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www.militaryfriendly.com/mfcguide/



Welcome to the Military Friendly® Companies joint survey!

This survey aims to collect and disseminate best practices in supporting the success of military community members, including veterans, Reserves/National Guard members, and military spouses, in their interactions with companies as employees, consumers, and suppliers. Previously, organizations had to complete separate surveys, leading to redundant data entry. The Military Friendly® Companies survey streamlines this process, allowing organizations to provide inputs once. These inputs are evaluated across various indices and contribute to an overall score for top-performing companies supporting the military community across multiple domains. At the survey's outset, you can choose which section(s) to complete, with general company information required only once. Completing as much of the survey as possible ensures a maximum score. Each section begins with clear instructions for efficient completion. For questions, various avenues are available for timely assistance.

Our FAQ on the Military Friendly website (<https://www.militaryfriendly.com>) has the answers to most questions.

You can contact us directly by going to www.militaryfriendly.com/support.

The following questions will be used to classify your company during the scoring process please choose the response that best describes your organization.

General Company Information

This section is dedicated to publishing company descriptions of Military Friendly® designations and awards across various media channels, including G.I. Jobs magazine's December issue. All responses in this section will be published if your company earns our designation based on survey scores. Please review your responses for spelling and grammar accuracy. Once submitted, the information in this section cannot be altered or corrected after printing.

1 Classification Questions:

A. Enter the name of your organization to be used in print and/or digital publications.

Your company's name will be used for publishing – exactly as entered in this answer – for both print and digital purposes and can not be modified after submission.

Do NOT enter the name of a specific department or group within your organization.

B. What is the annual revenue generated by your company in USD?

- Less than \$25 Million
- \$25MM - \$99MM
- \$100MM - \$499MM
- \$500MM - \$999MM
- \$1B - \$4.99B
- Over \$5B

Help Text: This category is used to classify your company during the scoring process.

C. What is your company's tax filing status?

- For Profit
- Non-Profit
- Government or Agency (federal/state/county/or city)

D. Select the ownership classification of your company.

- Public (non-government)
- Private
- Government or Agency (federal or state)
- Other (Enter descriptive or additional Text in comment box below)

(Help Text: The Public/Private classification provides a standard for the compilation of statistics that involve dividing the resident economy into broad economic sectors depending on whether or not they are controlled by the government.)

The Public/Private classification divides the economy into three sectors:

- *Public (government units and units controlled by the government regulation)*
- *Private (all other units)*
- *Government or Agency (federal or state)*

E. How many U.S.-based workers does your company employ?

- 0 to 999
- 1,000 to 4,999
- 5,000 to 9,999
- 10,000 to 24,999
- 25,000 to 49,999
- 50,000 to 99,999
- 100,000 to 249,999
- 250,000 and over

Help Text: This category is used to classify your company during the scoring process.

F. Please indicate your company's primary industry, as defined in our Military Friendly® Employers List.

- | | |
|--|---|
| <input type="checkbox"/> Agriculture and Natural Resources | <input type="checkbox"/> Publishing and Broadcasting |
| <input type="checkbox"/> Air and Rail Transportation | <input type="checkbox"/> Real Estate |
| <input type="checkbox"/> Automotive | <input type="checkbox"/> Retail Consumer Goods |
| <input type="checkbox"/> Business Services | <input type="checkbox"/> Logistics and Supply Chain |
| <input type="checkbox"/> Charitable and Human Services | <input type="checkbox"/> Telecommunications |
| <input type="checkbox"/> Construction/Infrastructure/Engineering | <input type="checkbox"/> Marketing and Advertising |
| <input type="checkbox"/> Defense | <input type="checkbox"/> Trucking and Transportation |
| <input type="checkbox"/> Energy, Extraction, and Utilities | <input type="checkbox"/> Wholesale Trade |
| <input type="checkbox"/> Financial Services and Banking | <input type="checkbox"/> Government Agency |
| <input type="checkbox"/> Food Services | <input type="checkbox"/> Higher Education |
| <input type="checkbox"/> Health and Pharmaceutical Services | <input type="checkbox"/> Security/Emergency/Protective services |
| <input type="checkbox"/> Hospitality | <input type="checkbox"/> Maritime |
| <input type="checkbox"/> Information Technology | |
| <input type="checkbox"/> Insurance | |
| <input type="checkbox"/> Manufacturing | |

Help Text: This category is used to classify your company during the scoring process.

G.If your company provides consumer-facing products or services, please indicate your company's primary consumer-sector industry, as defined in our Military Friendly® Brands List.

- | | |
|---|---|
| <input type="checkbox"/> Agriculture and Natural Resources | <input type="checkbox"/> Retail Consumer Goods |
| <input type="checkbox"/> Air and Rail Transportation | <input type="checkbox"/> Telecommunications |
| <input type="checkbox"/> Automotive and Industrial | <input type="checkbox"/> Trucking and Transportation |
| <input type="checkbox"/> Business Services | <input type="checkbox"/> Wholesale Trade |
| <input type="checkbox"/> Charitable and Human Services | <input type="checkbox"/> Beauty, Apparel, and Fashion |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Communications |
| <input type="checkbox"/> Defense | <input type="checkbox"/> Computers and Technology |
| <input type="checkbox"/> Energy, Extraction, and Utilities | <input type="checkbox"/> Crafts and Hobbies |
| <input type="checkbox"/> Financial Services and Banking | <input type="checkbox"/> Entertainment and Events |
| <input type="checkbox"/> Food Services | <input type="checkbox"/> Furnishings and Home Supplies |
| <input type="checkbox"/> Health and Pharmaceutical Services | <input type="checkbox"/> Holistic Health, Body, and Nutrition |
| <input type="checkbox"/> Hospitality and Travel | <input type="checkbox"/> Home and Garden |
| <input type="checkbox"/> Information Technology | <input type="checkbox"/> Oce and Electronics Online Services |
| <input type="checkbox"/> Insurance | <input type="checkbox"/> Pets, Animal Care or Supplies |
| <input type="checkbox"/> Manufacturing | <input type="checkbox"/> Restaurants and Cafes |
| <input type="checkbox"/> Publishing and Broadcasting | <input type="checkbox"/> Sports and Recreation |
| <input type="checkbox"/> Real Estate and Property | <input type="checkbox"/> Toys and Kids |

2. Please Re-enter and confirm the name of your organization to be used in print and/or digital publications. As well as your primary survey takers information. **(Not Published)**

Company Name _____

Survey Takers First Name _____

Survey Takers Last Name _____

Survey Takers Email _____

General Company Information

We use much of this section to publish company descriptions of designated Military Friendly® designations and awards within various media, such as the December issue of G.I. Jobs magazine. **All inputs in this section can and will be published** should your company earn our designation by virtue of a qualifying survey score. Double-check your responses for spelling and grammar changes.

The information you provide in this section for publishing purposes will be submitted as-is and can not be altered or corrected after printed.

This information is published

3a. Describe your company in 50 words or less.

We use this section to publish company descriptions of designated Military Friendly® Employers within various media, such as the December issue of G.I. Jobs magazine. All inputs in this section can and will be published should your company earn our designation by virtue of a qualifying survey score.

*Double-check your response for errors all inputs in this section can and will be published as-is should your company earn our designation

3b. Describe why your organization is an excellent place for veterans to work in 100 words or less.

*Double-check your response for errors all inputs in this section can and will be published as-is should your company earn our designation

3c. Describe your organization's military program, benefits, or initiatives in 100 words or less.

*Double-check your response for errors all inputs in this section can and will be published as-is should your company earn our designation

4. Is your company a federal government contractor who is required to comply with the federal Department of Labor's Office of Federal Contractor Compliance Programs and regulations?

- Yes we are a federal contractor and we use the established Ofccp veteran hiring benchmark
- Yes we are a federal contractor- We use the National established veteran hiring benchmark
- No we are not a federal contractor but we Have a veteran hiring Benchmark
- No we are not a federal contractor and we do not have a veteran hiring benchmark.

Help Text: You may be a federal contractor:

If your company does business with the federal government you are most likely a federal contractor under Executive Order 11246. If your company does business with another company who holds direct contracts with the federal government, you are a subcontractor, e.g., a company makes a product or provides a service that is sold to a federal contractor. If you are a federal contractor or subcontractor with \$50K in contracts and 50 or more employees, your company is legally required to have a written Affirmative Action Program or Affirmative Action Plan.

Go back to the link (What is the Law Regarding EEO and AA) to find out which EEO laws apply to your facility...or

<http://www.dol.gov/ofccp/regs/compliance/faqs/juristn.htm>

The OFCCP enforces Executive Order 11246, as amended, which prohibits federal contractors and federally-assisted construction contractors and subcontractors, who do over \$10,000 in Government business in one year from discriminating in employment decisions on the basis of race, color, religion, sex, or national origin. The Executive Order also requires Government contractors to take affirmative action to ensure that equal opportunity is provided in all aspects of their employment. OFCCP requires a contractor or subcontractor, as a condition of having a federal contract/subcontract, to engage in a self-analysis for the purpose of discovering any barriers to equal employment opportunity. No other Government agency conducts comparable systemic reviews of employers' employment practices to ferret out discrimination. OFCCP also investigates complaints of discrimination. Moreover, OFCCP programs prevent discrimination. For more information about OFCCP visit: <https://www.dol.gov/agencies/ofccp> Help Text: To develop an individualized hiring benchmark, contractors must take into account the five factors described in 41 CFR 60-300.45(b)(2). The first two factors are U.S. Department of Labor statistics on state-level availability of veterans, which are posted in the database below. For more detailed information concerning the five factors, as well as what to do with these values, visit the Using the Five-Factor Method to Develop an Individualized Hiring Benchmark webpage. More info and tools can be found at (select option 2): <https://www.dol.gov/agencies/ofccp/vevraa/hiring-benchmark>

5. What is your annual veteran hiring benchmark percentage for your affirmative action goals?

Please indicate your annual veteran hiring benchmark **as a percentage** of expected new hires. This is the percentage of your current workforce and hiring efforts for military outreach. Numeric form, no text or symbols.

- | | |
|------------------------------------|---------------------------------------|
| <input type="checkbox"/> 1%-3% | <input type="checkbox"/> 13.1%-16% |
| <input type="checkbox"/> 3.1%-5% | <input type="checkbox"/> 16.1%-20% |
| <input type="checkbox"/> 5.1%-7% | <input type="checkbox"/> 20.1%-30% |
| <input type="checkbox"/> 7.1%-10% | <input type="checkbox"/> 30.1% and Up |
| <input type="checkbox"/> 10.1%-13% | |

Help Text: When entering the numeric form as a percentage, please do not use symbols, text, or characters. For example, if your response is 5.3% please enter 5.3 To develop an individualized hiring benchmark, contractors must take into account the five factors described in 41 CFR 60-300.45(b)(2). The first two factors are U.S. Department of Labor statistics on state-level availability of veterans, which are posted in the database below. For more detailed information concerning the five factors, as well as what to do with these values, visit the Using the Five-Factor Method to Develop an Individualized Hiring Benchmark webpage. More info and tools can be found at : <https://www.dol.gov/agencies/ofccp/vevraa/hiring-benchmark>

6. Does your company have an annual veteran hiring goal %?

If yes please enter the hiring goal % in the next question. Only use numeric form with no symbols or text in this field.

- Yes
 No

If No Skip question 7

7. What is your annual goal in % of annual hires?

Leave at 0 if unknown

0 % ←-----|-----|-----|-----|-----|-----> 100%

8. Are you answering this survey for your company overall, or for a smaller segment or business unit with the company?

- Company
- Separate business unit

If Q8 is option 2 then: What is the name of this separate business unit?

NEXT COMPONENT

Welcome to the Military Friendly® Employers survey!

This survey helps us capture and share best practices in hiring and developing employees from the military community, including veterans, members of the Reserves/National Guard, and military spouses. The following instructions will provide you with all of the detail you will need to complete the survey efficiently. If you have questions, there are several options for timely answers:

- Our FAQ on the Military Friendly website (MilitaryFriendly.com) has the answers to most questions.
- You can contact us directly by going to militaryfriendly.com/support

Overview and Structure of the Survey

The Military Friendly® Employers survey takes a detailed look at the lifecycle of military employees: What employers do to attract, hire, and develop them; as well as the policies and practices with which employers support them along the way. Note that when we refer to “military employees” in this survey unless otherwise indicated, we are **including active military, veterans, and members of the Reserves/National Guard**. For some questions, we **will also ask you to include military spouses in your consideration**. Here is what the survey covers:

- Career Opportunities: The job fields best suited to military employees within your organization.
- Corporate Commitment:
 - Military Policies and Staffing
 - Guard and Reserve Policies: Your organization’s policies to support members of the National Guard and Reserves who are called to active duty.
 - Training and Development: What your organization does to train military employees and help them develop throughout their careers.
- Hiring and Selection: How you locate and attract applicants from the military community.
- On-Boarding: How you help military employees get up to speed within your organization.
- Retention: Your organization’s success at keeping military employees.
- Career Advancement: How you help military employees to progress in their career and professional development within your organization.
- Metrics: Outcome data such as hiring, retention, and career advancement rates.

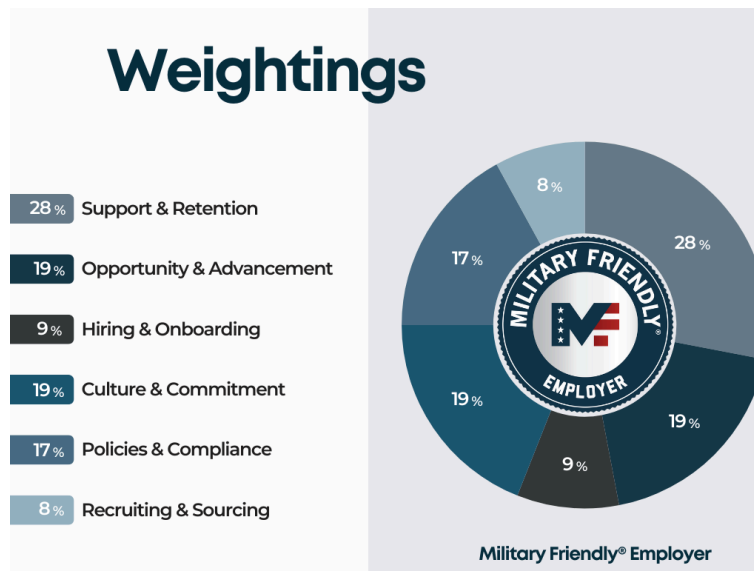
Scoring and Methodology

Get a deep dive into the methodology of Military Friendly and why it sets the industry standard.

