



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?

Dominion Resources Services

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.

FACTS ABOUT DOMINION

- We're one of the nation's largest producers and transporters of energy.
- We serve retail energy customers in 15 states in the mid-Atlantic, Midwest, and Northeast regions of the United States.
 - We're based in Richmond, Virginia.
 - We have approximately 16,000 employees in our four business units.
- The total turnover rate for all employees is 4.9%, compared to 6.0% for our competitors.
 - Our average tenure (company wide) is between 16 and 17 years.
 - Supplying our \$42 billion energy network are:
 - o 28,200 megawatts of capacity, including nuclear, fossil and renewable power
 - o Tied for 10th largest generating capacity in the U.S.
 - o Cove Point liquified natural gas import terminal on the Chesapeake Bay
 - Our transportation and delivery infrastructure includes:
 - 11,000+ miles of natural gas transmission, gathering, and storage pipeline
 - 6,300+ miles of electric transmission lines
 - We operate the nation's largest natural gas storage system with 947 billion cubic feet of storage capacity.
 - We get noticed! In 2011, we were:
 - o Ranked #162 in the Fortune 500, with \$15.2 billion in operating revenue
 - o Fortune magazine's 3rd most-admired electric & gas utility in the U.S.
 - More than 40% of last year's total electric output being generated by emissions-free nuclear and renewable power primarily hydro, wind and biomass.

Where are your headquarters located?

Richmond, VA

What is your company's website?

www.dom.com

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

\$ 0

About how many people do you employ?

16000

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

Created and provide transition assistance and tools on our company website and in document form for other bases and veteran organizations. One of five top military friendly employers from the Energy industry chosed to pilot and develop the Troops to Energy Jobs 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://www.dom.com/careers/military-and-veterans.jsp>

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

2

How many of those employees are veterans themselves?

Number

1

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

We have what we refer to as "Relationship Teams" that are made up of employees who assist with and attend the different military and veteran events in which we participate. These Relationship Team members receive training from our dedicated Military Relationship Coordinator. As part of the implementation of the Troops to Energy Jobs program, training has been provided to our HR Staffing department (Recruiters), HR Representatives and HR Generalists, and some hiring supervisors and managers.

How often?

- Once
- Annually
- Biannually
- Quarterly

Other

Training is provided to our HR Staffing department, HR Representatives and HR Generalists several times a year. Regular process and program updates are provided on a monthly basis if not more frequently. Our Relationship Team members and hiring supervisors / managers receive training prior to military and veterans events in which we are participating, or 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

Veterans who we meet at events are provided recruiting materials introducing them to the Troops to Energy Jobs program and the tools it provides. This includes access to www.troopstoenergyjobs.com and a company access code for creating a free profile. All veterans who apply to positions on www.dom.com and who self identify themselves as a veteran are sent an email introducing them to the same Troops to Energy Jobs information.

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

627

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

- Do not know
- Do not disclose

Number

97

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

- Do not know
- Do not disclose

Number

.....

Does your company dedicate any effort and resources specifically to hiring disabled veterans? 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

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

Dominion has partnerships with a variety of organizations that support disabled veterans. We provide outreach, donations, and employment materials to these organizations. These disabled veteran organizations include Project Healing Waters, wounded warrior groups at Quantico and Ft. Eustis, and other area VA hospitals and rehabilitation facilities.

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?

In addition to the activities that have been mentioned, Dominion participates in a number of industry and area business speaking engagements to share our best practices for hiring military veterans. We also entertain phone calls with industry peers and area business to help share our best practices and promote hiring veterans.

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

If so, please describe them.

As part of the implementation of the Troops to Energy Jobs program, Dominion offers our military veterans the opportunity to participate in a veteran specific mentoring program where other, more tenured veteran employees serve as the mentors.

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

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

Dominion does not have a formally established affinity group for military veterans. However, through our Volunteer, Military Outreach, HR Strategic Staffing, and other departments, Dominion coordinates military-related service projects, offers orientation help for new veteran hires, and facilitates mentorship opportunities between veterans. For example, our employees have Dominion organized opportunities to volunteer to rebuild and repair veterans' homes. We have participated in the wreath laying event at Arlington Cemetery. We have donated over \$250,000 to veteran service organizations throughout our service territory. We coordinated a drawing for Dominion veteran employees and a guest to win tickets and parking passes to the Army - Navy game. Ticket packages were also offered to Student Veteran offices at our partner colleges and universities, as well as some wounded warrior organizations.

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

- Yes
- No

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

- Yes
- No

If so, please describe the policy.

For a number of the technical skill sets for which we hire, Dominion recognizes military experience and training in lieu of other types of experience, training, certifications.

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

Dominion will also provide video and print messages from our CEO / President recognizing active military personnel and veterans. Our Media Relations and Communications departments will also put together videos and / or articles highlighting some of our veteran employees. Dominion also provides outreach and donation opportunities around Veteran's Day and other notable US holidays.

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
.....

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.

Dominion participates in a number of industry and area business speaking engagements and meetings / phone calls where we are able to share our best practices for recruiting and hiring veterans.

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.

See previous answers all other involvement and activities outside of recruitment and hiring.

Section 3 of 4: Reserve policies

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

Yes

No

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

Yes

No

If so, please check all that apply.

Patriot Award

Above and Beyond Award

Pro Patria Award

Freedom Award

Is there anything else you would like to tell us about your company's involvement in ESGR?

Dominion provides the following support:

- Pays 100% salary differential for up to 5 years for deployed military employees
 - Extends benefits to cover deployed reservists and their dependents
- Actively adopts and supports reservists and their dependents during deployments
 - Employs a recruiter focused on military hiring
- Provides a military-specific section on Dominion's internal Web site that addresses veterans' employment questions and needs
 - Regularly supports military job fairs
- Actively participates in various veterans' outreach training, transition and promotion initiatives

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:

5 years

Please describe any other policies you have to accommodate reservists' regular commitments.

See previous answers.

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:

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?

Any Reservist or men / women in the National Guard who are able to show official military orders for activation to active duty may be eligible for continued pay and our other extended benefits already mentioned.

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

No

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

See previous answers.

Does the medical insurance cover dependents?

- Yes
- No

Is there any time limit on medical coverage?

- No limit

Limit:

5 years

Does the life insurance cover dependents?

- Yes
- No

Is there any time limit on life insurance coverage?

- No limit

Limit:

5 years

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?

See previous answers.

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

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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