



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?

Walmart

### 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.

Wal-Mart Stores, Inc. (NYSE: WMT) serves customers and members more than 200 million times per week at over 10,000 retail units under 69 different banners in 28 countries. With fiscal year 2012 sales of \$444 billion, Walmart employs 2.1 million associates worldwide. Walmart continues to be a leader in sustainability, corporate philanthropy and employment opportunity. Additional information about Walmart can be found by visiting <http://walmartstores.com> and on Twitter at <http://twitter.com/walmart>. Online merchandise sales are available at <http://www.walmart.com> and <http://www.samsclub.com>.

### Where are your headquarters located?

702 SW 8th Street  
Bentonville, AR 72716-0690

### What is your company's website?

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

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

\$ 444,000,000,000

### About how many people do you employ?

2100000

## 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

direct transition point engagement

**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

www.careerswithamission.com

**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

2

**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

Not relegated to those with military experience, military recruiting is integrated into the overall Walmart talent acquisition strategy, and it is a responsibility of all field recruiters. We also train field Market Human Resource Managers through a recruiting guide and, in the past, webinars and a "Recruiting Road Show", how to recruit from the military community constituencies

## How often?

- Once
- Annually
- Biannually
- Quarterly

Other

In addition to the above response, plans are being finalized for a Military Talent Acquisition Team Building and Empowerment platform, as a medium to institutionalize training and share best practices

## 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 interested in Walmart career opportunities are routinely referred to those leading our military talent acquisition, development, and management programs

## 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

.....

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

- Do not know
- Do not disclose

Number

.....

### 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

Walmart has a strong partnership with the Institute for Veterans and Military Families (Syracuse University) Entrepreneurship Bootcamp for Veterans with Disabilities (EBV) and Entrepreneurship Bootcamp for Veterans' Families (EBV-F), novel and one-of-a-kind initiatives to leverage the skills, resources, and infrastructure of higher education to offer cutting edge, experiential training in entrepreneurship and small business management to post-9/11 veterans with disabilities from their military service and a program focused toward leveraging the flexibility inherent in small business ownership to provide a vocational path forward from military family members who now find themselves in a full-time caregiver role for a wounded, ill, or injured warrior or the surviving spouse (or family member) in a household where a family member lost their life in service to our country, respectively

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

Finalizing a collaboration with the Wounded Warrior Project Warriors to Work program, Walmart expects pilots in Chicago, IL, San Antonio, TX, and Jacksonville, FL to ultimately scale nationwide, and, in conjunction with the Department of Defense and the Military Services, exploring an initiative to address the unique challenges of moderately and severely wounded, ill, and injured warriors

## 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

## If so, please describe the program.

As a part of the Apr 12 "Joining Forces" ceremony, Walmart announced "The Walmart and Sam's Club Military Family Promise": Walmart and Sam's Club will provide a job guarantee to all military personnel and military spouses employed at Walmart and Sam's Club who move to a different part of the country because they or their spouse have been transferred by the United States military; With more than 4,000 stores and clubs in the United States, Walmart and Sam's Club can play unique and positive roles in creating a significant employment safety net for thousands of military families; The job guarantee will be offered at a Walmart store or Sam's Club near the new location where the family is moved (The goal is to provide a job at the same level); and (we reaffirmed that) if a Walmart or Sam's Club associate is called to active duty, the company will pay the salary differential if the associate is earning less money during a period of active duty military service

## Does your company pay relocation expenses for new hires?

- Yes
- No

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

A couple of things:

