



MILITARY TIMES
EDGE

Best for Vets: Employers 2012

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This document contains respondents between 1 and 1 inclusive.

Company information

What company do you represent?

The Boeing Company

Are you filling out this survey on behalf of all of the company's divisions and/or subsidiaries?

- Yes
- No
- Not applicable

Please BRIEFLY describe what your company does.

Boeing is the world's largest aerospace company and leading manufacturer of commercial jetliners and defense, space and security systems.

Where are your headquarters located?

The Boeing Company
Corporate Headquarters
100 North Riverside, MC 5003-0983
Chicago, Illinois
60606-1596

What is your company's website?

www.boeing.com

Please estimate your company's fiscal year 2011 revenue. (Enter your response as a numeral, such as "\$20,000.")

\$ 68

About how many people do you employ?

171692

Section 1 of 4: Hiring and Recruiting

Does your company specifically recruit U.S. military veterans?

- Yes
- No

If so, what strategies does your company use to recruit veterans? Check all that apply.

- Attending military-specific job fairs
- Posting job openings on military-specific job boards
- Advertising in military-specific publications and websites
- Maintaining an employment website directed at veterans
- Contracting recruiters that specialize in veterans hiring
- Developing relationships with local veterans employment representatives
- Developing relationships with local Guard and Reserve units
- Developing relationships with the military Transition Assistance Program
- Developing relationships with student veterans groups and/or colleges
- Developing relationships with professional military associations
- Developing relationships with veterans service organizations
- Recruiting through current veteran employees
- Participating in the Employer Partnership of the Armed Forces
- Participating in Employer Support of the Guard and Reserve
- Participating in the Army Partnership for Youth Success program

Other

Army Career and Alumni Program

How many military job fairs did your company attend in fiscal 2011?

- 1 to 10
- 11 to 20
- 21 to 30
- 31 to 40
- 41 to 50
- More than 50

Other

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

Website

<http://jobs-boeing.com/transitioning-military/>

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

- Yes
- No

If so, how many?

Number

6

How many of those employees are veterans themselves?

Number

3

Do recruiters, hiring managers or supervisors receive any training in military culture, structure or career paths?

- Yes
- No

If so, who receives this training? Check all that apply.

- All recruiters
- Some recruiters
- All hiring managers
- Some hiring managers
- All supervisors
- Some supervisors

Other

Some human resources staff

How often?

- Once
- Annually
- Biannually
- Quarterly

Other

As needed

How do you give veterans extra help during your hiring process? Check all that apply.

- All veterans applications are marked and/or tracked as veterans
- All veterans are given contact information for staff members who work specifically with veterans
- All veterans are contacted directly by staff members who work specifically with veterans
- We do not give veterans special consideration in hiring.

Other

What percentage of your recruiting budget for the last complete fiscal year was dedicated to recruiting U.S. military veterans?

- Zero percent
- 1 to 10 percent
- 11 to 20 percent
- 21 to 30 percent
- 31 to 40 percent
- More than 40 percent
- Do not know
- Do not disclose

How many new hires did your company make in the U.S. in fiscal 2011?

- Do not know
- Do not disclose

Number

About 11,000

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

- Do not know
- Do not disclose

Number

About 1,800

Did half or more than half of all veteran hires in fiscal year 2011 receive a signing bonus?

- Yes
- No

Does your company dedicate any effort and resources specifically to hiring disabled veterans? If so, what strategies does your company use? Check all that apply.

- Assigning staff specifically to recruit and/or work with disabled vets
- Working with Defense Department and/or VA entities responsible for disabled vets
- Working with veterans service organizations dedicated to disabled vets
- Attending job fairs specifically for disabled vets
- Providing job-search help specifically to disabled vets
- Providing skills training specifically to disabled vets
- Providing internships specifically for disabled vets

Other

Is your company a member of the Military Spouse Employment Partnership (MSEP) and/or Army Spouse Employment Partnership (ASEP)?

- Yes, we participate in MSEP
- Yes, we participate in ASEP
- No, neither.

Does your company have any other hiring programs for active-duty military spouses?

- Yes
- No

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

Boeing is the founding sponsor of the Military Spouse Corporate Career Network (MSCCN) - <http://www.msccn.org/>

Section 2 of 4: Corporate culture

Approximately what percentage of your current U.S. employees have identified themselves as veterans? If you don't track or don't disclose this number, please leave the question blank.

16 %

Does your company's orientation and/or onboarding process include any elements specifically for military veterans?

- Yes
- No

Does your company have any training programs exclusively or primarily for veterans?

- Yes
- No

Does your company provide veterans mentoring from more senior employees?

- Yes
- No

If your company has an employee affinity or resource group specifically for veterans and/or reservists, which of the following services does it provide? Check all that apply.

- Maintains a listserv to communicate veteran- and reservist-related news and information
- Maintains a website or intranet site for communication and networking among veterans/reservists
- Holds regular social and/or networking events for veterans/reservists
- Organizes military-related service projects
- Offers orientation help for new veteran/reservist hires
- Facilitates mentorship opportunities between veterans/reservists
- We do not have an affinity or resource group

Other

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

Informal employee networks and employee developed intranet pages with veteran related information.

Does your company have any apprenticeships or on-the-job training programs that are eligible for GI Bill funding?

- Yes
- No

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

- Yes
- No

Does your company observe Veterans Day?