Organizations must successfully complete the Military Friendly® Employers portion of the Military Friendly® Companies survey to verify that they meet at least three of the following benchmarks:

- New Hire Retention Rate for Veterans is greater than 50%.
- New Hire Retention for Veterans is higher than for Non-Military Employees.
- New Hire Retention Rate for Guard & Reserve Employees is greater than 50%.
- New Hire Retention for Veterans is higher than for Non-Military Employees.
- Military Employee Turnover is lower than for Non-Military Employees.
- Military Employee Turnover is less than 20%.
- Promotions and Advancements of Military Employees are higher than for Non-Military Employees.
- The percentage of Military Applicants selected is higher than for Non-Military Applicants selected.
- Guard and Reserve policies exceed federal requirements.

Additionally, we use public data sources in our assessment. Companies are negatively scored or may be disqualified if the company was found in violation of veteran protections within the past 12 months.



Completing this portion of the survey:

Due to the breadth and depth of this survey, many organizations need to collect information from several internal sources as part of the process. The following may help streamline the process for you:

- You may print this survey PDF so that you can review it offline.
- You can share your unique survey link with other stakeholders at your organization for their review.

Once all the data have been compiled, it typically takes several hours to enter into the survey system. Again, you can exit the survey and return later if you need to complete it in several sittings by clicking **SAVE and EXIT**. We can not recover unsaved data.

A Final Thought

Our goal is to help military employees have fulfilling careers. This survey offers an opportunity to share your organization's efforts on behalf of these employees, whose efforts and sacrifices have done so much for our country. We thank you once again for completing this survey and we are ready to help if you have any questions along the way.

COMPONENT 1 OF 4

You must participate and respond to three of the four survey components to be eligible for the Military Friendly Companies award and designation.

I have read, agreed, and reviewed the content above and would like to compete for designation as a Military Friendly Employer

- **I have read, agreed, and reviewed the content above and would like to compete for designation as a Military Friendly Employer**
- I do not want to participate in the Military Friendly Employers survey. I understand this will disqualify my submission from designation in this category.

10. Do you have a military-specific landing page on your website addressing opportunities for veterans, service members, or military spouses?

- Yes
- No
- In Progress

Help text: We are asking specifically for a separate web page that is dedicated only to military talent. If your career page sites veterans but is not solely dedicated to this demographic it does not count.

If Yes Please provide the URL in the comment box:

11. Select which military outreach, training, transition, or promotion programs you currently operate for recruiting initiatives:

Select all that apply

- Internships
- On-the-job training programs
- Managerial training programs
- Apprenticeships
- Networking events
- Other
- DOD Skillbridge or Pays Program
- We do not offer outreach, training, transition, or promotion programs for recruiting initiatives

Comment Box/Additional Text: If Other please specify.

12. What internal programs, initiatives, partnerships, or memberships/associations does your company partner with that support the hiring of disabled veterans?*

- | | |
|--|--|
| <input type="checkbox"/> Department of Veteran Affairs (All or Any Programs) | <input type="checkbox"/> National Non Profit Organization- NOT LISTED (Specify Below) |
| <input type="checkbox"/> State Workforce Centers or programs IE JVSG State Veteran Reps (DVOP, LVER) | <input type="checkbox"/> Disabled Veterans National Foundation (DVNF): |
| <input type="checkbox"/> DisabilityIN | <input type="checkbox"/> America's Warrior Partnership |
| <input type="checkbox"/> Disabled American Veterans: DAV | <input type="checkbox"/> Veterans of Foreign Wars (VFW) |
| <input type="checkbox"/> DirectEmployers | <input type="checkbox"/> Dod Skillbridge |
| <input type="checkbox"/> VetJobs | <input type="checkbox"/> Hire our Heroes |
| <input type="checkbox"/> Wounded Warriors | <input type="checkbox"/> Recruit Military |
| <input type="checkbox"/> Local Non Profit Organization (Specify Below) | <input type="checkbox"/> GIJOBS |
| <input type="checkbox"/> U.S. Department of Labor Programs and Initiatives | <input type="checkbox"/> Hire Purpose |
| <input type="checkbox"/> Not Listed: Please detail in the comment box | <input type="checkbox"/> We do not partner or participate in programs that support Disabled Veterans |

Comments:

13. Please choose your top 10 job fields for veterans, service members, and/or military spouses to find employment.

This data is used to help us develop the Hot Jobs list for Veterans.

- | | | |
|--|---|--|
| <input type="checkbox"/> Accountants and Auditors | <input type="checkbox"/> Cyber Security Analysts | <input type="checkbox"/> Hospitality Professionals |
| <input type="checkbox"/> Actuaries | <input type="checkbox"/> Dental Technician | <input type="checkbox"/> Human Resources Managers |
| <input type="checkbox"/> Agricultural and Food Science Technicians | <input type="checkbox"/> Earth Drilling Technicians | <input type="checkbox"/> Industrial-Organizational Psychologists |
| <input type="checkbox"/> Agricultural Equipment Operators | <input type="checkbox"/> CAD Technicians | <input type="checkbox"/> Insurance Sales Agents |
| <input type="checkbox"/> Aircraft/Aviation Technicians | <input type="checkbox"/> Electricians | <input type="checkbox"/> Lawyers |
| <input type="checkbox"/> Airfield Operations Specialists | <input type="checkbox"/> Emergency Medical Technicians | <input type="checkbox"/> Management Analysts |
| <input type="checkbox"/> Atmospheric and Space Science Technicians | <input type="checkbox"/> Environmental and Marine Engineering Technicians | <input type="checkbox"/> Market Research Analysts |
| <input type="checkbox"/> Audio and Video Equipment Technicians | <input type="checkbox"/> Environmental Engineers | <input type="checkbox"/> Marketing Managers |
| <input type="checkbox"/> Audio-Visual and Multimedia Specialists | <input type="checkbox"/> Environmental Science Specialists | <input type="checkbox"/> Math and Science Teachers |
| <input type="checkbox"/> Automotive Technicians and Mechanics | <input type="checkbox"/> First-line Supervisors: Construction and Trade Workers | <input type="checkbox"/> Media and Communications Specialists |
| <input type="checkbox"/> Biomedical Technicians | <input type="checkbox"/> First-line Supervisors: First Responders | <input type="checkbox"/> Medical and Health Services Managers |
| <input type="checkbox"/> Diesel Engine Specialists | <input type="checkbox"/> First-line Supervisors: Food Services | <input type="checkbox"/> Medical Appliance Technicians |
| <input type="checkbox"/> Cargo and Freight Agents | <input type="checkbox"/> First-line Supervisors: Mechanics, Installers, and Repairers | <input type="checkbox"/> Medical Assistants |
| <input type="checkbox"/> Geographic Information Specialists | <input type="checkbox"/> First-line Supervisors: Office and Administrative Workers | <input type="checkbox"/> Medical and Nursing Secretaries |
| <input type="checkbox"/> Chefs and Head Cooks | <input type="checkbox"/> First-line Supervisors: Personal Service Workers | <input type="checkbox"/> Morticians and Funeral Services Technicians |
| <input type="checkbox"/> Chemical Engineers | <input type="checkbox"/> First-line Supervisors: Retail Sales Workers | <input type="checkbox"/> Nuclear Power Operators |
| <input type="checkbox"/> Commercial Divers | <input type="checkbox"/> First-line Supervisors: Transportation, Material-Moving, and Vehicle Operators | <input type="checkbox"/> Nurse Practitioners |
| <input type="checkbox"/> Commercial Pilots | <input type="checkbox"/> Forensic Science Technicians | <input type="checkbox"/> Occupational Therapy Assistants |
| <input type="checkbox"/> Compensation and Benefits Managers | <input type="checkbox"/> Forest and Conservation Workers | <input type="checkbox"/> Operations Managers: Operations Research Analysts |
| <input type="checkbox"/> Computer Information System Managers | <input type="checkbox"/> Forest Fire Inspectors and Prevention Specialists | <input type="checkbox"/> Operations Research Analysts |
| <input type="checkbox"/> Computer Hardware Engineers | <input type="checkbox"/> Operations Managers | <input type="checkbox"/> Paralegal and Legal Assistants |
| <input type="checkbox"/> CNC Tool Programmers | <input type="checkbox"/> Geological and Petroleum Technicians | <input type="checkbox"/> Personal Care Aides |
| <input type="checkbox"/> Computer Systems Analysts | <input type="checkbox"/> Health and Safety Engineers | <input type="checkbox"/> Personal Financial Advisors |
| <input type="checkbox"/> CNC Operators | <input type="checkbox"/> CDL Drivers and Operators | <input type="checkbox"/> Petroleum and Pump Station Operators |
| <input type="checkbox"/> Concierge and Guest Services | <input type="checkbox"/> Home Health Aides | <input type="checkbox"/> Phlebotomists |
| <input type="checkbox"/> Construction and Building Inspectors | | <input type="checkbox"/> Physical Therapy Assistants |
| <input type="checkbox"/> Construction Technicians | | <input type="checkbox"/> Pipelayers |
| <input type="checkbox"/> Credit Counselors | | <input type="checkbox"/> Plumbers and Pipefitters |
| <input type="checkbox"/> Curators | | <input type="checkbox"/> Police and Patrol Officers |
| <input type="checkbox"/> Customer Service Representatives | | |

- | | | |
|---|---|--|
| <input type="checkbox"/> Power Distributors and Dispatchers | <input type="checkbox"/> Sales: Financial Services | <input type="checkbox"/> Survey Researchers |
| <input type="checkbox"/> Communications Tower and Equipment Technicians | <input type="checkbox"/> Security Systems Technicians | <input type="checkbox"/> Telecommunications Line Technicians |
| <input type="checkbox"/> Rail Maintenance Technicians | <input type="checkbox"/> Community Service Managers | <input type="checkbox"/> Transportation Security |
| <input type="checkbox"/> Registered Nurses | <input type="checkbox"/> Software Applications Developers | <input type="checkbox"/> Web Developers |
| <input type="checkbox"/> Sales Account Representatives | <input type="checkbox"/> Software Systems Developers | <input type="checkbox"/> Wind Turbine Technicians |
| <input type="checkbox"/> Sales: Technical and Wholesale | <input type="checkbox"/> Solar Technicians | <input type="checkbox"/> Welders |
| | <input type="checkbox"/> Statisticians | <input type="checkbox"/> Community Service Managers |

14. Does your company accept technical certification credit for military experience in any field?

Clarity: May include military personnel who have been formally trained or have relevant experience obtained while in service versus civilian training.

- Yes
 No

Skip Question 15 and 16 if answer on Question 14 is no

15. Is this detailed in public job postings and within relevant employment policies? Is the information included clearly displayed?

- Yes
 No

Help Text: Do you have clear verbiage displayed on your job postings that details your acceptance of military equivalency substitutions for experience requirements?

Example: "and/or Military experience equivalency may substitute for some requirements."

16. For which roles or technical certifications do you accept military experience?

Comma-separated list

Please list the roles or experience requirements where military experience may substitute and separate the options with a comma.

17. Does your company offer career roles where the highest education required is: Credentials or licensure?*

- Yes
 No

*This information may be published on your company profile
If No Skip Question 18*

18. Please select the 5 of your most desirable jobs where the highest education required is: Certificates, Credentials, or licensure.

Please choose 5 from the list provided in Q16

19. Does your company offer career roles where the highest education required is: Associate Degrees?*

- Yes
- No

*This information may be published on your company profile
If No Skip Question 20*

20. Please select the 5 of your most desirable jobs where the highest education required is: Associate Degrees

Please choose 5 from the list provided in Q16

21. Does your company offer career roles where the highest education required is: Bachelor's Degree?*

- Yes
- No

*This information may be published on your company profile
If No Skip Question 22*

22. Please select the 5 of your most desirable jobs where the highest education required is: Bachelor Degrees

Please choose 5 from the list provided in Q16

23. Does your company offer career roles where the highest education required is: Advanced Degrees?*

- Yes
- No

*This information may be published on your company profile
If No Skip Question 24.*

24. Please select the 5 of your most desirable jobs where the highest education required is: Advanced Degrees.

Please choose 5 from the list provided in Q16

25. Please list your top 5 metro location ZIP codes for veterans, service members, and/or military spouses to find employment.

- a. _____ b. _____ c. _____
- d. _____ e. _____

26. Select which military employee career advancement programs you currently operate*:

Check all that apply.

- Apprenticeships for transitioning military veterans or service members
- On-the-job training programs (other than apprenticeships) for veterans or service members
- Work skills training programs for veterans or service members
- Managerial training programs for veterans or service members
- Career mentoring for military veterans or service members
- Career "fast-tracking" or high potential identification and development for military veterans or service members
- Networking events for military veterans or service members
- 8 Professional gatherings or summits for military veterans or service members
- 9 Other (please specify)
- Certification or credentialing reimbursement or cost covered by company
- Professional gatherings or summits for military veterans or service members
- Other program not listed (please specify in the box below)
- We do not offer career advancement programs

Comments: _____

Skip Question 27 if Question 26 is " We do not offer career advancement programs"

27. Are any of the above apprenticeship programs or on-the job training programs eligible for GI Bill or MyCAA federal education funding?

- Yes
- No

CORPORATE COMMITMENT

This section focuses on the governance, staffing, and policies that formalize your organization's commitment and is divided into the following sections:

- Governance and Military Employee Policies
- Guard and Reserve Policies: Your organization's policies to support members of the National Guard and Reserves who are called to active duty.

29. Does your organization have an explicit commitment to serving the military and/or veteran community*?

- Yes, and our Chief Executive Officer/President (public company) or business owner (private company) has signed a formal commitment
- Yes, We have a Commitment but our Executive officer has not formally signed a policy
- In Progress
- No

If answer on Question 29 is No than Skip Question 30 and Question 31

30. Is this commitment incorporated into the organization's mission, vision, and values*?

- Yes
- No

31. Please provide a link to the above policy or statement of commitment.

32. Is your Chief Executive Officer/President (public company) or business owner (private company) a military veteran?

- Yes
- No

If Q32 is "No" Skip Question 33

33. In the event of a media request or request for a quote please provide the information for your Chief Executive Officer/President (public company) or business owner (private company) who is a military veteran.

