYEES" columns on the right side should reflect your total employees in the specified category, regardless of hire date -- not just the number of employees newly hired during that year who are still working at your organization at the end of the year.

	Q2.10#1 = 2021 & 2022		2022		Q2.10#1 = 2022 & 2023	
	2021				2023	
	NEW HIRES: Employees hired during this year	TOTAL EMPLOYEES: Employees on staff at the end of this year regardless of hire date	NEW HIRES: Employees hired during this year	TOTAL EMPLOYEES: Employees on staff at the end of this year regardless of hire date	NEW HIRES: Employees hired during this year	TOTAL EMPLOYEES: Employees on staff at the end of this year regardless of hire date
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 Recruiting budget: 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.

	Q2.10#1 = 2021 & 2022	2022	Q2.10#1 = 2022 & 2023
	2021		2023
Overall recruiting budget			
Recruiting budget dedicated to veterans			

Q3.7 Job fairs: 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.

	Q2.10#1 = 2021 & 2022		2022		Q2.10#1 = 2022 & 2023	
	2021				2023	
	# 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 Recruiting methods: 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 Veteran applications: 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 Total recruiters & support personnel: How many full-time employees (or full-time equivalent 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 Military-connected recruiters & support personnel: Out of the total number of recruiters and support personnel listed above, how many full-time employees (or full-time equivalent employees) spend nearly all of their time, at least half of their time, or at least a quarter of their time working with 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 Tax credits: 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 Qualified veterans: 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 specifically as "qualified veteran" employees, in the following years? Please refer to this IRS definition of "qualified veteran" employees (<https://www.irs.gov/businesses/small-businesses-self-employed/work-opportunity-tax-credit>). If you cannot provide this data, please leave it blank.

	Q2.10#1 = 2021 & 2022	2022	Q2.10#1 = 2022 & 2023
	2021		2023
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 Security clearance: 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. Please note: This question is optional and will not impact our evaluation.

	Q2.10#1 = 2021 & 2022	2022	Q2.10#1 = 2022 & 2023
	2021		2023
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 Job categories: 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. Please note: This question is optional and will not impact our evaluation.

	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 Academic fields: 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. Please note: This question is optional and will not impact our evaluation.

	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 Military culture training: 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 Military culture training budget: 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.

	Q2.10#1 = 2021 & 2022	2022	Q2.10#1 = 2022 & 2023
	2021		2023
Military culture training budget			

Q4.3 On-boarding: 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 On-boarding budget: 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.

	<i>Q2.10#1 = 2021 & 2022</i> 2021	2022	<i>Q2.10#1 = 2022 & 2023</i> 2023
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 Mentorship programs: 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.

	Q2.10#1 = 2021 & 2022		2022		Q2.10#1 = 2022 & 2023	
	2021				2023	
	Mentors	Mentees	Mentors	Mentees	Mentors	Mentees
All employees, regardless of military connection						
Military-connected employees						

Q4.6 Training types: Does your organization offer technical, supervisory or executive-level fast-track 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 Training employees: How many employees participated in the following training program(s) during the following years? If you cannot provide this data, please leave it blank.

	Q2.10#1 = 2021 & 2022		2022		Q2.10#1 = 2022 & 2023	
	2021				2023	
	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 Seniority levels: 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.

	Q2.10#1 = 2021 & 2022		2022		Q2.10#1 = 2022 & 2023	
	2021				2023	
	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 Internal promotions: 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.

	Q2.10#1 = 2021 & 2022 2021	2022	Q2.10#1 = 2022 & 2023 2023
All employees, regardless of military connection			
Military-connected employees			

Q4.10 Compensation: What was the average compensation, including salaries and bonuses, for all employees and for military-connected employees in the following years, in dollars? To calculate this average, please sum the compensation for your employees and divide that total by the number of employees receiving this compensation. If you cannot provide this data, please leave it blank.

	Q2.10#1 = 2021 & 2022 2021	2022	Q2.10#1 = 2022 & 2023 2023
All employees, regardless of military connection			
Military-connected employees			

End: 4. Development & retention

Start: 5. Veteran-inclusive policies & culture

Q5.1 Transition programs: 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
- Other (please list): _____

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 Transition program participants: 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.

	Q2.10#1 = 2021 & 2022	2022	Q2.10#1 = 2022 & 2023
	2021		2023
DoD Skillbridge participants			
American Corporate Partners mentors			
American Corporate Partners proteges			
Veterati mentors			
Veterati mentees			
Participants using GI Bill for apprenticeship program			

Q5.3 Vet ERG: Does your organization have one or more military- or veteran-focused employee resource groups (ERGs), 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 ERG membership: How many current, active members does this military- or veteran-focused group have -- or, if there are multiple groups, how many active members do they have collectively?

Please avoid "double counting" if the same employee belongs to more than one group. If you cannot provide this data, please leave it blank.

Members _____

Q5.5 ERG activity: 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 Vendors & suppliers: 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.