1. Focusing on target audiences, leveraged military market research to launch a military employment brand, featuring a new military careers micro-site with a valuable career pathing tool for prospective candidates and military brand tool kit
2. Organized a task force of corporate affairs (issue management and strategic outreach, communications and media relations, and Walmart Foundation), marketing (consumer and associate branding and shows and events), and global associate communications professionals, and, linking associates, customers, and communities, offering career opportunities for veterans and military families and seeking to understand and address their unmet needs: Accomplishment and plans include Apr "Joining Forces" White House event, Aug Presidential event at the Washington, DC Navy Yard, and a campaign honoring the period encompassing the tenth anniversary of Sep 11 and Veterans Day. In coordination with the Offices of the President and Vice President and First and Second Ladies and through a Departments of Defense, Labor, and Veterans Affairs, U.S. Chamber of Commerce, and FORTUNE company senior leader collaboration, realizing a robust, grassroots framework to creat positive business outcomes and career opportunities and family financial security for retirees/veterans, transitioning Active component personnel, serving Reserve component personnel, military spouses, and wounded/ill/injured warriors and their families and caregivers: Grounded in shared responsibility/shared sacrifice, the centerpiece is a leadership role in a growing public-private partnership, including as the founding member of the U.S. Chamber of Commerce Veterans Employment Advisory Council

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

- Yes
- No

**If so, please describe them.**

At the outset, Walmart onboarded military entrants into the Developmental Market/Store Operations Management Program separately, but a lesson we captured and from which we learned suggested that mainstreaming all entrants was more advantageous for individual and group growth

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

- Yes
- No

**If so, please describe them.**

The Walmart Developmental Market/Store Operations Management and Sam's Club Management Training Program develop proven military leaders into retail industry leaders

**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

While not specific to associates with military experience, offer multiple mentoring forms (one-on-one mentoring, mentoring circles, and peer mentoring, for example) in order to assist in sharing diverse knowledge, experiences, and perspectives among associates and to promote an inclusive environment. Networking opportunities also exist among all the Associate Resource Groups that are available at Walmart: African American UNITY Associate Resource Group; Asian Pacific Islander (API) Resource Group; Hispanic/Latino ARG; Leading and Empowering Associates with Disabilities (LEAD); Promoting Respect, Inclusion, Diversity, and Equity (PRIDE); Tribal Voices; and Women's Resource Council. Additionally, the New Professionals Advisory Council (NPAC) is a group very engaged in promoting the positive result of staying connected through networking.

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

Rather than a traditional Associate Resource Group, Walmart has formed a virtual military community on mywalmart.com to which blogs are frequently posted to facilitate the social and professional networking of associates and their families who are veterans/retirees, serving in the Guard or Reserve, and military spouses.

Currently exploring migration to a social media-based platform

**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**

In conjunction with the annual Veteran's Day observance in 2010, Walmart and the Walmart Foundation announced a five-year, \$10 million commitment to support military and veteran employment and entrepreneurial opportunities and, in 2011, doubled that commitment to \$20 million through 2015 to address the unmet needs of veterans and military families. Additionally, Walmart served as a title sponsor for the 2011 New York City Veteran's Day Parade

**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**

As stated previously, our global corporate footprint affords the luxury of market level transition point engagement, in addition to community, national, and international leadership: Included are opportunities in the Service Academy Career Conference series, the Military Officers Association Career Fair series, U.S. Chamber of Commerce "Hiring Our Heroes" hiring fairs and Wounded Warrior Career Opportunity Support Days (in conjunction with United Services Organization and Hire Heroes USA), U.S. Department of Veterans Affairs VetSuccess/Vocational Rehabilitation and Employment Service Employment Conferences, and numerous installation-level military community career fairs

**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.**

A leading advocate of a broad and deep public-private partnership, recent manifestations of that commitment include the Apr 12 "Joining Forces" announcement of the Walmart/NASCAR partnership to produce several public service announcements that will recognize military families for the sacrifices they make and inspire Walmart customers to support the needs of military families in their own communities and the Jun 14 announcement at the Women in Military Service for America Memorial of support for two demonstration projects of the Community Blueprint, a collaborative effort to help communities address the needs of veterans and military families on a local level

