



MILITARY TIMES  
**EDGE**

Best for Vets: Employers 2012

## Best for Vets: Employers 2012

This document contains respondents between 1 and 1 inclusive.

## Company information

**What company do you represent?**

GameStop Corp.

**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.**

GameStop Corp. (NYSE: GME), a Fortune 500 and S&P 500 company headquartered in Grapevine, Texas, is the world's largest multichannel video game retailer. GameStop's retail network and family of brands include 6,627 company-operated stores in 17 countries worldwide and online at [www.GameStop.com](http://www.GameStop.com). The network also includes: [www.Kongregate.com](http://www.Kongregate.com), a leading browser-based game site; Game Informer(R) magazine, the leading multi-platform video game publication; Spawn Labs, a streaming technology company; and a digital PC game distribution platform available at [www.GameStop.com/PC](http://www.GameStop.com/PC). (Source: GameStop)

**Where are your headquarters located?**

Grapevine, Texas

**What is your company's website?**

[www.gamestop.com/](http://www.gamestop.com/)

**About how many people do you employ?**

45000

## 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

**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

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

- Yes
- No

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

- Yes
- No

**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

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**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

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

- Do not know
- Do not disclose

Number

433

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

- Yes
- No

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

- Do not know
- Do not disclose

Number

57

**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?**

We have a full-time employee who spends roughly 30 percent of her time on veterans recruitment. Wanted to make that clarification for the question posed on page

**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?**

We have a full-time employee who spends roughly 30 percent of her time on veterans recruitment. Wanted to make that clarification for the question posed on page

5.

We do pay relocation expenses for new hires.

## 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.**

2 %

**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 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.**

Please contact Marianne Bailey for more details: (817) 424-2187.

**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

**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.**

Recognized by Hiring Our Heroes event in Washington, DC. First Lady Michelle Obama paid special tribute to GameStop recent military hire, Edzavier Reese. The event helped to shine the spotlight on the importance of hiring military veterans.

GameStop participates in US and local Chamber of Commerce Career Events.

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

- Yes
- No

**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

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

GameStop's Field Hiring Manager is a member of ESGR.

**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

**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:

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**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?**

Must be employed for more than 90-days.

**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

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**Does the medical insurance cover dependents?**

Yes

No

**Is there any time limit on medical coverage?**

No limit

Limit:

5 yrs

**Does the life insurance cover dependents?**

Yes

No

**Is there any time limit on life insurance coverage?**

No limit

Limit:

5 yrs

**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?**

5 year limit

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

We also offer an Employee Assistance Program (EAP) to activated reservists and their families. EAP offers mental, financial & legal consultations

**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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