First Name _____ Last Name _____
Title _____

Best way to contact

- Tel _____
- Email _____

34. What percentage of company leadership (C-level Executives) are military veterans?

Click on 0 if unknown

0 % ←-----|-----|-----|-----|-----|-----> 100%

35. Does your company encourage veterans and service members to self-identify through additional means beyond a survey or a voluntary self-id form at hire?

- Yes
- No

If Q35 is “No” Skip Question 36

36. Please choose the methods that best describe how you use to encourage veterans and service members to self-identify their status.

- | | |
|---|--|
| <input type="checkbox"/> EEO & Candidate Experience surveys | <input type="checkbox"/> Military specific gear or Swag |
| <input type="checkbox"/> Questionnaire Upon Application | <input type="checkbox"/> Networking Events |
| <input type="checkbox"/> Questionnaire Upon Hire | <input type="checkbox"/> Paid time off or paid military volunteer opportunity |
| <input type="checkbox"/> Military Holiday Recognition | <input type="checkbox"/> Veteran Specific Events or Training |
| <input type="checkbox"/> BRG/ERG, resource groups, or affinity groups | <input type="checkbox"/> Education/Certification programs exclusively for military |
| <input type="checkbox"/> Employee management system, CRM, ATS, or HRIS System | <input type="checkbox"/> Honor Wall or Displayed/Physical Plaque or recognition |
| <input type="checkbox"/> Internal Recognition (Intranet, Employee Communications) | <input type="checkbox"/> Mentorship/sponsorship opportunities |
| <input type="checkbox"/> External/Public Recognition (IE Employee highlights in emails, websites, or other communication channels)) | <input type="checkbox"/> Recruitment efforts to reach fellow active/former service members (referral programs) |
| <input type="checkbox"/> Unique Employee Markers (IE Badges, Lanyards, Pins, Uniforms, Helmet Stickers) | <input type="checkbox"/> Special gifts or challenge coins |
| | <input type="checkbox"/> Other: Please Describe in the comment box |
| | <input type="checkbox"/> None |

Guard and Reserve Policies

These questions address salary and pay policies with regards to Guard and/or Reservists called to active duty.

38. Does your company provide the following pay benefits to Guard and/or Reserve employees called to active duty who are exempt/salaried employees? * Are there any time limitations to these benefits?

This question does not apply to hourly/non-exempt employees.

- Offers Full Pay, No Time Limitations
- Offers Full Pay, 1 Year or Longer
- Offers Full Pay, Less than a Year
- Salary Differential, No Time Limitations
- Salary Differential, 1 Year or Longer Time Limitations
- Salary Differential, Less than a Year Time Limitations
- No benefits offered for exempt/salaried employees

39. Are salaried Guard and/or Reserve employees called to active duty guaranteed the same or similar career path upon their return? (If Your RESPONSE IS "SAME OR SIMILAR" and same role or position is not guaranteed choose the response "SIMILAR")

This question does not apply to hourly/non-exempt employees.

- Same
- Similar
- Not Guaranteed
- Other, Please Explain In Comment box

40. Does your company provide full pay to Guard and/or Reserve employees called to active duty who are paid for hourly/non-exempt workers? Are there any time limitations to these benefits?

This question does not apply to exempt/salaried employees

- Offers Full Pay, No Time Limitations
- Offers Full Pay, 1 Year or Longer
- Offers Full Pay, Less than a Year
- Salary Differential, No Time Limitations
- Salary Differential, 1 Year or Longer Time Limitations
- Salary Differential, Less than a Year Time Limitations
- No benefits offered for exempt/salaried employees

41. Are Guard and/or Reserve employees who are paid hourly and called to active duty guaranteed the same or similar compensation upon their return?

If Your RESPONSE IS "SAME OR SIMILAR" and same role or position is not guaranteed choose the response "SIMILAR"

This question does not apply to exempt/salaried employees.

- Same
- Similar
- Not Guaranteed
- Other, Please Explain In Comment box

42. Does your company's medical plan continue to cover Guard and/or Reserve employees called to active duty? Are there time limitations to this benefit?

- Yes, with no time limitations on coverage
- Yes, with 1 year or longer time limits
- Yes, with time limits less than 1 year
- No

Skip Question 43 if Question 42 is "No"

43. Does the continued medical coverage include dependents? Are there time limitations to this benefit?

- Yes, with no time limitations on coverage
- Yes, with 1 year or longer time limits
- Yes, with time limits less than 1 year
- No

44. Do life insurance benefits continue for Guard and/or Reserve employees called to active duty?

- Yes, with no time limitations (Duration of coverage)
- Yes, with 1 year or longer time limits
- Yes, with time limits less than 1 year
- No

45. Are returning Guard and/or Reserve employees provided with an on-ramping program aimed at reintegrating them into your business and changes that occurred during their absence? What is the duration of the program?

- Yes, 1 hour or less
- Yes, Less than a day, but more than an hour
- Yes, Less than a week, but more than a day
- Yes, 1 week or more
- No

46. Has your company received any of the following awards from community partners, ESGR or the Secretary of Defense? or has your company signed the ESGR Statement of Support? *

Check all that apply.

- | | |
|--|--|
| <input type="checkbox"/> Patriot Award | <input type="checkbox"/> We have signed the ESGR Statement of Support |
| <input type="checkbox"/> Spouse Patriot Award | <input type="checkbox"/> Military Saves Award |
| <input type="checkbox"/> Seven Seals Award | <input type="checkbox"/> American Legion National Employer of the Year |
| <input type="checkbox"/> Above and Beyond Award | <input type="checkbox"/> Hire VETS Medallion |
| <input type="checkbox"/> Pro Patria Award | <input type="checkbox"/> Veterans of Foreign Wars Employer of the Year |
| <input type="checkbox"/> Extraordinary Employer Support Award | <input type="checkbox"/> USO Distinguished Service Award |
| <input type="checkbox"/> Secretary of Defense Employer Support Freedom Award | |

- Previous or Past awardee of a Military Friendly Designation
- MOAA Distinguished Service Award
- None

For more information on these awards please visit:
<https://www.esgr.mil/Employer-Awards/ESGR-Awards-Programs>

ESGR's Pro Patria Award is presented annually by each ESGR State Committee to one small, one large, and one public sector employer in their state or territory. Recipients have demonstrated the greatest support to Guard and Reserve employees through their leadership and practices, including adopting personnel policies that make it easier for employees to participate in the National Guard and Reserve. This is the highest level award that may be bestowed by an ESGR State Committee.

Employers who have been honored with the Above and Beyond Award, who have had at least one supervisor or other representative honored with a Patriot Award, and who have signed a Statement of Support are eligible for the Pro Patria Award.

47. List up to 5 current programs your company has implemented in support of veterans or the greater military community, as well as the number of years your company has been actively involved with the programs.

List your longing running program first

Program Name 1: _____	Years involved in Program 3: _____
Years involved in Program 1: _____	Program Name 4: _____
Program Name 2: _____	Years involved in Program 4: _____
Years involved in Program 2: _____	Program Name 5: _____
Program Name 3: _____	Years involved in Program 5: _____

48. Has your company partnered with or leveraged resources provided by your DVOP's or LVER's at the state workforce agency offices?

- Yes, at a local level
- Yes, we do this nationally
- No
- Unsure/Not known

Help Text: The Jobs for Veterans State Grants (JVSG) program provides federal funding, through a formula grant, to 54 State Workforce Agencies (SWAs) to hire dedicated staff to provide individualized career and training-related services to veterans and eligible persons with significant barriers to employment and to assist employers fill their workforce needs with job-seeking veterans.

Program Staff: The JVSG program supports the Disabled Veterans' Outreach Program (DVOP) specialist position, Local Veterans' Employment Representative (LVER) staff, and Consolidated Position staff. DVOP specialists provide individualized career services to veterans with significant barriers to employment, with the maximum emphasis directed toward serving veterans who are economically or educationally disadvantaged. Veterans with barriers include homeless veterans and vocational rehabilitation clients. Local Veterans' Employment Representatives conduct outreach to employers and business associations and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans and encourage the hiring of disabled veterans. Consolidated Position staff serve in a dual role as DVOP and LVER.

Training and Development

What your organization does to train military employees and help them develop throughout their careers.

50. Does your company provide training or other resources to recruiters, hiring managers, human resources managers, or executives regarding the retention of military employees? * For which groups is training provided? Check all that apply *

- | | |
|---|---|
| <input type="checkbox"/> Yes, provided for Recruiters | <input type="checkbox"/> Yes, Provided for Senior Managers |
| <input type="checkbox"/> Yes, Provided for Human Resources Managers | <input type="checkbox"/> Yes, Provided for Senior Executives |
| <input type="checkbox"/> Yes, Provided for all Talent acquisition or HR Staff | <input type="checkbox"/> Yes, Provided to all employees |
| <input type="checkbox"/> Yes, provided for Hiring Managers | <input type="checkbox"/> Yes Provided to ERG/BRG or employee resource group |
| <input type="checkbox"/> Yes, Provided for All Managers | <input type="checkbox"/> No We do not provide this kind of training |

If Answer on question 50 is No we do not provide this kind of training Skip Questions 51,52,53.

51. Please provide additional details about your company's military employment training program referred to in the previous question. Are any of the groups selected above required to attend or engage with your company's military employment training program. Please select all of the TRUE Statements that apply.

- | | |
|---|---|
| <input type="checkbox"/> Recruiter training mandatory | <input type="checkbox"/> Training is mandatory for all employees |
| <input type="checkbox"/> Hiring Manager training is mandatory | <input type="checkbox"/> ERG/BRG or employee resource group training is mandatory |
| <input type="checkbox"/> HR Manager training is mandatory | <input type="checkbox"/> Training is mandatory All Managers |
| <input type="checkbox"/> Senior Executives training is mandatory | <input type="checkbox"/> Senior Managers training is mandatory |
| <input type="checkbox"/> Talent acquisition or HR Staff training is mandatory | <input type="checkbox"/> Senior Managers training is mandatory |

52. How are your military employment training programs delivered?

Check all that apply.

- | | |
|--|--|
| <input type="checkbox"/> Live and/or on-demand webinars | <input type="checkbox"/> Licensed web-based training |
| <input type="checkbox"/> Public workshops | <input type="checkbox"/> Consultant(s) |
| <input type="checkbox"/> Onsite, instructor-led, live delivery | <input type="checkbox"/> Web-based training |
| | <input type="checkbox"/> Other |

Enter Other details in the comment box: _____

53. What is your total annual budget for military employment training?

Enter the amount in standard dollar format in the comment box and do not use symbols or text characters.

For example: if your total budget amount is seventeen thousand enter 17,000.00

- Not Known
- Do Not Disclose
- Dollar Amount

_____ Enter Dollar amount in the comment box

54. What is the estimated average cost of training per head dedicated to improving military employment knowledge and outcomes?

Enter the amount in standard dollar format in the comment box do not use symbols or text characters.

For example: if your total budget amount per head is two hundred and fifty dollars enter 250.00

- Not Known
- Do Not Disclose
- Dollar Amount

_____ Enter Dollar amount in the comment box

This data is not shared publicly. It is used to calculate commitment percentages during the scoring process.

Enter the amount in standard dollar format in the comment box do not use symbols or text characters.

to find this data you can divide the number of people trained by the total budget amount.

55. What are the most needed/desired training topics regarding the development of your military employment program?

Check all that apply

- Building a Commitment and Planning a Strategy
- Creating a Culture of Collaboration, Service, and Philanthropy
- Benchmarking Best Practices and Establishing Program Goals
- Complying with Veteran Employment Laws and Regulations
- Developing Military Friendly Policies
- Identifying and Nurturing Military Friendly Partnerships
- Sourcing and Recruiting Military Talent
- Marketing and Branding to Military Talent
- Accommodating Disabled Military Talent
- Matching, Screening, Interviewing, and Hiring Military Talent
- Onboarding and Assimilating Military Talent
- Understanding Military Structure, Culture, Occupations, and Transition
- Training, Developing, and Advancing Military Talent
- Engaging, Supporting, and Retaining Military Talent
- Training Employees to Understand and Support Military Talent
- Measuring and Evaluating Program Success

Hiring and Selection

Attracting and sourcing applicants from the military community.

57. Does your company have an annual budget set specifically for military recruiting efforts and hiring initiatives?

- Yes
- No

If answer on Question 57 is no Skip Question 58

Answer "yes" only if this is a dedicated budget for military efforts only or if you have an allocated percentage of your budget set aside specifically for military hiring.

58. What is your estimated annual budget dedicated to military recruiting?

_____ Enter Estimated Dollar Amount

Enter the amount in the standard dollar form with no alpha characters or symbols. For example: if your budget is twenty thousand enter 20,000

59. What percentage of your company's annual recruiting budget is targeted exclusively toward military hiring?

This information is not publicly displayed nor shared publicly, the data is used to determine overall operational commitment to your military program.

0 % ←-----|-----|-----|-----|-----|-----> 100%

This question is mandatory please enter an estimated percentage if actual is unknown use estimate or click zero

60. Does your company have full-time employees who work specifically on recruiting military veterans, service members, and spouses?

- Yes
- No

Skip Question 61 if answer on Question 60 is "NO"

Only answer yes if the full-time employee is specifically measured by their performance or goals associated directly with your military recruiting and sourcing outcomes. Do not answer yes if this employee focuses on all recruiting in which your general efforts include the military. For example, if a specific recruiter splits their focuses on two diversity pockets and is measured solely by their responsibilities or performance in the two areas one of which is military you may answer "yes" then specify that their allocated time to military recruiting is 50% on the next populated question. If your recruiter's focus is on general recruiting to which military applicants are included and measured on their general performance and not separately measured on their responsibilities or performance in military outreach then respond "no" in this case it would be difficult to measure the amount of time they dedicate to military hiring only.

