



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.c...](https://www.militaryfriendly.com/mfcguide/)) has the answers to most questions.

You can contact us directly by going to [www.militaryfriendly.com/support.](http://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 cannot be modified after submission.

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

Click or tap here to enter text.

**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)

**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.**

Agriculture and Natural Resources

Air and Rail Transportation

Automotive

Business Services

Charitable and Human Services

Construction/Infrastructure/Engineering

Defense

Energy, Extraction, and Utilities

Financial Services and Banking

Food Services

Health and Pharmaceutical Services

Hospitality

Information Technology

Insurance

Manufacturing

Publishing and Broadcasting

Real Estate

Retail Consumer Goods

Logistics and Supply Chain

Telecommunications

Marketing and Advertising

Trucking and Transportation

Wholesale Trade

Government Agency

Higher Education

Security/Emergency/Protective services

Maritime

***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.**

Agriculture and Natural Resources

Air and Rail Transportation

Automotive and Industrial

Business Services

Charitable and Human Services

Construction

Defense

Energy, Extraction, and Utilities

Financial Services and Banking

Food Services

Health and Pharmaceutical Services

Hospitality and Travel

Information Technology

Insurance

Manufacturing

Publishing and Broadcasting

Real Estate and Property

Retail Consumer Goods

Telecommunications

Trucking and Transportation

Wholesale Trade

Beauty, Apparel, and Fashion

Communications

Computers and Technology

Crafts and Hobbies

Entertainment and Events

Furnishings and Home Supplies

Holistic Health, Body, and Nutrition

Home and Garden

Oce and Electronics Online Services

Pets, Animal Care or Supplies

Restaurants and Cafes

Sports and Recreation

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

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**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

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**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

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**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*](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*](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*](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.*

1%-3%

3.1%-5%

5.1%-7%

7.1%-10%

10.1%-13%

13.1%-16%

16.1%-20%

20.1%-30%

30.1% and Up

*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 in41 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*](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.

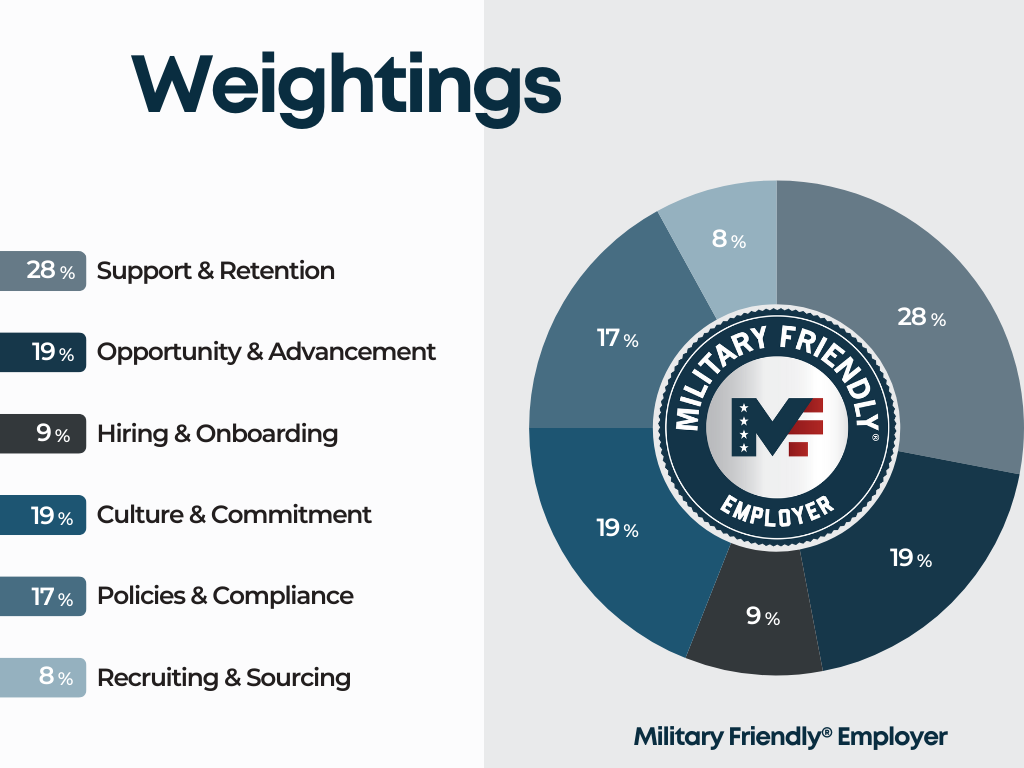
Scoring and Methodology

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?\***

Department of Veteran Affairs (All or Any Programs)