	<i>Q2.10#1 = 2021 & 2022</i> 2021	2022	<i>Q2.10#1 = 2022 & 2023</i> 2023
All vendors and suppliers			
Veteran-owned vendors and suppliers			

Q5.7 Honoring service: 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 Supporting veteran employment: 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 Vet program monitoring: 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="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Internal reviews by organization leaders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
External reviews or audits by third party organizations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Start: 6. Guard & Reserve policies

Q6.1 ESGR Statement: 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 ESGR awards: 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 Guard/Reserve policies: 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 Guard/Reserve support: 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 Guard/Reserve insurance: 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"/>

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 below, and for the third question below, please select "no additional pay" or leave it blank. If you are confused or having trouble with this section, please email survey@vetsindexes.com for assistance.

Q6.6 Guard/Reserve pay - training: 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

Q6.7 Guard/Reserve pay - active: 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

Q6.8 Guard/reserve pay - 2nd pay level: 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 serving on active duty, 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 Spouse recruiting: 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 Spouse applications: 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 Spouse support/flexibility: 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 Child care: 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 ... No child care available on premises	▼ Mil spouses/vets receive significant priority enrollment for on-premises child care ... N/A, we have no on-premises child care		

End: 7. Military spouse & family support

Start: 8. Conclusion

Q8.1 Question details: If you have any additional information, context, or data related to any of the questions on this survey that you think we should know, please enter it here. Please identify the question you are referring to by its question number (for example, Q3.3). Responses must be no longer than 1,500 characters.

Q8.2 Additional information: 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.

Q8.3 Survey notification: How did your organization first learn about the VETS Indexes Employer Awards and this survey? This optional question 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
- Print advertisements
- 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) _____

Q8.4 Additional materials: 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 optional question will not impact our evaluation.

- Logo
- Picture
- Short paragraph
- None of the above

Display This Question: If Q8.4 = Logo

Q8.5 Logo upload: Please upload your logo below. This optional question will not impact our evaluation.

Display This Question: If Q8.4 = Picture

Q8.6 Picture upload: 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. This optional question will not impact our evaluation.

Display This Question: If Q8.4 = Picture

Q8.7 Caption information: Please provide the following caption information. This optional question will not impact our evaluation.

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 Q8.4 = Short paragraph

Q8.8 Descriptive paragraph: 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 no longer than 1,000 characters. This optional question will not impact our evaluation.

Disclaimer: You are invited to participate in this survey on veteran recruiting and employment practices. Your participation in this survey is voluntary. The survey, survey results, and content, methodologies, and processes relating thereto are the sole and exclusive property of Vets Indexes LLC. Except as otherwise expressly set forth herein, Vets Indexes LLC hereby disclaims all liability, including any damages of any kind, (i) in connection with our use, possession, custody, or control of the data provided by you in this survey, or with respect to any misrepresentations or inaccurate or incomplete data submitted by you through the survey; (ii) in connection with any third party's use of the data; (iii) in connection with any consequential, incidental, indirect, or special damages arising out of our publication of the survey results, including with respect to any benchmarking comparisons to other employers participating in the survey or with respect to any third party actions or inactions relating to such benchmarking results or the publication thereof, including, without limitation, any media coverage, losses in profit, diminution of value, boycott, or reduction in valuation or stock price, even if such event were foreseeable or even where we were advised in advance of the possibility of any such damages, liability, or losses arising. By submitting this survey, you agree that Vets Indexes LLC has a perpetual right to continue to use the data you provided for benchmarking results and to improve our products and services for commercial purposes. Accordingly, you hereby grant to Vets Indexes LLC a non-exclusive, royalty-free, paid up, irrevocable, worldwide, perpetual, sublicensable, and transferable license and right to use such data for such purposes, provided that any such underlying raw data will be anonymized to third parties. The only information respecting a survey respondent that is not anonymized is its award level, organization name, and logo. Vets Indexes LLC will make commercially reasonable efforts to maintain the privacy and security of such underlying raw data in accordance with applicable law. You represent, and agree, that the data supplied by you does not constitute material non-public information and that you, and your representatives personally supplying the data, are authorized to do so. Vets Indexes LLC privacy policy: <https://vetsindexes.com/privacy-policy/>

End: 8. Conclusion

You have reached the last page of the survey. **Your response has not yet been submitted. You can still go back to add/edit answers.** This page shows all your survey responses in a read-only format.

To change, add, or remove survey responses: Please scroll to the bottom of this page and press the back (left-pointing) arrow button to navigate back through the survey to any survey responses you need to edit. Once you've made those changes, please return to this page and submit your survey. Please note that the text below shows all the survey responses entered by your organization, but that text is read-only. You cannot edit responses in the summary below -- you must use the back arrow button instead.

To officially submit your survey: First, please review the responses below to ensure that all the information is accurate and that the survey has been answered as thoroughly as possible. When you are ready to submit, please scroll to the bottom of this page and press the forward (right-pointing) arrow button. When you do so, your survey will be officially submitted. You will need to submit your survey to be evaluated for the awards program.

We also recommend that you click the PDF download link on this page, so that you can save a copy of your responses for your records. If you have any questions or are running into problems, please reach out to us at survey@vetsindexes.com

Thank you for participating in the VETS Indexes Employer Awards survey!