61. What percentage of their time, on average, is allocated to recruiting veterans, service members, and spouses?

- | | |
|----------------------------------|----------------------------------|
| <input type="checkbox"/> 1%-5% | <input type="checkbox"/> 51%-60% |
| <input type="checkbox"/> 6%-10% | <input type="checkbox"/> 61%-70% |
| <input type="checkbox"/> 11%-20% | <input type="checkbox"/> 71%-80% |
| <input type="checkbox"/> 21%-30% | <input type="checkbox"/> 81%-90% |
| <input type="checkbox"/> 31%-40% | <input type="checkbox"/> 91%-99% |
| <input type="checkbox"/> 41%-50% | <input type="checkbox"/> 100% |

Please list an estimated percentage if the exact percentage is unknown. This question is mandatory and must contain a response.

62. How many dedicated military recruiters or military program managers does your company employ?

This information is not publicly displayed nor shared publicly, the data is used to determine overall operational commitment to your military program.

0 People ←-----|-----|-----|-----|-----|-----> 100+People

Please list the number of dedicated positions for this role. If you have an open requisition in this area please include this in your total number of positions in which you employ. Skip Question 63 if answer on Question 62 is equal to zero

63. What percentage of these employees are themselves veterans, active military, or military spouses?

This information is not publicly displayed nor shared publicly, the data is used to determine overall operational commitment to your military program.

0 % ←-----|-----|-----|-----|-----|-----> 100%

Choose 0 if unknown, choosing N/A may have a negative impact on your overall score.

64. Does your company offer specific Accommodation Programs to support the physical and psychological needs of disabled military employees?

- Yes
- No

65. Does your company sponsor an Employee Resources Group (ERG), Veterans Affinity Network (VAN), or other sanctioned professional community for employees with military experience?

- Yes
- No

Skip Question 66 is answer on Question 65 is No

66. In 100 words or less, please describe the benefits, and services provided through the ERG or VAN.

- Transition Assistance Programs: Helping veterans transition smoothly into civilian work environments.
- Mentorship Programs: Pairing veterans with experienced employees for guidance and support.
- Career Development Workshops: Offering training sessions focused on professional growth and advancement opportunities.
- Networking Events: Organizing events to facilitate connections among military veterans within the company.
- Resource Referral Services: Providing information on external resources for veterans, such as counseling services or financial assistance programs.
- Recognition Programs: Recognizing and celebrating the contributions of military veterans within the company.
- Assistance or Advocacy for Flexible Work Arrangements: Offering flexible schedules or remote work options to accommodate military obligations.
- Continuing Education Benefits: Providing tuition assistance or reimbursement for veterans pursuing further education.
- Veteran Hiring Initiatives: Actively recruiting and hiring veterans for open positions within the company.
- Community Service Opportunities: Organizing volunteer activities or service projects to give back to the community.

- Family Support Programs: Extending benefits and support services to the families of military veterans.
- Communications and news Dissemination: Closed network communication on military affiliated activity, news, and policy updates.
- Cross-Functional Training Opportunities: Providing opportunities for veterans to gain experience in different departments or roles within the company
- Swag or unique Markers: Employee swag representing military experience, support, or affiliation
- Veteran-specific Onboarding Programs: Tailoring onboarding processes to address the unique needs and experiences of military veterans.
- Diversity and Inclusion Initiatives: Promoting diversity and inclusion efforts within the company, including those focused on supporting military veterans and their integration into the workforce.
- Career Fairs: Organizing career fairs specifically tailored to veterans, featuring employers interested in hiring military talent.
- Leadership Opportunities: Offering opportunities for veterans to take on leadership roles within the ERG or VAN, fostering professional growth.
- Other
- None

Other Detail in comment Box:

67. Which of the following practices has your organization implemented as part of the job application process for veterans, service members, and spouses?

Check all that apply.

- Applicants are marked and/or tracked as veterans, service members, or military spouses
- Applicants are given contact information for company employees who focus specifically on hiring military
- Applicants are contacted by a company employee who focuses specifically on hiring military
- Applicants are put in touch with current employees who are veterans, service members, or military spouses
- Applicants are tracked after they are hired in a separate, voluntary survey for new employees
- Applicants are offered a military skills translation tool to identify job opportunities in the company that are a good fit for military candidates
- None

68. Which sourcing methods does your organization use to find and attract military talent?

First, check all that apply.

Next, provide any information you think would be relevant (such as important program details; how often you use a particular sourcing method; etc.) in the comments section. This section is scored.

- | | |
|--|---|
| <input type="checkbox"/> Military Placement Firms (external recruiters) | <input type="checkbox"/> US Chamber and Department of Defense Transition Summits |
| <input type="checkbox"/> Military Job Boards | <input type="checkbox"/> Army Soldier For Life Programs (e.g., Career Skills Program) |
| <input type="checkbox"/> Social Media/Web-based Networking | <input type="checkbox"/> Digital Marketing (In House) |
| <input type="checkbox"/> Print Advertising | <input type="checkbox"/> Digital Marketing or recruitment marketing agencies |
| <input type="checkbox"/> Career Fairs (Virtual) | <input type="checkbox"/> Continuing education or certification programs |
| <input type="checkbox"/> Career Fairs (In Person) | <input type="checkbox"/> Fellowship, internship, leadership programs |
| <input type="checkbox"/> Professional Alumni Associations | <input type="checkbox"/> Military staffing agencies |
| <input type="checkbox"/> Federal Government Resources (e.g., Joining Forces) | <input type="checkbox"/> Internal referrals or Erg/BRG/Van referrals |
| <input type="checkbox"/> State Government Resources (e.g., Joining Forces) | <input type="checkbox"/> AI-Powered Talent Search Tools |
| <input type="checkbox"/> Non-profit Groups | <input type="checkbox"/> Other |
| <input type="checkbox"/> College Campuses | <input type="checkbox"/> None of the above |
| <input type="checkbox"/> A presence in TAP/ACAP and/or Military Bases | <input type="checkbox"/> Comment Box enter details: |
| <input type="checkbox"/> Department of Veteran Affairs | |
-

69. Does your company provide specialized onboarding programs for new hires from the military community?

- Yes
 No

Skip Question 70 if Question 69 is No

70. Are any of the following resources used to communicate these programs?

Select all that Apply Please specify the unique benefits of your specialized military onboarding programs in the comment box.

- | | |
|---|---|
| <input type="checkbox"/> Introductory Email and Phone Call | <input type="checkbox"/> A Veteran or Military Spouse is assigned as a Sponsor/Mentor/BattleBuddy |
| <input type="checkbox"/> Welcome letter/Onboarding Packet | <input type="checkbox"/> A Sr Leader or Executive is assigned as a Sponsor/Mentor/BattleBuddy |
| <input type="checkbox"/> An Internal employee is assigned as a Sponsor/Mentor/BattleBuddy | |

- | | |
|---|--|
| <input type="checkbox"/> Training or Employee development course or LMS Course | <input type="checkbox"/> Intranet, or internal communications platforms |
| <input type="checkbox"/> Orientation Luncheon or in Person Meet and Greet | <input type="checkbox"/> OJT, Training, or Development programs (Longer than one year) |
| <input type="checkbox"/> Instructor Led or Live Training Program | <input type="checkbox"/> OJT, Training, or Development programs (Less than one year) |
| <input type="checkbox"/> Volunteer Opportunities and Activities | <input type="checkbox"/> External Partnerships or External Champions (Non Employee) |
| <input type="checkbox"/> Off Site Networking or Community Events | <input type="checkbox"/> Other: Please detail in comment box |
| <input type="checkbox"/> On Site Networking or Community Events | <input type="checkbox"/> None |
| <input type="checkbox"/> Employee EAP or Assistance Program/Network | |
| <input type="checkbox"/> Formalized Peer Support Program (Longer than one year) | |
| <input type="checkbox"/> Military Swag, Gifts, or Unique Markers | |
| <input type="checkbox"/> Website, Social Media, External Marketing Channels | |

Comments _____

71. Does your company provide formal sponsorships (mentors) for new hires from the military community and how long do they last?*

- Yes, they last less than 6 months
- Yes, they last more than 6 months
- Yes, The duration varies depending on the sponsorship
- No we do not provide a formal Mentor Program

72. Does your company track retention among newly hired employees overall?

- Yes
- No

Skip Question 73 if Question 72 is "No"

73. Please provide the Retention Percentage for ALL EMPLOYEES for the prior 12-month period or most recent full-year reporting period available.*

This information is not publicly displayed nor shared publicly, the data is used to determine overall operational commitment to your military program.

0 % ←-----|-----|-----|-----|-----|-----> 100%

This is an estimated percentage. Click 0% if unknown. Unknowns may have an impact on your overall score

74. Does your company track retention among newly hired employees with military experience?

- Yes
- No

Skip Questions 75,76,77,78 if answer on Question 74 is "No"

75. Is your company retention rate among employees with military experience greater than 50%?

- Yes
- No

76. What is the estimated percentage for your company's veteran retention rate?

This information is not publicly displayed nor shared publicly, the data is used to determine overall operational commitment to your military program.

0 % ←-----|-----|-----|-----|-----|-----|-----> 100%

This is an estimated percentage. Click on 0% if unknown. Unknowns may have an impact on your overall score

77. Are your retention rates for military veterans higher than those of other non-military employees in general? (Question will display responses from Question 74 and 77.)

- Yes
- No

Does your company retain veterans or military-affiliated employees at a higher rate than your overall workforce population?

78. Are your retention rates for Guard and Reserve personnel higher than those of other non-military employees in general?

- Yes
- No

Does your company retain guard and reserve employees at a higher rate than your overall workforce population?

79. Does your company offer any of the following programs to support the retention and development needs of military employees? Check all that apply.

- Mentorship Programs
- Peer Support Programs
- Professional Development/Continuing Education
- Program or initiative directed at shifting the role or department to retain the employee
- None of the above

80. What is the total number of employees in your organization, including both military and non-military employees?

Numeric form only. Do not use symbols, text or characters.

- Global Total _____
- US Based _____
- Total number of Military Employees (G&R, Veterans, Military Spouse: _____

81. What percentage of your US-based employees are Transitioning Veterans, Guard and Reservist, Military affiliated, or Military Spouses:*

**For a definition or explanation around "transitioning" or "Military Affiliated," population click HINT
If unknown SELECT 0**

0 % ←-----|-----|-----|-----|-----|-----> **100%**

82 . Of the total number of employees who are transitioning military members or veterans, how many are in the following demographic categories?

For definition or explanation around "transitioning" population click HINT(?)

Numeric form only. Do not use symbols, text or characters.

Transitioning military members or veterans

Guard and Reserve Personnel

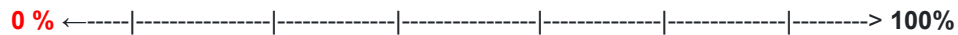
- Men _____
- Women _____
- No Gender _____
- Total _____

- Men _____
- Women _____
- No Gender _____
- Total _____

Enter 0 if unknown. Entering 0 as your response can and may have a negative impact on your overall score.

83. Out of your total number of employees with military service, what percentage were officers compared to enlisted service members?

Click 0 if unknown. Entering 0 as your response can and may have a negative impact on your overall score.



84. Of the total number of employees with Military service how many are in the following demographic categories? Numeric form only. Do not use symbols, text or characters.

Enlisted

Officer

- Men _____
- Women _____
- No Gender _____
- Total _____

- Men _____
- Women _____
- No Gender _____
- Total _____

Enter 0 if unknown. Entering 0 as your response can and may have a negative impact on your overall score.

Numeric form only. Do not use symbols, text or characters.

85. What is the total number of NEW HIRES in the demographic categories below:

New hires are described as those hired within the last 12 months.

If Military New Hires are unknown ENTER 0

- All New Hires* _____
- Military New Hires _____

Enter 0 if unknown. Entering 0 as your response can and may have a negative impact on your overall score.

86. What percentage of your NEW HIRES are transitioning military members and veterans?*

Click hint for an explanation or categorical definition of "Transitioning" in relation to this survey response

If unknown Click 0

0 % ←-----|-----|-----|-----|-----|-----> 100%

87. Of the total number of NEW HIRES how many are in the following demographic categories?

For definition or explanation around "transitioning" population click HINT(?)

Numeric form only. Do not use symbols, text or characters.

Transitioning military members or veterans

Guard and Reserve Personnel

- Men _____
- Women _____
- No Gender _____
- Total _____

- Men _____
- Women _____
- No Gender _____
- Total _____

Enter 0 if unknown. Entering 0 as your response can and may have a negative impact on your overall score.

88. What percentage of your NEW HIRES are members of the Guard/Reserve?

If unknown Click 0

0 % ←-----|-----|-----|-----|-----|-----> 100%

89. Does your company Leverage any of the following programs to track promotion/advancement or career progression for military personnel (veterans and/or Guard & Reserve)?*:

- External Hires vs. Internal Military Candidates placed in open positions
- Turnover Statistics for military community employees
- Military employee promotion rates
- Managerial training program participation by military employees

- Military employee engagement scores / survey results
- Development plan tracking / progression for military employees
- Project / responsibility assignment ratios for military employees
- Other (please specify in comment box)
- We do not track career progression for military employees

If Answer on 89 “We do not track career progression for military employees” Skip Question 91, Question 92, Question 93, and Question 94

91. Are promotion/advancement rates for military veterans better than those for non-military personnel in general?

- Yes
- No

92. Are promotion/advancement rates for Guard and Reserve personnel better than those for non-military personnel in general?

- Yes
- No

Help Text: Include all tracked Guard and Reserve personnel in this number. If your self Id initiatives do not separate prior service affiliation from Guard and Reserve service do not include the total self-identified military population when calculating your response in this section.

93. What percentage of promotions/advancements are transitioning military members or veterans?

0 % ←-----|-----|-----|-----|-----|-----|-----> 100%

Please use an estimated percentage if actual is unknown. This question must contain a response. If this question is N/A, CLICK ZERO on the sliding scale, choosing this option may have an impact on your overall score.

94. What percentage of promotions/advancements are members of the Guard and Reserve?

0 % ←-----|-----|-----|-----|-----|-----|-----> 100%

Please use an estimated percentage if actual is unknown. This question must contain a response. If this question is N/A, CLICK ZERO on the sliding scale, choosing this option may have an impact on your overall score.

95. Please provide the Turnover Percentage for ALL NEW HIRES. (Hired in the last 12 months or most recent full year reporting period available.)