State Workforce Centers or programs IE JVSG State Veteran Reps (DVOP, LVER)

DisabilityIN

Disabled American Veterans: DAV

DirectEmployers

VetJobs

Wounded Warriors

Local Non Profit Organization ( Specify Below)

National Non Profit Organization- NOT LISTED ( Specify Below)

Disabled Veterans National

Foundation (DVNF):

America's Warrior Partnership

Veterans of Foreign Wars (VFW)

Dod Skillbridge

Hire our Heroes

Recruit Military

GIJOBS

Hire Purpose

U.S. Department of Labor Programs and Initiatives

Not Listed: Please detail in the comment box

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.

* Accountants and Auditors
* Actuaries
* Agricultural and Food Science Technicians
* Agricultural Equipment Operators
* Aircraft/Aviation Technicians
* Airfield Operations Specialists
* Atmospheric and Space Science Technicians
* Audio and Video Equipment Technicians
* Audio-Visual and Multimedia Specialists
* Automotive Technicians and Mechanics
* Biomedical Technicians
* Diesel Engine Specialists
* Cargo and Freight Agents
* Geographic Information Specialists
* Chefs and Head Cooks
* Chemical Engineers
* Commercial Divers
* Commercial Pilots
* Compensation and Benefits Managers
* Computer Information System Managers
* Computer Hardware Engineers
* CNC Tool Programmers
* Computer Systems Analysts
* CNC Operators
* Concierge and Guest Services
* Construction and Building Inspectors
* Construction Technicians
* Credit Counselors
* Curators
* Customer Service Representatives
* Cyber Security Analysts
* Dental Technician
* Earth Drilling Technicians
* CAD Technicians
* Electricians
* Emergency Medical Technicians
* Environmental and Marine Engineering Technicians
* Environmental Engineers
* Environmental Science Specialists
* First-line Supervisors: Construction and Trade Workers
* First-line Supervisors: First Responders
* First-line Supervisors: Food Services
* First-line Supervisors: Mechanics, Installers, and Repairers
* First-line Supervisors: Office and Administrative Workers
* First-line Supervisors: Personal Service Workers
* First-line Supervisors: Retail Sales Workers
* First-line Supervisors: Transportation, Material-Moving, and Vehicle Operators
* Forensic Science Technicians
* Forest and Conservation Workers
* Forest Fire Inspectors and Prevention Specialists
* Operations Managers
* Geological and Petroleum Technicians
* Health and Safety Engineers
* CDL Drivers and Operators
* Home Health Aides
* Hospitality Professionals
* Human Resources Managers
* Industrial-Organizational Psychologists
* Insurance Sales Agents
* Lawyers
* Management Analysts
* Market Research Analysts
* Marketing Managers
* Math and Science Teachers
* Media and Communications Specialists
* Medical and Health Services Managers
* Medical Appliance Technicians
* Medical Assistants
* Medical and Nursing Secretaries
* Morticians and Funeral Services Technicians
* Nuclear Power Operators
* Nurse Practitioners
* Occupational Therapy Assistants
* Operations Managers: Operations Research Analysts
* Operations Research Analysts
* Paralegal and Legal Assistants
* Personal Care Aides
* Personal Financial Advisors
* Petroleum and Pump Station Operators
* Phlebotomists
* Physical Therapy Assistants
* Pipelayers
* Plumbers and Pipfitters
* Police and Patrol Ocers
* Power Distributors and Dispatchers
* Communications Tower and Equipment Technicians
* Rail Maintenance Technicians
* Registered Nurses
* Sales Account Representatives
* Sales: Technical and Wholesale
* Sales: Financial Services
* Security Systems Technicians
* Community Service Managers
* Software Applications Developers
* Software Systems Developers
* Solar Technicians
* Statisticians
* Survey Researchers
* Telecommunications Line Technicians
* Transportation Security
* Web Developers
* Wind Turbine Technicians
* Welders
* 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.