- Yes
- No

If so, check all that apply.

- Paid holiday for all or most employees
- Paid holiday for veteran/reservist employees
- Ceremony or event to recognize veteran/reservist employees
- Other recognition for veteran/reservist employees

Other

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Is your company involved in any programs to prepare service members for civilian careers?

- Yes
- No

If so, how is your company involved? Check all that apply.

- Assisting with classes/workshops organized by the military Transition Assistance Program or Army Career and Alumni Program
- Assisting with classes/workshops organized by veterans service organizations
- Participating in the Secretary of Defense Corporate Fellows Program
- Participating in the American Corporate Partners program

Other

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Is your company involved in any efforts/programs to promote the hiring of veterans in the business community?

- Yes
- No

If so, please describe your company's involvement.

Boeing is a member of Joining Forces, a national initiative to support and honor America's service members and their families. Joining Forces, launched earlier this year, is spearheaded by The First Lady Michelle Obama and Dr. Jill Biden. <http://www.whitehouse.gov/joiningforces>

Boeing supports Hire America's Heroes, an organization focused on connecting America's major corporations with the rich skills and abilities of military service members.

What accommodations does your company make for employees who are military spouses? Check all that apply.

- Allow them to work off-site
- Provide transfer to another company branch if their spouse is transferred
- None

Other:

Is your company involved in any other military or veterans' causes or organizations?

- Yes
- No

If so, please list the organizations and describe the nature of the company's involvement.

Hire American Heroes, Military Spouse Corporate Career Network.

Section 3 of 4: Reserve policies

Has your company signed a Statement of Support with the Employer Support of the Guard and Reserve, the Defense Department agency that promotes cooperation between reservists and civilian employers?

- Yes
- No

Has your company received any awards from the Employer Support of the Guard and Reserve?

- Yes
- No

If so, please check all that apply.

- Patriot Award
- Above and Beyond Award
- Pro Patria Award
- Freedom Award

Does your company have any policies to accommodate or support reservists fulfilling their reserve duty -- typically one weekend a month plus two weeks a year?

- Yes
- No

What best describes your company's pay for reservists fulfilling their normal reserve obligations?

- Their full civilian pay while receiving their military pay
- The full difference between their civilian pay and their military pay
- A percentage of the difference between their civilian pay and their military pay
- A combination of full and differential pay
- The reservist is not paid by the company during annual training

Is there any limit on how long reservists receive pay while attending training? Exclude vacation time.

- Less than two weeks
- Two weeks
- Three weeks
- One month
- More than one month

Other:

Limit per collective bargaining agreement / company policy

Does your company have any policies to accommodate or support reservists called to active duty? If so, what best describes them? Check all that apply.

- Pay
- Benefits
- Social support
- None of the above

What best describes your company's pay for eligible activated reservists?

- Their full civilian pay, while receiving their military pay
- The full difference between their civilian pay and their military pay
- A percentage of the difference between their civilian pay and their military pay
- A combination of full and differential pay

Is there any limit on how long activated reservists receive company pay? Again, exclude vacation time.

- One month or less
- Six months
- One year
- Two years
- Five years
- Unlimited

Other limit:

Limit per collective bargaining agreement / company policy

Are reservists who volunteer for active duty eligible for continued pay?

- Yes
- No

Are there any other restrictions on who is eligible for continued pay?

No.

Is there anything else you would like to tell us about your company's pay policy for activated reservists?

Employees are eligible for military differential up to 80 hours per government fiscal year or as outlined in applicable Collective Bargaining Agreements. If they serve as part of a natural disaster or U.S. campaign, they may be eligible for up to 90 days and for war-related activities up to 60 months, which is a temporary policy enacted following the terrorist attacks of September 11, 2001.

What benefits does your company offer activated reservists? Check all that apply.

- Medical insurance
- Life insurance
- Promotion opportunities
- Pay raises
- Profit sharing
- Retirement fund contributions
- Sick days
- Vacation day accrual

Other

service credit

Does the medical insurance cover dependents?

- Yes
- No

Is there any time limit on medical coverage?

- No limit

Limit:

Up to 24 months

Does the life insurance cover dependents?

- Yes
- No

Is there any time limit on life insurance coverage?

- No limit

Limit:

Up to 24 months if payments are made

Are reservists who volunteer for active duty eligible for these continued benefits?

- Yes
- No

Are there any other restrictions on who is eligible for continued benefits?

Employees must be on a military leave of absence to be eligible for benefits described above.

Is there anything else you would like to tell us about your benefits policy for activated reservists?

Employees are eligible for benefits (e.g. sick, vacation, medical) for up to 90 days. If they are serving as part of a natural disaster or U.S. campaign, they are eligible for up to 60 months.

What kinds of support services does your company offer activated reservists and their families? Check all that apply.

- Financial assistance
- Contact with and personal support for the family
- Contact with and personal support for the service member
- Farewell and/or welcome home events
- Programs or policies to ease reintegration
- Paid time off before or after deployment (in addition to regular vacation days)

Other
.....

Are reservists who volunteer for active duty eligible for these support services?

- Yes
- No

Are there any other restrictions on who is eligible for these services?

No

Please check this box to confirm that you answered these questions accurately and to the best of your ability.

- I have answered these questions accurately and to the best of my ability.

Click here to review your answers or print a copy for your records before submitting. Just be sure to return to this page and click "Submit."

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