This question is mandatory and must contain a response. [Click Hint \(?\) for more details.](#)

- | | |
|------------------------------------|---|
| <input type="checkbox"/> 0%-2% | <input type="checkbox"/> 15.1%-20% |
| <input type="checkbox"/> 2.1%-5% | <input type="checkbox"/> 20.1%-25% |
| <input type="checkbox"/> 5.1%-7% | <input type="checkbox"/> 25.1%-35% |
| <input type="checkbox"/> 7.1%-10% | <input type="checkbox"/> 35.1%-50% |
| <input type="checkbox"/> 10.1%-15% | <input type="checkbox"/> 50.1% or Greater |

Enter % in the Comment Box _____

96. Please provide the Turnover Percentage for ALL NEW HIRES. (Hired in the last 12 months or most recent full year reporting period available.)

This question is mandatory and must contain a response. [Click Hint \(?\) for more details.](#)

- | | |
|------------------------------------|---|
| <input type="checkbox"/> 0%-2% | <input type="checkbox"/> 15.1%-20% |
| <input type="checkbox"/> 2.1%-5% | <input type="checkbox"/> 20.1%-25% |
| <input type="checkbox"/> 5.1%-7% | <input type="checkbox"/> 25.1%-35% |
| <input type="checkbox"/> 7.1%-10% | <input type="checkbox"/> 35.1%-50% |
| <input type="checkbox"/> 10.1%-15% | <input type="checkbox"/> 50.1% or Greater |

Enter % in the Comment Box _____

General conclusion Questions Located Further in the PDF



Military Friendly® Spouse Employers Introductory Page

Instructions

Welcome to the Military Friendly® Spouse Employers survey! This survey helps us capture and share best practices in hiring and developing employees from the military spouse community. The following instructions will provide you with all of the detail you will need to complete the survey efficiently. If you have questions, visit our FAQ section on the Military Friendly website (MilitaryFriendly.com). It has the answers to most questions. You can contact us directly by going to militaryfriendly.com/support. Always check the hint button on the question for specifics.

Overview and Structure of the Survey

The Military Friendly® Spouse Employers survey takes a detailed look at the lifecycle of military spouse employees: What employers do to attract, hire, and develop them; as well as the policies and practices with which employers support them along the way. Note that when we refer to “military employees” in this survey unless otherwise indicated, we are including active military, veterans, and members of the Reserves/National Guard. For some questions, we will also ask you to include military spouses in your consideration.

A Final Thought:

Our goal is to help military spouse employees have fulfilling careers. This survey offers an opportunity to share your organization’s efforts on behalf of these employees, whose efforts and sacrifices have done so much for our country. We thank you once again for completing this survey and are ready to help if you have any questions along the way.

PLEASE CHECK YES TO CONTINUE TO THE MILITARY SPOUSE PORTION OF THIS SURVEY. YOU MUST CHECK YES AND RESPOND TO THE RELATIVE QUESTIONS TO BE CONSIDERED FOR THE MILITARY SPOUSE FRIENDLY EMPLOYER DESIGNATION.

Only check no if you do not wish to be considered for this designation and would like to skip to the next portion of the survey. You must respond to three of the four survey components to be eligible for the Military Friendly Company's award and designation. You must complete all remaining components of the survey to qualify for the Military Friendly Company's award if you decline to participate in this section.

You can not edit or modify your responses after submission.

COMPONENT 2 OF 4

- Yes I would like to participate in the Military Spouse Friendly Survey**
- No I do not want to participate**

98. Does your company identify, track, or encourage self ID for military spouses/dependents, or is your company aware of employees who are military spouses or dependents??

- Yes
- No

If answer on 99 is No Skip Questions 100 and 101

99. Please choose the methods you use to encourage military spouses or dependents to self-identify.

Check All that Apply

- Voluntary based questionnaire upon hiring and yearly inquiry
- Employee resource or assistance programs
- Military Spouse Hiring page on website
- Veteran or Military Spouse Hiring page on website
- External Military Spouse Groups or Associations (example MSEP)
- Internal Military Spouse Groups or Associations (example ERG/BRG/VAN)
- Diversity training that includes Self Id
- Swag or unique employee markers
- Emblems or Logos for employee signature or swag
- Referral hiring process or direct conversation
- Newsletter and direct email outreach, Internal communication
- Military Spouse Social Events; Military Holidays/Recognition (i.e., National Military Spouse Day; NMAM)
- Other: please define below
- None of the above

100. Please describe the methods you use to encourage military spouses or dependents to self-identify that where not listed in the above question.

101. Does your company have programs or policies in place to assist military spouses with job relocation due to military-related moves?

Click hint(?) for clarity

- Yes
- No

Help Text: If a military spouse has a permanent change of station or receives orders that lead a relocation does your company allow them to transfer to another location or office or offer assistance with placing them into subsidiary, sister, or partnered employer local to where they are moving to.

102. If an employee needs to take a temporary leave of absence during employment due to his/her spouse's deployment, will the employee's position remain available upon the service member's return?

If Response is "Same or Similiar" Choose option "Yes - The similar position will be available"

- Yes - The same position will be available
- Yes - The similar position will be available
- No

103. Do spouses whose service member is deployed have the option to shift to the following types of employment?

Choose all that Apply

- Can Shift to Part Time Employment
- Can shift to hybrid remote work model
- Can shift to full remote
- None of the above

104. Is your company a member of any of the following Military Spouse Specific Programs or initiatives?

- Military Spouse Employment Partnership (MSEP)
- Military Spouse Fellowships
- Caregiver Fellowships
- Military Spouse Transition Assistance Program initiatives
- State Workforce Programs For Military Spouses
- Local Organization that specifically focus on Hiring Military Spouses
- National Organization that specifically focus on Hiring Military Spouses
- Military Spouse Employment Awards/Recognition Programs
- Other
- None of the Above

List other in the Comment Box _____

Help Text: The Department of Defense Military Spouse Employment Partnership (MSEP) connects military spouses with hundreds of partner employers who have committed to recruit, hire, promote and retain military spouses.

For additional information on MSEP <https://msepjobs.militaryonesource.mil/msep/>

105. Which military spouse outreach, training, transition, or promotion programs do you currently operate?

Check all that apply.

- Internships for military spouses
- On-the-job training programs for military spouses
- Managerial training programs for military spouses
- Apprenticeships marketed to military spouses
- Outreach and Networking events for military spouses
- Non-profit or community based programs that support military spouses
- Sponsorship and partnerships with small military spouse owned businesses
- Employee Resource Group or Affinity Group
- Peer Referral Program
- Presence or Support services offered in the Transition Assistance Program or on Base
- Tuition Reimbursement, or Paid Certification Training
- We Partner With Nonprofits that support Military Spouse Employment Specificity
- Other (Please specify)

Specify "other" in the comment box. _____ This section is scored.

106. Which of the following child-care services does your company provide for military spouses?

- On-site child care
- Child care reimbursement
- Discounted childcare or partner programs
- Child Care Savings Plan or match
- None of the above

107. Which of the following statements is true or offered in regards to your company's Employee Assistance Program (EAP) or Support Services for Military Spouses?

- | | |
|--|---|
| <input type="checkbox"/> Support the unique needs of military employees and spouses needing financial assistance | <input type="checkbox"/> Work Life Balance Programs |
| <input type="checkbox"/> Support the unique needs of military employees and spouses needing Medical or Healthcare assistance | <input type="checkbox"/> Legal Assistance |
| <input type="checkbox"/> Military Social, Networking or Community Integration Assistance | <input type="checkbox"/> Health and wellness benefits |
| <input type="checkbox"/> Relocation Assistance | <input type="checkbox"/> Financial Assistance for Medical Emergencies |
| <input type="checkbox"/> Counseling or Referrals for additional services or External Providers | <input type="checkbox"/> Emergency Financial Assistance fund for Housing, Food, or Living Essentials |
| <input type="checkbox"/> Substance Abuse Treatment | <input type="checkbox"/> EAP provider received specialized training on the unique needs of military employees |
| | <input type="checkbox"/> Other |
| | <input type="checkbox"/> None of the Above |

Detail Other in the Comment box _____

108. What is the total number of employees in the following categories?

Numeric form only. Do not use symbols, text or characters. Enter Zero if unknown

- All US Employees (Both Military and Non Military) _____
- All Military Affiliated Employees _____
- All Military Spouse Employees _____
- Military Spouse Employees - How many MALE _____
- Military Spouse Employees - How many FEMALE _____
- Military Spouse Employees - How many NO GENDER _____

109. What percentage of your workforce are Military Spouses?

This question is mandatory and must contain a response. Click Hint (?) for more details.

0 % ←-----|-----|-----|-----|-----|-----→ 100%

Please use an estimated percentage if actual is unknown. This question must contain a response. If this question is N/A, Click zero, choosing this option may have an impact on your overall score.

110. What is the total number of NEW HIRES in your organization in the following demographic categories?

Numeric form only. Do not use symbols, text or characters. Enter 0 if unknown

- All New Hires _____
- # of Military New hires _____
- # of Military Spouse New hires _____
- Military Spouse New hires - How many MALE _____
- Military Spouse New hires - How many FEMALE _____
- Military Spouse New hires - How many NO GENDER _____

New hires are described as those hired within the last 12 months. Blank answers may have a negative impact on your overall score. New hires are described as those hired within the last 12 months. Leave blank if unknown. Blank answers may have a negative impact on your overall score.

111. What percentage of your new hires are current or former military spouses?:

This question is mandatory and must contain a response. Click Hint (?) for more details.

0 % or unknown ←-----|-----|-----|-----|-----|-----→ 100%

Please use an estimated percentage if actual is unknown. This question must contain a response. If this question is N/A, Click zero, choosing this option may have an impact on your overall score.

112. Do you track PROMOTIONS/ADVANCEMENTS in your organization for Military spouses?

- Yes
- No

113. Is the % of PROMOTIONS/ADVANCEMENTS in your organization, for Military Spouses Higher than non Military employees?

- Yes
- No

114. What percentage of your total PROMOTIONS/ADVANCEMENTS are current or former military spouses?

This question is mandatory and must contain a response. Click Hint (?) for more details.

0 % ←-----|-----|-----|-----|-----|-----> 100%

Please use an estimated percentage if actual is unknown. This question must contain a response. If this question is N/A, Click zero, choosing this option may have an impact on your overall score.

115. Do you track Retention rates for Military Spouses?

- Yes
- No

116. Please provide the retention percentage for only Military Spouse Employees for the prior 12-month period or most recent full year reporting period available.

0 % ←-----|-----|-----|-----|-----|-----> 100%

Leave at 0 if unknown.

117. Is your Retention Rate for Military Spouses a higher % than your non Military employees retention?

- Yes
- No

118. Please provide the turnover percentage for all Military Spouse New Hires (Hired in the last 12 months) or most recent full year reporting period available.

Select at 0 if unknown.

0 % ←-----|-----|-----|-----|-----|-----> 100%

New hires are described as those hired within the last 12 months.

119. Please select any of the following statements that are true about your Military Spouse Program, Policies, or Initiatives....

Choose All that apply

- Our organization has an explicit commitment to hiring Military Spouses.
- We have a formal hiring goal for Military Spouses.
- We have a dedicated budget specifically for hiring Military Spouses.
- We have specific efforts dedicated towards sourcing and attracting Military Spouses.
- Our Military Spouse hiring efforts are led by a Military Spouse or Team of Military Spouses.
- We specifically note our Military Spouse hiring efforts on our career page or job requisitions.
- Our organization has a Military Spouse hiring pledge.
- Our CEO or Executive Leadership has signed our Military Spouse hiring pledge.
- Our organizations CEO, Owner, or Founder is a current or former Military Spouse
- None of the Above apply

NEXT COMPONENT



Military Friendly® Supplier Diversity Program

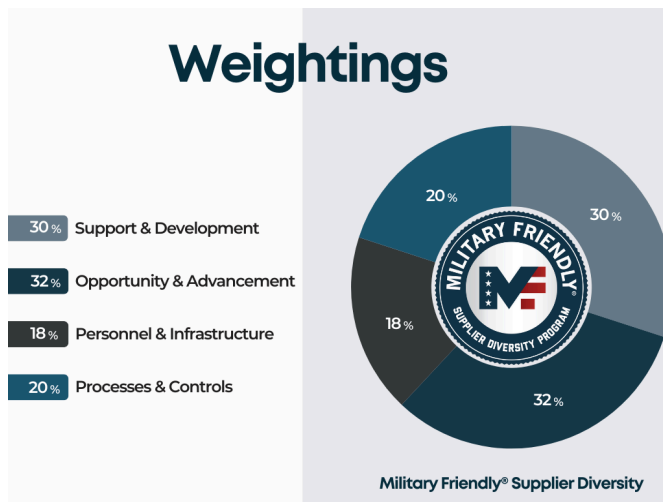
Instructions

Welcome to the Military Friendly® Supplier Diversity survey! This survey helps us capture and share best practices in the selection and growth of the veteran-owned business supplier network. The following instructions will provide you with all of the detail you will need to complete the survey efficiently. If you have questions, there are several options for timely answers:

Our FAQ on the Military Friendly website (MilitaryFriendly.com) has the answers to most questions.

You can contact us directly by going to militaryfriendly.com/support.

Overview and Structure of the Survey



The Military Friendly® Supplier Diversity survey takes a detailed look at the lifecycle of military employees: What employers do to attract, hire, and develop them; as well as the policies and practices with which employers support them along the way.

PLEASE CHECK YES TO CONTINUE TO THE SUPPLIER DIVERSITY PORTION OF THIS SURVEY. YOU MUST CHECK YES AND RESPOND TO THE RELATIVE QUESTIONS TO BE CONSIDERED FOR THE MILITARY FRIENDLY SUPPLIER DIVERSITY DESIGNATION.

Only check no if you do not wish to be considered for this designation and would like to skip to the next portion of the survey. You must respond to three of the four survey components to be eligible for the Military Friendly Company's award and designation. You must complete all remaining components of the survey to qualify for the Military-Friendly Companies award if you decline to participate in one of the two previous components.

You can not edit or modify your responses after submission.