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**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.**

Click or tap here to enter text.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**

Click or tap here to enter text.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**

Click or tap here to enter text.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

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.**

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**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 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Tel\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**34. What percentage of company leadership (C-level Executives) are military veterans?** Click on 0 if unknown Click or tap here to enter text.

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**

EEO & Candidate Experience surveys

Questionnaire Upon Application

Questionnaire Upon Hire

Military Holiday Recognition

BRG/ERG, resource groups, or affinity groups

Employee management system, CRM, ATS,or HRIS System

Internal Recognition ( Intranet, Employee Communications)

External/Public Recognition (IE Employee highlights in emails, websites, or other communication channels))

Unique Employee Markers (IE Badges, Lanyards, Pins, Uniforms, Helmet Stickers)

Military specific gear or Swag

Networking Events

Paid time off or paid military volunteer opportunity

Veteran Specific Events or Training

Education/Certification programs exclusively for military

Honor Wall or Displayed/Physical Plaque or recognition

Mentorship/sponsorship opportunities

Recruitment efforts to reach fellow active/former service members (referral programs)

Special gifts or challenge coins

Other: Please Describe in the comment box

None

**Comments:** Click or tap here to enter text.

**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

Comments: Click or tap here to enter text.

**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

Comments: Click or tap here to enter text.

**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 duration of 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 duration of 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** Yes, with no time limitations on 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.**

Patriot Award

Spouse Patriot Award

Seven Seals Award

Above and Beyond Award

Pro Patria Award

Extraordinary Employer Support Award

Secretary of Defense Employer Support Freedom Award

We have signed the ESGR Statement of Support

Military Saves Award

American Legion National Employer of the Year

Hire VETS Medallion

Veterans of Foreign Wars Employer of the Year

USO Distinguished Service 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: Click or tap here to enter text.

Years involved in Program 1

Program Name 2: Click or tap here to enter text.

Years involved in Program 2: \_

Program Name 3: Click or tap here to enter text.

Years involved in Program 3:

Program Name 4: Click or tap here to enter text.

Years involved in Program 4: Cl

Program Name 5: Click or tap here to enter text.

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 \***

Yes, provided for Recruiters

Yes, Provided for Human Resources Managers

Yes, Provided for all Talent acquisition or HR Staff

Yes, provided for Hiring Managers

Yes, Provided for All Managers

Yes, Provided for Senior Managers

Yes, Provided for Senior Executives

Yes, Provided to all employees

Yes Provided to ERG/BRG or employee resource group

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.**

Recruiter training mandatory

Hiring Manager training is mandatory

HR Manager training is mandatory

Senior Executives training is mandatory

Talent acquisition or HR Staff training is mandatory

Training is mandatory for all employees

ERG/BRG or employee resource group training is mandatory

Training is mandatory All Managers

Senior Managers training is mandatory

Senior Managers training is mandatory

**52. How are your military employment training programs delivered?**

Check all that apply.

Live and/or on-demand webinars

Public workshops

Onsite, instructor-led, live delivery

Licensed web-based training

Consultant(s)

Web-based training

Other

Enter Other details in the comment box:Click or tap here to enter text.

**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

Click or tap here to enter text. 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

Click or tap here to enter text. 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.

Click or tap here to enter text.

**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?**

1%-5%

6%-10%

11%-20%

21%-30%

31%-40%

41%-50%

51%-60%

61%-70%

71%-80%

81%-90%

91%-99%

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.

Click or tap here to enter text.

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.

Click or tap here to enter text.

**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. 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?**  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.

Military Placement Firms (external recruiters)

Military Job Boards

Social Media/Web-based Networking

Print Advertising

Career Fairs (Virtual)

Career Fairs (In Person)

Professional Alumni Associations

Federal Government Resources (e.g., Joining Forces)

State Government Resources (e.g., Joining Forces)

Non-profit Groups

College Campuses

A presence in TAP/ACAP and/or Military Bases

Department of Veteran Affairs

US Chamber and Department of Defense Transition Summits

Army Soldier For Life Programs (e.g., Career Skills Program)

Digital Marketing (In House)

Digital Marketing or recruitment marketing agencies

Continuing education or certification programs

Fellowship, internship, leadership programs

Military staffing agencies

Internal referrals or Erg/BRG/Van referrals

AI-Powered Talent Search Tools

Other

None of the above

Comment Box enter details: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**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.