**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:**

Stated previously, as a part of the Apr 12 "Joining Forces" ceremony, Walmart announced "The Walmart and Sam's Club Military Family Promise": Walmart and Sam's Club will provide a job guarantee to all military personnel and military spouses employed at Walmart and Sam's Club who move to a different part of the country because they or their spouse have been transferred by the United States military; With more than 4,000 stores and clubs in the United States, Walmart and Sam's Club can play unique and positive roles in creating a significant employment safety net for thousands of military families; The job guarantee will be offered at a Walmart store or Sam's Club near the new location where the family is moved (The goal is to provide a job at the same level); and (we reaffirmed that) if a Walmart or Sam's Club associate is called to active duty, the company will pay the salary differential if the associate is earning less money during a period of active duty military service

**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.**

In addition to public sector partners, such as the Departments of Defense, Labor, and Veterans Affairs, and the aforementioned U.S. Chamber of Commerce, the following relationships are important and evolving: American Council on Education (Success for Veterans); American Red Cross (Reconnection Workshops presented by Walmart); Army Women's Foundation; Clinton Global Initiative (Operation Employment: Empowering America's Newest Veteran's Working Group); Congressional Medal of Honor Society/Foundation; Give an Hour (Community Blueprint); Institute for Veterans and Military Families at Syracuse University (Entrepreneurship Bootcamp for Veterans with Disabilities and Veteran Women Igniting the Spirit of Entrepreneurism); Mission Serve: Service Nation; National Center on Family Homelessness (Community Circles of Support for Veterans' Families); SCORE Foundation (Veterans Fast Launch); Service Academy Career Conference; Sesame Workshop; U.S. Naval Institute/Military Officers Association of America Defense Forum Washington (The Journey Back: A National Commitment to Helping Wounded Warriors Transition - Deployment to Employment: Are We Really Committed to Hiring Wounded Warriors Panel); Veterans Green Jobs; and Wounded Warrior Project (Warriors to Work)

**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?**

While there are many local Statements of Support with Employer Support of the Guard and Reserve, Walmart continues to explore with ESGR an enterprise-wide SOS that will include the entire U.S. corporate footprint

**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:

Generally it is not to exceed 5 years, but it may be extended based upon particular circumstances

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

Walmart strongly supports the contribution to our nation made by our associates who serve in the military. As part of demonstrating that support, we provide military leave with special benefits to our associates who need the leave for active duty, active duty for special work, active duty for training, initial active duty for training, annual training, full-time National Guard duty, examinations to determine fitness for duty, funeral honors duty, homeland security duty, attending a military service academy and any other military duty or training under orders from appropriate federal or state authorities. This applies whether our associates serve in the Army, Navy, Air Force, Marines, Coast Guard (including the reserves for these military branches), Army National Guard, Air National Guard, state guard, commissioned corps of the Public Health Service, official state militia, and any other category the President or Governor designates in time of war or emergency

**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:

Generally it is not to exceed 5 years, but it may be extended based upon particular circumstances

**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?**

The aforementioned policy applies to all associates who work for Wal-Mart Stores, Inc, or one of its subsidiary companies, in the United States, except for associates who work in AL, AK, CA, GA, IL, IA, KS, LA, ME, MI, MN, MS, NJ, NM, NY, NC, OR, PA, RI, SC, VA, WI, and WY, where specific state policies apply

**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

Equity Award, Associate Stock Purchase Plan, and Walmart Discount/Sam's Club Membership Privilege

**Does the medical insurance cover dependents?**

- Yes
- No

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

- No limit

**Limit:**

Generally it is not to exceed 5 years, but it may be extended based upon particular circumstances

**Does the life insurance cover dependents?**

- Yes
- No

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

- No limit

**Limit:**

Generally it is not to exceed 5 years, but it may be extended based upon particular circumstances

**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?**

No

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

The aforementioned policy applies to all associates who work for Wal-Mart Stores, Inc, or one of its subsidiary companies, in the United States, except for associates who work in AL, AK, CA, GA, IL, IA, KS, LA, ME, MI, MN, MS, NJ, NM, NY, NC, OR, PA, RI, SC, VA, WI, and WY, where specific state policies apply

**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

**Is there anything else you would like to tell us about your support for activated/deployed reservists and their families?**

A recent report showed more than 3,500 Walmart associates deployed globally on active duty military assignments

**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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