COMPONENT 3 OF 4

- Yes I want to participate in the Military Friendly® Supplier Diversity survey
- No I do not want to be considered for Military Friendly® Supplier Diversity Designation

121. In 100 words or less, describe your supplier diversity program.*

122. Does your company promote the use of Veteran Owned Businesses (VOBs) and Service Disabled Veteran Owned Small Businesses (SDVOSB) as suppliers?*

- Yes
- No

123. What types of products and purchases does your organization purchase from small businesses?*

Check all that apply

- | | |
|---|--|
| <input type="checkbox"/> Advertising & Marketing | <input type="checkbox"/> Medical Equipment and Supplies, Pharma |
| <input type="checkbox"/> Architect and Engineering Support Services | <input type="checkbox"/> Office Supplies and printing services |
| <input type="checkbox"/> Business Services and supplies | <input type="checkbox"/> Professional and Support Services |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Recruiting, Staffing, Consulting Services |
| <input type="checkbox"/> Hospitality, Entertaining services | <input type="checkbox"/> Retail goods and Wholesale Trade |
| <input type="checkbox"/> Property Management and maintenance | <input type="checkbox"/> Waste Management, Wastewater Services |
| <input type="checkbox"/> Customer/Consumer Services | <input type="checkbox"/> Utility System Maintenance |
| <input type="checkbox"/> It Systems and services | <input type="checkbox"/> Transportation & delivery services |
| <input type="checkbox"/> Maintenance Repair & Operations | <input type="checkbox"/> Other: Please specify |
| <input type="checkbox"/> Manufacturing, Manufactured Parts & Services | |

124. Are Veteran Owned Businesses specifically mentioned as part of your company supplier diversity page?*

- Yes
- No

125. Please provide a link to your company's supplier diversity page.

126. Does your supplier diversity program offer education programs for VOBs and/or SDVOSBs to learn how your program operates and how to gain access to prime contractors within your company?*

- Yes
- No

127. Does your company have a CEO statement on its website in support of..... *

Choose all true statements that apply

- General supplier diversity efforts
- Supplier diversity efforts for veteran-owned businesses as diverse suppliers
- Supplier diversity efforts for minority owned businesses
- Supplier diversity efforts for women owned businesses
- Supplier diversity efforts for disability-owned business
- Our CEO Statement for Supplier Diversity Efforts has been Signed by our executive champion.
- As part of our support statement we publicly release the results of our Supplier Diversity Efforts
- We have a formal policies in place to support our Military Supplier Diversity efforts
- We do not have a CEO Statement

128. What other executive level support does your company extend to veteran-owned businesses?*

- We host our own networking opportunities to connect with veteran business owners.
- We engage in events tailored to link veteran-owned businesses with partners, customers, and mentors.
- We offer mentorship programs pairing veteran entrepreneurs with experienced executives or business owners for guidance and support.
- We provide access or assistance to capital, loans, or grants specifically tailored to veteran-owned businesses.
- We offer training, workshops, and resources for veterans to enhance business skills, grasp market trends, and adopt best practices.
- We advocate for veteran-owned businesses by championing policies and initiatives at both executive and legislative levels.
- We strive to eliminate barriers to entry and foster opportunities for veterans within the business realm.
- We celebrate our veteran-owned businesses through public awards, accolades, and special recognition programs.
- None of the above apply

129. What percentage of your suppliers are Veteran Owned Businesses (VOBs) and Service-Disabled Veteran Owned Small Businesses (SDVOSBs)?*

Please provide answers as whole numbers 0-100. Round up to the nearest whole number. If Percentage is between 0 and 1% choose "1"

0 % ←-----|-----|-----|-----|-----|-----> 100%

Leave at 0 if unknown

130. Please qualify your business-to-business procurement budget (spend data) in terms of how it is calculated.

[Click the Question mark for more info](#)

Questions to consider:

- Calculation includes only domestic or includes foreign spend or other?
- Calculated based on FAR guidelines or other?
- Calculation is reduced by taxes, charities, or other?
- Calculation includes total spend, federal spend, or other?

131. Please list your company's total business-to-business procurement budget in a dollar amount.

Enter Zero if unknown. Blank answers may have a negative impact on your score.

132. Does your company have a supplier diversity goal and/or program for veteran-owned businesses?*

Check All that apply

- Yes, we have a goal for all veteran-owned businesses
- Yes, we have a goal for Service Disabled Veteran businesses.
- Yes, we have a goal for minority veteran-owned businesses
- Yes, we have a goal for Women Veteran-owned businesses
- Yes, we have a goal for LGBT veteran-owned businesses
- Other
- No We do not have specific goals for any of the above demographics

Comments _____

133. Please list the goal and actual results in terms of both percentage of the overall budget and dollar amounts for Veteran Owned businesses. This question is referring to your actual goal and the outcomes of your efforts for the last full reporting year.

Please supply percentages in whole numbers 0-100.

Goal: Annual goals for your supplier diversity efforts (VOBs List the Goal % first then the dollar amount)

Actual Outcomes/Results: Please list the actual results of your efforts towards that goal for the last full reporting year.

- Goal: Percentage of procurement budget _____
- Goal: Dollar amount _____
- Actual Outcome/Results: Percentage of procurement budget Achieved _____
- Actual Outcome/Results: Dollar Amount _____

134. How many years has your company had a supplier diversity goal program for veteran-owned businesses or service disabled, veteran-owned businesses?

- 1 to 2 Years
- 3 to 4 Years
- 5 to 6 Years
- 7 to 8 Years
- 9 to 10 Years
- 10 to 15 Years
- 16+ Years
- Not Known

135. Did your Company meet or exceed supplier diversity goals for veteran-owned businesses?

- Yes, Met our goal
- Yes, Exceeded goal
- No

136. With how many service-disabled, veteran-owned businesses did you sub-contract in the last twelve months?

- 1-3 veteran-owned businesses
- 4-6 veteran-owned businesses
- 7-9 veteran-owned businesses
- 10-13 veteran-owned businesses
- 14-16 veteran-owned businesses
- 17-19 veteran-owned businesses
- 20-25 veteran-owned businesses
- 25+ veteran-owned businesses

137. Does your company have a supplier diversity goal and/or program for minority-owned businesses?*

- Yes
- No

If No Skip Questions 138, 139, 140

138. Please list the goal and actual results in terms of both percentage of the overall budget and dollar amounts for Minority Owned businesses. This question is referring to your actual goal and the outcomes of your efforts for the last full reporting year.

Please supply percentages in whole numbers 0-100.

Goal: Annual goals for your supplier diversity efforts (MOBs List the Goal % first then the dollar amount)

Actual Outcomes/Results: Please list the actual results of your efforts towards that goal for the last full reporting year.

- Goal: Percentage of procurement budget _____
- Goal: Dollar amount _____
- Actual Outcome/Results: Percentage of procurement budget Achieved _____
- Actual Outcome/Results: Dollar Amount _____

139. How many years has your company had a supplier diversity goal and/or program for minority-owned businesses?

- | | |
|---------------------------------------|---|
| <input type="checkbox"/> 1 to 2 Years | <input type="checkbox"/> 9 to 10 Years |
| <input type="checkbox"/> 3 to 4 Years | <input type="checkbox"/> 10 to 15 Years |
| <input type="checkbox"/> 5 to 6 Years | <input type="checkbox"/> 16+ Years |
| <input type="checkbox"/> 7 to 8 Years | <input type="checkbox"/> Not Known |

140. Did your Company meet or exceed supplier diversity goals for minority-owned businesses?

- Yes, Met our goal
- Yes, Exceeded goal
- No

141. Does your company have a supplier diversity goal and/or program for women-owned businesses?*

- Yes
- No

If No Skip Questions 142, 143, 144

142. Please list the goal and actual results in terms of both percentage of the overall budget and dollar amounts for Women Owned businesses. This question is referring to your actual goal and the outcomes of your efforts for the last full reporting year.

Please supply percentages in whole numbers 0-100.

Goal: Annual goals for your supplier diversity efforts (WOBs List the Goal % first then the dollar amount)

Actual Outcomes/Results: Please list the actual results of your efforts towards that goal for the last full reporting year.

- Goal: Percentage of procurement budget _____
- Goal: Dollar amount _____
- Actual Outcome/Results: Percentage of procurement budget Achieved _____
- Actual Outcome/Results: Dollar Amount _____

143. How many years has your company had a supplier diversity goal and/or program for women-owned businesses?

- | | |
|---------------------------------------|---|
| <input type="checkbox"/> 1 to 2 Years | <input type="checkbox"/> 9 to 10 Years |
| <input type="checkbox"/> 3 to 4 Years | <input type="checkbox"/> 10 to 15 Years |
| <input type="checkbox"/> 5 to 6 Years | <input type="checkbox"/> 16+ Years |
| <input type="checkbox"/> 7 to 8 Years | <input type="checkbox"/> Not Known |

144. Did your Company meet or exceed supplier diversity goals for women-owned businesses?

- Yes, Met our goal
- Yes, Exceeded goal
- No

145. How many employees within your company are on the payroll with their sole purpose being one which consists of supplier diversity duties and responsibilities?*

- 1 to 2
- 3 to 4

- 5 to 6
- 7 to 9
- 10+

146. How many employees within your company are on the payroll with their secondary or collateral purpose being one which consists of supplier diversity duties and responsibilities?*

- 1 to 2
- 3 to 4

- 5 to 6
- 7 to 9
- 10+

147. Does your company have a set aside budget for marketing your supplier diversity efforts?*

Check all that Apply

Includes print, web, and all other forms of advertising media.

- Yes, We have one shared budget used to market to all Supplier Diversity Efforts
- Yes, We have a Dedicated Budget Specifically for Marketing to Veteran Owned Business
- Yes, We have a Dedicated Budget Specifically for Marketing to Women Owned Business
- Yes, We have a Dedicated Budget Specifically for Marketing to Minority Owned Business
- Yes, We have a Dedicated Budget Specifically for Marketing to the Disability Market
- No, We Do not have a Marketing Budget for Supplier Diversity
- Other

Comments Please Provide details for other:

148. Please choose the percentage range of your advertising budget that is spent for advertising your supplier efforts to veteran and service-disabled, veteran-owned businesses.*

- 0%
- 1%-10%
- 11%-20%
- 21%-30%
- 31%-40%

- 41%-50%
- 51%-60%
- 61%-70%
- 71%-80%
- 81%-90%

91%-99%

100%

149. Please list any efforts that are included in the supplier diversity budget or regarding outreach efforts to promote your company's supplier diversity efforts.*

Choose All that Apply

- | | |
|--|--|
| <input type="checkbox"/> Expos | <input type="checkbox"/> Collaborating with minority chambers of commerce |
| <input type="checkbox"/> Trade Shows | <input type="checkbox"/> Including supplier diversity information in company brochures and marketing materials |
| <input type="checkbox"/> Digital Marketing (Lead generation Campaigns) | <input type="checkbox"/> Developing supplier diversity reports and sharing them with stakeholders |
| <input type="checkbox"/> Training Resources | <input type="checkbox"/> Establishing supplier diversity goals and publicly sharing progress |
| <input type="checkbox"/> Print Advertising | <input type="checkbox"/> Engaging with diverse supplier communities on social media platforms |
| <input type="checkbox"/> Memberships or Associations | <input type="checkbox"/> Offering networking opportunities for diverse suppliers with key decision-makers |
| <input type="checkbox"/> Press releases and media coverage | <input type="checkbox"/> Creating videos featuring diverse suppliers and their success stories |
| <input type="checkbox"/> Blog posts and articles showcasing diverse suppliers | <input type="checkbox"/> Conducting supplier diversity surveys to gather feedback |
| <input type="checkbox"/> Hosting supplier diversity roundtable discussions. | <input type="checkbox"/> Supplier Diversity Certifications |
| <input type="checkbox"/> Recognition programs for diverse suppliers | <input type="checkbox"/> Supplier portals, tools, or digital access platforms |
| <input type="checkbox"/> Hosting webinars or workshops on supplier diversity best practices | <input type="checkbox"/> Testimonial videos from diverse suppliers to highlight successful partnerships |
| <input type="checkbox"/> Partnering with diversity-focused organizations for events and promotions | <input type="checkbox"/> Other |
| <input type="checkbox"/> Creating case studies or success stories featuring diverse suppliers | <input type="checkbox"/> None of the above |
| <input type="checkbox"/> Supplier diversity matchmaking events | |
| <input type="checkbox"/> Engaging in speaking opportunities at diversity-focused events | |
| <input type="checkbox"/> Utilizing targeted advertising campaigns focusing on diversity | |

Other: _____

150. Are your company's veteran-owned business goals shared with the "decision makers" within your purchasing or procurement groups?*

- Yes
 No

151. Please list your top three veteran-owned suppliers.*

Please list the company name and website.

- Company Name _____
- Website _____

- Company Name _____
- Website _____
- _____
- Company Name _____
- Website _____
- _____

152. Please list any additional initiatives your company has taken to support veteran-owned or service-disabled, veteran-owned businesses.

Choose all that apply

- Provided mentorship programs for veteran-owned businesses.
- Offered discounted or pro bono services to veteran-owned businesses.
- Established partnerships with veteran-focused organizations.
- Has a relationship or partnership with VBOCS (Veterans Business Outreach Center (VBOC) program)
- Hosted networking events specifically for veteran entrepreneurs.
- Developed specialized training programs for veteran entrepreneurs.
- Actively sought out veteran-owned businesses as potential suppliers.
- Implemented specific goals for sourcing from veteran-owned businesses.
- Established a dedicated certification process for veteran-owned businesses.
- Accepts or partners with a dedicated certification process for veteran-owned businesses.
- Included veteran-owned businesses in requests for proposals (RFPs) and bids.
- Monitored and tracked spending with veteran-owned businesses.
- Recognized and celebrated the contributions of veteran-owned businesses within the company.
- Established reporting mechanisms to measure the impact of sourcing from veteran-owned businesses.
- Provided feedback and support to help veteran-owned businesses improve competitiveness in bidding processes.
- Other
- None of the Above

153. What advice would you give to someone hoping to land business with a company's Military Friendly® Supplier Diversity program?