Introductory Email and Phone Call

Welcome letter/Onboarding Packet

An Internal employee is assigned as a Sponsor/Mentor/BattleBuddy

A Veteran or Military Spouse is assigned as a Sponsor/Mentor/BattleBuddy

A Sr Leader or Executive is assigned as a Sponsor/Mentor/BattleBuddy

Training or Employee development course or LMS Course

Orientation Luncheon or in Person Meet and Greet

Instructor Led or Live Training Program

Volunteer Opportunities and Activities

Off Site Networking or Community Events

On Site Networking or Community Events

Employee EAP or Assistance Program/Network

Formalized Peer Support Program (Longer than one year)

Military Swag, Gifts, or Unique Markers

Website, Social Media, External Marketing Channels

Intranet, or internal communications platforms

OJT, Training, or Development programs (Longer than one year)

OJT, Training, or Development programs (Less than one year)

External Partnerships or External Champions (Non Employee)

Other: Please detail in comment box

None

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**Click or tap here to enter text.

**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**

* Men \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Women \_\_\_\_\_\_\_\_\_\_\_\_\_\_
* No Gender \_\_\_\_\_\_\_\_\_\_\_
* Total \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Guard and Reserve Personnel**

* 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.**

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

**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**

* + Men\_\_\_\_\_\_\_\_
  + Women \_\_\_\_\_\_\_\_\_\_
  + No Gender \_\_\_\_\_\_\_\_\_\_
  + Total \_\_\_\_\_\_\_\_\_\_

**Officer**

* + 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**

Men \_\_\_\_\_\_\_\_\_\_

Women \_\_\_\_\_\_\_\_\_\_

No Gender \_\_\_\_\_\_\_\_\_\_

Total \_\_\_\_\_\_\_\_\_\_

**Guard and Reserve Personnel**

Men \_\_\_\_\_\_\_\_\_\_

Women \_\_\_\_\_\_\_\_\_\_

No Gende \_\_\_\_\_\_\_\_\_\_

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

Comments: Click or tap here to enter text.

**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.

0%-2%

2.1%-5%

5.1%-7%

7.1%-10%

10.1%-15%

15.1%-20%

20.1%-25%

25.1%-35%

35.1%-50%

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.

0%-2%

2.1%-5%

5.1%-7%

7.1%-10%

10.1%-15%

15.1%-20%

20.1%-25%

25.1%-35%

35.1%-50%

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

Comments: Click or tap here to enter text.

**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 Simliar” 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 Click or tap here to enter text.

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?**

Support the unique needs of military employees and spouses needing financial assistance

Support the unique needs of military employees and spouses needing Medical or Healthcare assistance

Military Social, Networking or Community Integration Assistance

Relocation Assistance

Counseling or Referrals for additional services or External Providers

Substance Abuse Treatment

Work Life Balance Programs

Legal Assistance

Health and wellness benefits

Financial Assistance for Medical Emergencies

Emergency Financial Assistance fund for Housing, Food, or Living Essentials

EAP provider received specialized training on the unique needs of military employees

Other

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. Leave at 0 if unknown.**

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

**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.**. **Leave 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**