NEXT COMPONENT

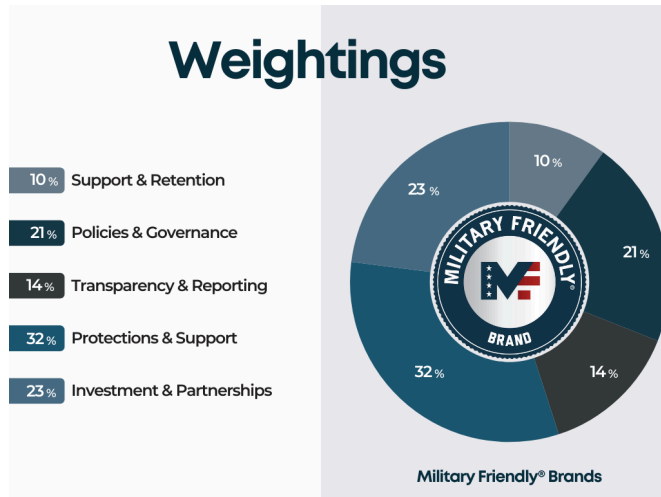


MILITARY FRIENDLY®

Welcome to the Military Friendly® Brands Survey!

Welcome to the Military Friendly® Brands survey! This survey enables us to showcase corporate investments in supporting the military and veteran community. Using a unified assessment framework, we score products, services, and companies based on social performance indicators. When we mention "military consumers," we encompass active military, veterans, Reserves/National Guard members, and military spouses.

Here is what the survey covers:



Company Overview: This section encompasses details about your institution's location, services, products, etc., tailored for dissemination in publications such as Military Spouse Magazine.

Policies and Governance: This section covers aspects related to overall corporate governance, including adopted policies and practices, their applicability to the supply chain, compliance record, involvement in controversies, and any exemplary practices.

Transparency: This category assesses whether a company provides accessible information necessary for evaluating community investment and engagement.

Consumer Engagement: This segment includes information about customer service and support policies, marketing practices, and consumer satisfaction.

Community Relations: This section tracks a company's relationships with communities, stakeholder engagement initiatives, and public policy positions.

A Final Thought

Due to limited product-level social data, Military Friendly® Brands Consumer scores focus on company-level data, varying by product category and consumer participation. Our survey gauges military consumers' passion for supportive practices, identifies segments, and highlights social concerns. The benchmarking survey aligns with global corporate social responsibility standards, offering insights into military community impact and brand share. Thank you for participating, and feel free to ask questions.

To proceed, check "Yes" for the brands section. Checking "Yes" indicates interest in the Military Friendly Brand designation. Check "No" to skip. Respond to at least three of the four survey components for eligibility. This is the final section, and responses cannot be edited after submission.

COMPONENT 4 OF 4

- Yes I would like to participate in the Military Friendly Brands Survey
- No I am not participating in the Brands Designation

155. In 100 words or less, please describe why your institution's products and/or services are an excellent choice for military consumers and veteran consumers.

156. Provide links to your organization's main website, key company information, and specific veteran or military-consumer related pages.

Enter a complete URL for each

- Main website URL:
○ _____
- Military Discounts URL:
○ _____
- Veterans-specific page URL:
○ _____
- Military Consumer Policies URL:
○ _____
- Facebook :
○ _____
- Twitter:
○ _____
- LinkedIn:
○ _____

157. Please select the primary (most relevant) product or service category?

If not applicable please choose "Business Services" or "Enterprise to Enterprise"

"Business Services" would be services provided to other enterprises "Enterprise to Enterprise" would be products or widgets sold to other enterprises

- | | |
|---|---|
| <input type="checkbox"/> Home and Garden | <input type="checkbox"/> Food and Grocery |
| <input type="checkbox"/> Retail Discount and Wholesale | <input type="checkbox"/> Computers and Technology |
| <input type="checkbox"/> Furnishing and Home Services | <input type="checkbox"/> Online Services |
| <input type="checkbox"/> Health, Body, and Nutrition | <input type="checkbox"/> Communications |
| <input type="checkbox"/> Toys and Kids | <input type="checkbox"/> Charitable and Service Organizations |
| <input type="checkbox"/> Office and Electronics | <input type="checkbox"/> Restaurants and Cafes |
| <input type="checkbox"/> Department Store | <input type="checkbox"/> Pets |
| <input type="checkbox"/> Beauty, Apparel, and Fashion | <input type="checkbox"/> Crafts and hobbies |
| <input type="checkbox"/> Sports and Recognition | <input type="checkbox"/> Real Estate and Property |
| <input type="checkbox"/> Automotive and Industrial | <input type="checkbox"/> Other |
| <input type="checkbox"/> Hospitality | <input type="checkbox"/> Business Services |
| <input type="checkbox"/> Financial Services and Banking | <input type="checkbox"/> Enterprise-to-Enterprise |
| <input type="checkbox"/> Entertainment and Events | |

Comment Box For Other

Policies and Governance

This section captures indicators that characterize overall corporate governance and the policies and practices your company has adopted regarding military consumer support and whether your organization is engaged in any exemplary practices.

158. Does your organization have an explicit commitment to serving the military and/or veteran community? Is this commitment incorporated into the organization's mission, vision, and values?

- Yes, our commitment incorporated into the organization's mission, vision, and values
- Yes, but commitment is NOT incorporated into the organization's mission, vision, and values
- No
- In Progress

159. Do you implement dedicated initiatives or policies to support veterans, military personnel, military spouses, or the military community as customers, consumers, or members of the community? *

- Yes
- No

160. Does your company adopt any of the following practices that support the military and veteran consumer community?*

- Partnering with military-focused charities and organizations and donating a portion of proceeds from sales
- Creating targeted advertising campaigns specifically tailored to the military and veteran demographic.
- Including military-themed product lines or collections that resonate with the military community.
- Supporting military causes through cause marketing initiatives, where a portion of sales is donated to military charities.
- Providing resources and educational materials to help military families make informed purchasing decisions.
- Partnering with military exchanges or commissaries to offer exclusive deals and promotions.
- Hosting events or workshops geared towards military families to educate them about financial literacy and budgeting.
- Incorporating feedback mechanisms for military consumers to provide input on products and services.

- Collaborating with military influencers or advocates to amplify messages and reach the military community effectively.
- Creating loyalty programs specifically designed for military personnel and veterans, offering exclusive rewards and benefits.
- None of the Above

161. Does your organization have a formal policy in place regarding business conduct and compliance when serving military/veteran consumers and clients?

- Yes
- No

162. Does your organization publish, practice, conduct or follow any of the below practices? Check all statements that are true and apply. *

Choose All that apply

- Publishes an ANNUAL REVIEW of activities, investments, and results related to corporate-wide initiatives in support of military and veteran consumer protections
- Performs an annual audit of initiatives supporting military and veteran consumer protections, including activities, investments, and outcomes
- We engage in regular stakeholder consultations to gather feedback and improve our Military Consumer initiatives.
- We establish key performance indicators (KPIs) to measure the effectiveness of our Military consumer or Community Programs.
- We have reporting mechanisms to track and monitor the impact of our Military Consumer or Community based initiatives.
- None of the above

163. Check each of the following initiatives for which you have a formal policy in place specifically addressing the needs and interests of military and veteran consumers.*

- Fees and Discount Policies
- Payment and Service Terms
- Military Deployment Exceptions
- Advocacy Initiatives
- Customer Complaint and Grievance
- Customer Satisfaction
- Other (Please specify)

Specify "other" in the comment box. _____

164. Do you provide ready access to concise, easy-to-understand documents that lay out key terms, conditions, and fees for your products and services?

- Yes
- No
- In progress
- Does not apply

Comments Enter URL to this document here: _____

165. Does your company implement any of the following practices that measure the impact of its supportive practices and policies for military consumers or corporate social responsibility efforts?*

Check All That Apply

- Conducting regular surveys of military customers to gather feedback.
- Tracking sales data related to military-specific products and services.
- Analyzing customer satisfaction metrics for military consumers.
- Monitoring social media engagement and sentiment among military audiences.
- Assessing repeat business and loyalty among military customers.
- Reviewing customer complaints and resolutions specific to the military community.
- Conducting focus groups with military consumers to understand their needs and preferences
- Monitoring trends in military consumer spending habits.
- Assessing the impact of military discounts and special offers on sales.
- Analyzing website traffic and engagement from military-specific landing pages.
- Reviewing testimonials and reviews from military customers.
- Assessing brand recognition and reputation among military consumers.
- Comparing performance metrics to industry benchmarks for military-focused businesses.
- Comparing sales growth in regions with high military populations to other areas.
- Reviewing participation in military-related community events and sponsorships.
- Tracking referrals and word-of-mouth recommendations within the military community.
- None of the Above

166. Has the company received any ongoing inquiries or concerns from members of the military community regarding product safety?*

- Yes
- No
- N/A

167. Has a case, complaint, or proceeding been filed by a member of the military community with the Federal Trade Commission (FTC) against your organization within the last 12 months?

- Yes
- No
- N/A

168. Has your company been found guilty or found to be at fault through any cases filed by the FTC or Consumer Financial Protection Bureau cases or proceedings filed against your organization by a member of the military community?

For more information visit: <https://www.consumerfinance.gov/data-research/consumer-complaints/>

or <https://www.ftc.gov/legal-library/browse/cases-proceedings>

- Yes
- No

169. Does your company integrate any of the following corporate social responsibility measures and programs to support the military community?

Check all that apply

- Offering paid time off for employees to volunteer with military-related causes.
- Establishing scholarship programs for military veterans and their families.
- Providing pro bono services for military families in need.
- Participating in fundraisers for military causes.
- Offering in-kind donations to military support organizations.
- Hosting events to raise awareness about issues affecting military families.

None of the above

170. Which of the following components of corporate transparency do you make publicly available at least annually?

Check all that apply.

- Financial Performance Statements
- Governance (Major Shareholders, Management, Directors)
- Accounting Principles and Methods
- Timeliness and Schedule of Disclosures
- Results of Charitable Investments
- Consumer Satisfaction Results
- Employee Satisfaction Results
- Capital Expenditures
- Subsidiaries and Other Business Relationships
- Research and Development
- Audit Results (financial)

171. Which of the following practices does your company have in place as a means of providing greater product and service transparency to military consumers? Select all that apply and have been active for the past 12 months

- Publication of clear information about product/service terms, conditions, and warranties
- Publication of clear information regarding product or service exchange, refunds, and/or warranties
- Publication of customer complaint processes and expected response processes and timelines
- Publication of current expected wait times for customer complaint or service resolution
- Clear instructions and means for consumers to register complaints or request information
- Publication of a code of conduct for relevant suppliers or service partners
- Other (Please specify)

Enter "other" description in the comment box.

172. Does your organization honor the provisions of the Servicemembers Civil Relief Act (SCRA) for all relevant services and products?

Yes

- No
- N/A

173. Does your organization provide assistance above and beyond the SCRA provisions in any of the following areas?

Check all that apply.

- Interest Rates
- Credit and Loan Determinations
- Judicial relief (including collections and liens)
- Property Lease Terms (including automobile)
- Rent and Eviction terms
- Insurance coverage
- Extension of relief to military spouses
- Extension of relief to military dependents
- Mortgage terms
- Installment contracts
- Extension of benefits beyond Title 10
- Other (Please specify)

Specify Other in the comment box _____

174. Check all of the following true statements about your company on product endorsement guidelines regarding the use of military or veteran endorsements in advertising?

Check all that apply

- Our company is dedicated to ethical advertising, fully complying with FTC guidelines for military or veteran endorsements.
- Our marketing collaborates closely with our legal team to ensure truthful, accurate, and FTC-compliant advertising featuring military or veteran endorsements.
- We keep thorough records of military or veteran endorsements in advertising, including documentation proving compliance with FTC guidelines.
- We've set clear protocols to obtain consent and ensure transparency in using endorsements from military or veteran individuals in our advertising campaigns..
- None of the above

175. Does your organization do any of the following practices in order to assist in CPSC compliance regulations for all applicable products?

- Our organization conducts thorough product testing to ensure compliance with CPSC regulations prior to market release
- We collaborate with third-party testing laboratories accredited by the CPSC to verify product compliance.

- We collaborate with third-party testing laboratories accredited by the CPSC to verify product compliance.
- We engage in continuous improvement initiatives to enhance our understanding of regulations and ensure ongoing compliance.
- None of the above

176. Do you provide a dedicated support line for military and veteran consumers?

- Yes
- No
- N/A

177. Which of the following military consumer groups do you provide: Reduced Product/Service Fees or Product/Service Discounts ? **Check All that apply**

- | | |
|--|---|
| <input type="checkbox"/> Veterans | <input type="checkbox"/> Military Spouses |
| <input type="checkbox"/> Guard and Reserve | <input type="checkbox"/> Military Dependents |
| <input type="checkbox"/> Wounded and Injured | <input type="checkbox"/> Veteran Owned Businesses |
| | <input type="checkbox"/> We do not offer this |

178. Which of the following military consumer groups do you provide No-Cost Products or Services? **Check All that apply**

- | | |
|--|---|
| <input type="checkbox"/> Active Duty | <input type="checkbox"/> Wounded or Injured |
| <input type="checkbox"/> Veterans | <input type="checkbox"/> Military Spouses |
| <input type="checkbox"/> Guard and Reserve | <input type="checkbox"/> Military Dependents |
| | <input type="checkbox"/> Veteran owned businesses |

179. Which of the following military consumer groups do you provide Waived Fees? **Check All that apply**

- | | |
|--|---|
| <input type="checkbox"/> Active Duty | <input type="checkbox"/> Wounded or Injured |
| <input type="checkbox"/> Veterans | <input type="checkbox"/> Military Spouses |
| <input type="checkbox"/> Guard and Reserve | <input type="checkbox"/> Military Dependents |
| | <input type="checkbox"/> Veteran owned businesses |

180. Which of the following military consumer groups do you provide Deferred payments or terms? **Check All that apply**

- | | |
|--|---|
| <input type="checkbox"/> Active Duty | <input type="checkbox"/> Wounded or Injured |
| <input type="checkbox"/> Veterans | <input type="checkbox"/> Military Spouses |
| <input type="checkbox"/> Guard and Reserve | <input type="checkbox"/> Military Dependents |
| | <input type="checkbox"/> Veteran owned businesses |

181. Which of the following military consumer groups do you provide Deployment support services? Check All that apply

- | | |
|--|---|
| <input type="checkbox"/> Active Duty | <input type="checkbox"/> Wounded or Injured |
| <input type="checkbox"/> Veterans | <input type="checkbox"/> Military Spouses |
| <input type="checkbox"/> Guard and Reserve | <input type="checkbox"/> Military Dependents |
| | <input type="checkbox"/> Veteran owned businesses |

182. Which of the following military consumer groups do you provide Financial advisement assistance? Check All that apply

- | | |
|--|---|
| <input type="checkbox"/> Active Duty | <input type="checkbox"/> Wounded or Injured |
| <input type="checkbox"/> Veterans | <input type="checkbox"/> Military Spouses |
| <input type="checkbox"/> Guard and Reserve | <input type="checkbox"/> Military Dependents |
| | <input type="checkbox"/> Veteran owned businesses |

183. Which of the following military consumer groups do you provide: Military Rewards Program? Check All that apply

- | | |
|--|---|
| <input type="checkbox"/> Active Duty | <input type="checkbox"/> Wounded or Injured |
| <input type="checkbox"/> Veterans | <input type="checkbox"/> Military Spouses |
| <input type="checkbox"/> Guard and Reserve | <input type="checkbox"/> Military Dependents |
| | <input type="checkbox"/> Veteran owned businesses |

184. Which of the following military consumer groups do you provide On-Product or In-Store signage for military patrons? Check All that apply

- | | |
|--|---|
| <input type="checkbox"/> Active Duty | <input type="checkbox"/> Wounded or Injured |
| <input type="checkbox"/> Veterans | <input type="checkbox"/> Military Spouses |
| <input type="checkbox"/> Guard and Reserve | <input type="checkbox"/> Military Dependents |
| | <input type="checkbox"/> Veteran owned businesses |

185. At what frequency are the above benefits made available?

- Always available to all military consumers
- Always available to eligible military consumer groups
- Only available during specific periods during the year
- Only available during specific marketing events or promotions

186. Does your storefront, retail location, or online store provide specific messaging/signage for military/veteran patrons?

- Yes

- No
- N/A

187. For which of the following areas does your organization set and track goals? Check All that apply

- | | |
|--|--|
| <input type="checkbox"/> Employment and Transition | <input type="checkbox"/> Family and Child |
| <input type="checkbox"/> Education and Training | <input type="checkbox"/> Bereavement |
| <input type="checkbox"/> Financial Security | <input type="checkbox"/> Travel Assistance |
| <input type="checkbox"/> Small Business and Entrepreneurship | <input type="checkbox"/> Technology |
| <input type="checkbox"/> Housing | <input type="checkbox"/> Public Awareness |
| <input type="checkbox"/> Health and Wellness | <input type="checkbox"/> Research |
| <input type="checkbox"/> Rehabilitation | <input type="checkbox"/> Career Transition |
| | <input type="checkbox"/> Mentoring |

END Component

Military Community

This section collects information used to track a company's military and veteran community relationships, stakeholder engagement initiatives, and public policy positions.

188. Which of the following segments of the military community receive your support via Time (employee volunteering during paid working hours) Check All that apply

- | | |
|--|--|
| <input type="checkbox"/> Active Duty | <input type="checkbox"/> Wounded and Injured |
| <input type="checkbox"/> National Guard | <input type="checkbox"/> Military Spouse |
| <input type="checkbox"/> Reserve Component | <input type="checkbox"/> Military Children |
| <input type="checkbox"/> Military Retirees | <input type="checkbox"/> Military Families |
| <input type="checkbox"/> Veterans | <input type="checkbox"/> Veteran Entrepreneurs |

189. Which of the following segments of the military community receive your support via In-kind (donations of product, contributions of used office equipment or furniture, use of company premises for community events, or other services) Check All that apply

- | | |
|--|--|
| <input type="checkbox"/> Active Duty | <input type="checkbox"/> Wounded and Injured |
| <input type="checkbox"/> National Guard | <input type="checkbox"/> Military Spouse |
| <input type="checkbox"/> Reserve Component | <input type="checkbox"/> Military Children |
| <input type="checkbox"/> Military Retirees | <input type="checkbox"/> Military Families |
| <input type="checkbox"/> Veterans | <input type="checkbox"/> Veteran Entrepreneurs |

190. Which of the following segments of the military community receive your support via organized conferences or events specifically for the community segments listed below.

Check All that apply

- Active Duty
- National Guard
- Reserve Component
- Military Retirees
- Veterans

- Wounded and Injured
- Military Spouse
- Military Children
- Military Families
- Veteran Entrepreneurs

191. Which of the following segments of the military community receive your support via Provision of specific discounts for products/services or waived fees? Check All that apply

- Active Duty
- National Guard
- Reserve Component
- Military Retirees
- Veterans

- Wounded and Injured
- Military Spouse
- Military Children
- Military Families
- Veteran Entrepreneurs

192. To which segments of the military community does your support extend through cash contributions, scholarships, grants, or monetary donations? (including direct donations, social sponsorship, and matching employee donations to military/veteran causes) Check All that apply

- Active Duty
- National Guard
- Reserve Component
- Military Retirees
- Veterans

- Wounded and Injured
- Military Spouse
- Military Children
- Military Families
- Veteran Entrepreneur

193. Which segments of the military community does your organization support through advocacy for veteran issues at the federal or state level? Check All that apply

- Active Duty
- National Guard
- Reserve Component
- Military Retirees
- Veterans

- Wounded and Injured
- Military Spouse
- Military Children
- Military Families
- Veteran Entrepreneurs

194. Which segments of the military community does your organization support through service organizations, public or private partnerships, or nonprofits? Check All that apply

- Active Duty
- National Guard
- Reserve Component
- Military Retirees
- Veterans

- Wounded and Injured
- Military Spouse
- Military Children
- Military Families
- Veteran Entrepreneurs

195. Which of the following segments of the military community receive your organization's support via Research or Education Partnerships? Check All that apply

- | | |
|--|--|
| <input type="checkbox"/> Active Duty | <input type="checkbox"/> Wounded and Injured |
| <input type="checkbox"/> National Guard | <input type="checkbox"/> Military Spouse |
| <input type="checkbox"/> Reserve Component | <input type="checkbox"/> Military Children |
| <input type="checkbox"/> Military Retirees | <input type="checkbox"/> Military Families |
| <input type="checkbox"/> Veterans | <input type="checkbox"/> Veteran Entrepreneurs |

196. Which of the following segments of the military community receive your organization's support via Visual Displays in the Workplace on advocacy for Military Related Issues or well being? Check All that apply

- | | |
|--|--|
| <input type="checkbox"/> Active Duty | <input type="checkbox"/> Wounded and Injured |
| <input type="checkbox"/> National Guard | <input type="checkbox"/> Military Spouse |
| <input type="checkbox"/> Reserve Component | <input type="checkbox"/> Military Children |
| <input type="checkbox"/> Military Retirees | <input type="checkbox"/> Military Families |
| <input type="checkbox"/> Veterans | <input type="checkbox"/> Veteran Entrepreneurs |

197. Does your organization provide assistance or support for any of the following: Check All that apply

- Memorial services honoring members of the Armed Forces
- Recognition and Observance of National Military/Veteran Holidays
- Extend support to families of military personnel through assistance with memorial services
- Offers resources or initiatives to aid in memorial services for military personnel
- Collaborated with military organizations or veterans' groups to support memorial services
- None of the above

198. For how many years has your organization provided tangible assistance to members of the military and veteran community?

- 1 to 5 Years
- 6 to 10 Years
- 11 to 20 Years
- 21 to 30 Years
- 31 to 40 Years
- 41+ Years

Comments: Enter the exact number of years _____

199. Please provide information regarding product and service discounts, incentives, and services available exclusively to members of the military and veteran community.

Enter your top five. This information may be used for public display; please do not enter any information you do not wish to be made publicly available.

- 1
 - Program Name _____
 - Program Eligibility _____
 - Program URL _____
 - Summary _____
- 2
 - Program Name _____
 - Program Eligibility _____
 - Program URL _____
 - Summary _____
- 3
 - Program Name _____
 - Program Eligibility _____
 - Program URL _____
 - Summary _____
- 4
 - Program Name _____
 - Program Eligibility _____
 - Program URL _____
 - Summary _____
- 5
 - Program Name _____
 - Program Eligibility _____
 - Program URL _____
 - Summary _____

Contact Information

How we can reach you and others at your organization who are responsible for military-related programs.

200. Is there a Director of Military Programs or a similar individual designated as the Single Point of Accountability with input across the following operational areas within your company?

- Yes, Talent Acquisition and Management/Retention
- Yes, Supplier Diversity
- Yes, Corporate Philanthropy
- Yes, Product/Service Department
- Yes, Consumer Services
- Yes, ERG/BRG/VAN
- We do not have Director of Military Programs or a similar POC

201. Please provide the contact information for the Director of Military Programs

- First Name: _____
- Last Name: _____

- Title: _____
- Email: _____
- Phone: _____

202. Please Choose the following contacts available at your company who oversee the areas listed : Do you have a different contact for your company.....

- Military Programs (Contact Available)
- Supplier Diversity Program (Contact Available)
- Marketing PR Department (Contact Available)
- Military Consumer Products and Services (Contact Available)
- Military Community Initiatives and Investments (Contact Available)
- Other: (Contact Available)
- Survey Manager (Contact Available)

DO NOT Provide Duplicate Contact information.

203. Please provide the contact information for the Supplier Diversity

- First Name: _____
- Last Name: _____
- Title: _____
- Email: _____
- Phone: _____

204. Please provide the contact information for the Marketing/Public Relations

- First Name: _____
- Last Name: _____
- Title: _____
- Email: _____
- Phone: _____

205. Please provide the contact information for the Military Consumer Products and Services

- First Name: _____
- Last Name: _____
- Title: _____
- Email: _____
- Phone: _____

206. Please provide the contact information for the Military Community Initiatives and Investments

- First Name: _____
- Last Name: _____
- Title: _____
- Email: _____
- Phone: _____

207. Please provide the contact information for the Other

- First Name: _____
- Last Name: _____
- Title: _____
- Email: _____
- Phone: _____

208. In the event that your company earns a Military Friendly® Employer Award, a quote from your CEO or another high-ranking official/executive about your company's commitment to your Military employment initiatives, investments, or engagement this quote may be published. Enter your CEO or executive quote below as well as the best point of contact in the event we would like to interview or include this in editorial content.

This Quote may be published.

Enter Quote Here:

- CEO or Executive Name: _____
- CEO or Executive Title: _____
- CEO or Executive: POC Name: _____
- CEO or Executive: POC Email: _____
- CEO or Executive: POC Phone: _____

209. In the event that your company earns a Military Spouse Friendly® Employer Award, a quote from your CEO or another high-ranking official/executive about your company's commitment to your Military employment initiatives, investments, or engagement this quote may be published. Enter your CEO or executive quote below as well as the best point of contact in the event we would like to interview or include this in editorial content.

This Quote may be published.

Enter Quote Here:

- CEO or Executive Name: _____
- CEO or Executive Title: _____
- CEO or Executive: POC Name: _____
- CEO or Executive: POC Email: _____
- CEO or Executive: POC Phone: _____

210. In the event that your company earns a Military Friendly® Brand Award, a quote from your CEO or another high-ranking official/executive about your company's commitment to your Military employment initiatives, investments, or engagement this quote may be published. Enter your CEO or executive quote below as well as the best point of contact in the event we would like to interview or include this in editorial content.

This Quote may be published.

Enter Quote Here:

- CEO or Executive Name: _____
- CEO or Executive Title: _____
- CEO or Executive: POC Name: _____
- CEO or Executive: POC Email: _____
- CEO or Executive: POC Phone: _____

211. In the event that your company earns a Military Friendly® Supplier Diversity, a quote from your CEO or another high-ranking official/executive about your company's commitment to your Military employment initiatives, investments, or engagement this quote may be published. Enter your CEO or executive quote below as well as the best point of contact in the event we would like to interview or include this in editorial content.

This Quote may be published.

Enter Quote Here:

- CEO or Executive Name: _____
- CEO or Executive Title: _____
- CEO or Executive: POC Name: _____
- CEO or Executive: POC Email: _____
- CEO or Executive: POC Phone: _____

212. In the event that your company earns a Military Friendly® Company Award, a quote from your CEO or another high-ranking official/executive about your company's commitment to your Military employment initiatives, investments, or engagement this quote may be published. Enter your CEO or executive quote below as well as the best point of contact in the event we would like to interview or include this in editorial content.

This Quote may be published.

Enter Quote Here:

- CEO or Executive Name: _____
- CEO or Executive Title: _____
- CEO or Executive: POC Name: _____
- CEO or Executive: POC Email: _____
- CEO or Executive: POC Phone: _____

213. Please provide 4 current employees (ideally 2 enlisted and 2 officers) who we can interview regarding their satisfaction with your company's military programs.

We use this information for editorial purposes, such as featuring veteran success stories in our publications.

Name 1: _____

Title: _____

Email: _____

Phone: _____

Name 2: _____

Title: _____

Email: _____

Phone: _____

Name 3: _____

Title: _____

Email: _____

Phone: _____

Name 4: _____

Title: _____

Email: _____

Phone: _____

214. Please upload a current, print-quality version of your logo company logo to use on your profile and the G.I. Jobs Military Friendly® Employers Guide.

UPLOAD The file needs to be under 2MB.

215. Please upload a high-res photo that illustrates a job they recruit veterans for.

UPLOAD The file needs to be under 2MB.

By filling out the following information, I confirm that all answers on this survey are correct to the best of my knowledge.

NO EDITS OR MODIFICATION CAN BE MADE AFTER THE SUBMIT BUTTON IS CLICKED.

Due to functionality restrictions no exceptions can or will be made.

The survey results are independently tested by a third party, and as such you may receive communication from them confirming that you did fill in the survey and that the answers they have match the answers that you submitted.

All fields are required.

Name: _____

Company Name: _____

Email: _____

Phone: _____

Company Duns Number (If applicable) _____

Company EIN or Tax ID Number _____

I confirm and understand this is my final submission.

Date _____

IMPORTANT INFORMATION:

Upon clicking submit, you will have access to download a PDF of your submission, serving as your confirmation. No email notifications will be sent. Your ability to retrieve the PDF indicates successful transmission of your provided information to the server for storage and assessment. Additionally, preliminary survey results may be available at this stage. Note that evaluations for Top Ten awards will not be conducted at this point. However, all "Gold

Awardees" identified before the initial deadline will remain eligible for consideration for top ten awards.

For more information or support Visit: <https://www.militaryfriendly.com/mfcguide>