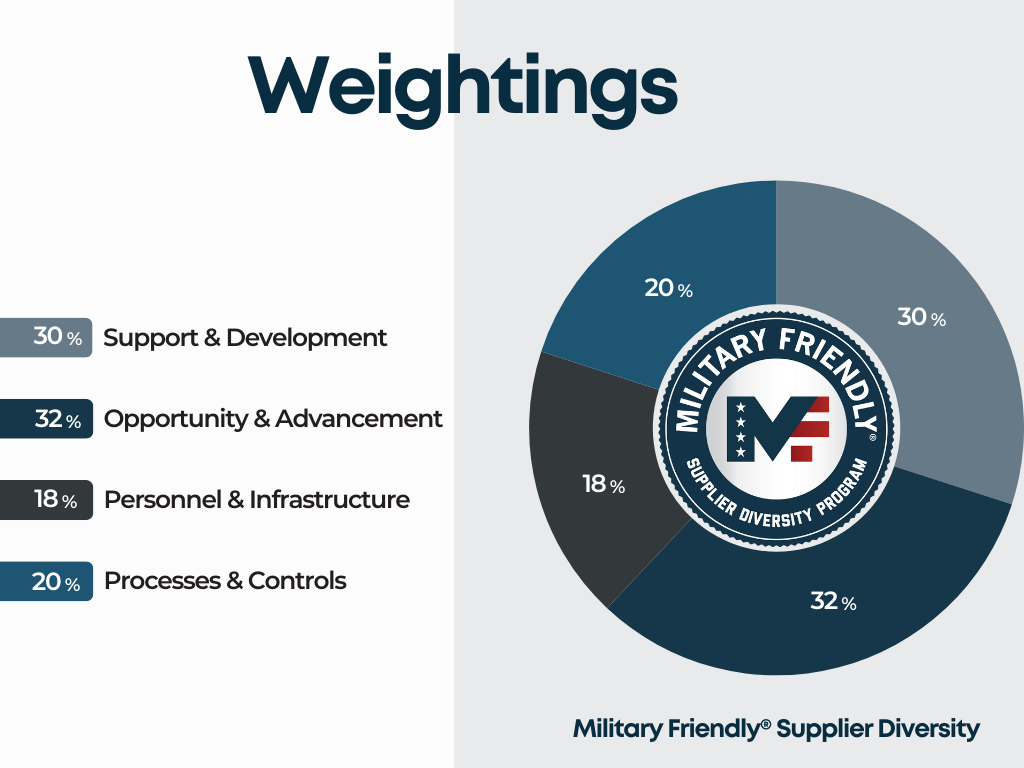
Military Friendly® Supplier Diversity Program

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**

Advertising & Marketing

Architect and Engineering Support Services

Business Services and supplies

Construction

Hospitality, Entertaining services

Property Management and maintenance

Customer/Consumer Services

It Systems and services

Maintenance Repair & Operations

Manufacturing, Manufactured Parts & Services

Medical Equipment and Supplies, Pharma

Office Supplies and printing services

Professional and Support Services

Recruiting, Staffing, Consulting Services

Retail goods and Wholesale Trade

Waste Management, Wastewater Services

Utility System Maintenance

Transportation & delivery services

Other: Please specify

**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?**

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

**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?**

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

**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%

1

**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**

Expos

Trade Shows

Digital Marketing (Lead generation Campaigns)

Training Resources

Print Advertising

Memberships or Associations

Press releases and media coverage

Blog posts and articles showcasing diverse suppliers

Hosting supplier diversity roundtable discussions.

Recognition programs for diverse suppliers

Hosting webinars or workshops on supplier diversity best practices

Partnering with diversity-focused organizations for events and promotions

Creating case studies or success stories featuring diverse suppliers

Supplier diversity matchmaking events

Engaging in speaking opportunities at diversity-focused events

Utilizing targeted advertising campaigns focusing on diversity

Collaborating with minority chambers of commerce

Including supplier diversity information in company brochures and marketing materials

Developing supplier diversity reports and sharing them with stakeholders

Establishing supplier diversity goals and publicly sharing progress

Engaging with diverse supplier communities on social media platforms

Offering networking opportunities for diverse suppliers with key decision-makers

Creating videos featuring diverse suppliers and their success stories

Conducting supplier diversity surveys to gather feedback

Supplier Diversity Certifications

Supplier portals, tools, or digital access platforms

Testimonial videos from diverse suppliers to highlight successful partnerships

Other

None of the above

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 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
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**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

Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

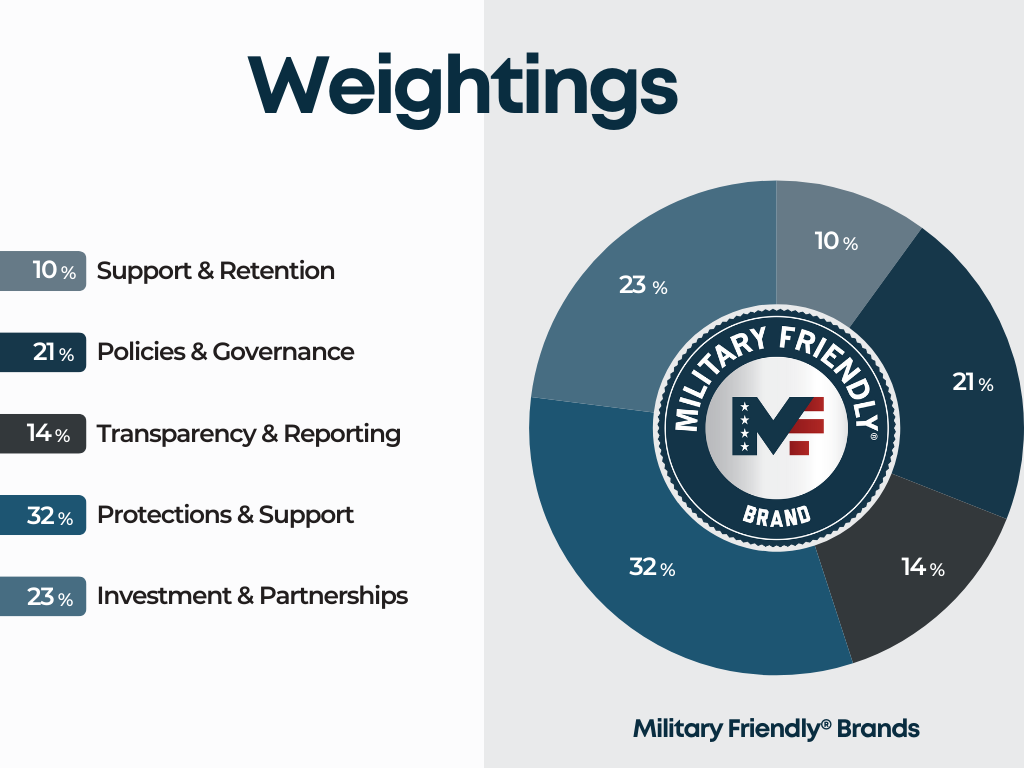
**153. What advice would you give to someone hoping to land business with a company's Military Friendly® Supplier Diversity program?**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**NEXT COMPONENT**

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

Home and Garden

Retail Discount and Wholesale

Furnishing and Home Services

Health, Body, and Nutrition

Toys and Kids

Office and Electronics

Department Store

Beauty, Apparel, and Fashion

Sports and Recognition

Automotive and Industrial

Hospitality

Financial Services and Banking

Entertainment and Events

Food and Grocery

Computers and Technology

Online Services

Communications

Charitable and Service Organizations

Restaurants and Cafes

Pets

Crafts and hobbies

Real Estate and Property

Other

Business Services

Enterprise-to-Enterprise

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

NA

**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

NA

**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

NA

**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

NA

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

Veterans

Guard and Reserve

Wounded and Injured

Military Spouses

Military Dependents

Veteran Owned Businesses

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**

Veterans

Guard and Reserve

Wounded and Injured

Military Spouses

Military Dependents

Veteran Owned Businesses

We do not offer this

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

Veterans

Guard and Reserve

Wounded and Injured

Military Spouses

Military Dependents

Veteran Owned Businesses

We do not offer this

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

Veterans

Guard and Reserve

Wounded and Injured

Military Spouses

Military Dependents

Veteran Owned Businesses

We do not offer this

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

Veterans

Guard and Reserve

Wounded and Injured

Military Spouses

Military Dependents

Veteran Owned Businesses

We do not offer this

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

Veterans

Guard and Reserve

Wounded and Injured

Military Spouses

Military Dependents

Veteran Owned Businesses

We do not offer this

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

Veterans

Guard and Reserve

Wounded and Injured

Military Spouses

Military Dependents

Veteran Owned Businesses

We do not offer this

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

Veterans

Guard and Reserve

Wounded and Injured

Military Spouses

Military Dependents

Veteran Owned Businesses

We do not offer this

**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

NA

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

Employment and Transition

Education and Training

Financial Security

Small Business and Entrepreneurship

Housing

Health and Wellness

Rehabilitation

Family and Child

Bereavement

Travel Assistance

Technology

Public Awareness

Research

Career Transition

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**

Active Duty

National Guard

Reserve Component

Military Retirees

Veterans

Wounded and Injured

Military Spouse

Military Children

Military Families

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**

Active Duty

National Guard

Reserve Component

Military Retirees

Veterans

Wounded and Injured

Military Spouse

Military Children

Military Families

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 Entrepreneurs

**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**

* Active Duty
* National Guard
* Reserve Component
* Military Retirees
* Veterans
* Wounded and Injured
* Military Spouse
* Military Children
* Military Families
* 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**

* Active Duty
* National Guard
* Reserve Component
* Military Retirees
* Veterans
* Wounded and Injured
* Military Spouse
* Military Children
* Military Families
* Veteran Entrepreneur

**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 Click or tap here to enter text.
  + Program Eligibility Click or tap here to enter text.
  + Program URL Click or tap here to enter text.
  + Summary Click or tap here to enter text.
* 2
  + Program Name Click or tap here to enter text.
  + Program Eligibility Click or tap here to enter text.
  + Program URL Click or tap here to enter text.
  + Summary Click or tap here to enter text.
* 3
  + Program Name Click or tap here to enter text.
  + Program Eligibility Click or tap here to enter text.
  + Program URL Click or tap here to enter text.
  + Summary Click or tap here to enter text.
* 4
  + Program Name Click or tap here to enter text.
  + Program Eligibility Click or tap here to enter text.
  + Program URL Click or tap here to enter text.
  + Summary Click or tap here to enter text.
* 5
  + Program Name Click or tap here to enter text.
  + Program Eligibility Click or tap here to enter text.
  + Program URL Click or tap here to enter text.
  + Summary Click or tap here to enter text.

**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: Click or tap here to enter text.
* Last Name: Click or tap here to enter text.
* Title: Click or tap here to enter text.
* Email: Click or tap here to enter text.
* Phone: Click or tap here to enter text.

**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: Click or tap here to enter text.
* Last Name: Click or tap here to enter text.
* Title: Click or tap here to enter text.
* Email: Click or tap here to enter text.
* Phone: Click or tap here to enter text.

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

* First Name: Click or tap here to enter text.
* Last Name: Click or tap here to enter text.
* Title: Click or tap here to enter text.
* Email: Click or tap here to enter text.
* Phone: Click or tap here to enter text.

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

* First Name: Click or tap here to enter text.
* Last Name: Click or tap here to enter text.
* Title: Click or tap here to enter text.
* Email: Click or tap here to enter text.
* Phone: Click or tap here to enter text.

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

* First Name: Click or tap here to enter text.
* Last Name: Click or tap here to enter text.
* Title: Click or tap here to enter text.
* Email: Click or tap here to enter text.
* Phone: Click or tap here to enter text.

**207. Please provide the contact information for the Other**

* First Name: Click or tap here to enter text.
* Last Name: Click or tap here to enter text.
* Title: Click or tap here to enter text.
* Email: Click or tap here to enter text.
* Phone: Click or tap here to enter text.

**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:Click or tap here to enter text.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* CEO or Executive Name: Click or tap here to enter text.
* CEO or Executive Title: Click or tap here to enter text.
* CEO or Executive: POC Name: Click or tap here to enter text.
* CEO or Executive: POC Email: Click or tap here to enter text.
* CEO or Executive: POC Phone: Click or tap here to enter text.

**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:Click or tap here to enter text.

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* CEO or Executive Title: Click or tap here to enter text.
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* CEO or Executive: POC Email: Click or tap here to enter text.
* CEO or Executive: POC Phone: Click or tap here to enter text.

**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:Click or tap here to enter text.

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* CEO or Executive Name: Click or tap here to enter text.
* CEO or Executive Title: Click or tap here to enter text.
* CEO or Executive: POC Name: Click or tap here to enter text.
* CEO or Executive: POC Email: Click or tap here to enter text.
* CEO or Executive: POC Phone: Click or tap here to enter text.

**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:Click or tap here to enter text.

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* CEO or Executive Name: Click or tap here to enter text.
* CEO or Executive Title: Click or tap here to enter text.
* CEO or Executive: POC Name: Click or tap here to enter text.
* CEO or Executive: POC Email: Click or tap here to enter text.
* CEO or Executive: POC Phone: Click or tap here to enter text.

**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:Click or tap here to enter text.

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* CEO or Executive Name: Click or tap here to enter text.
* CEO or Executive Title: Click or tap here to enter text.
* CEO or Executive: POC Name: Click or tap here to enter text.
* CEO or Executive: POC Email: Click or tap here to enter text.
* CEO or Executive: POC Phone: Click or tap here to enter text.

**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:Click or tap here to enter text.

TitleClick or tap here to enter text.

Email Click or tap here to enter text.

Phone Click or tap here to enter text.

Name 2:Click or tap here to enter text.

TitleClick or tap here to enter text.

Email Click or tap here to enter text.

Phone Click or tap here to enter text.

Name 3:Click or tap here to enter text.

TitleClick or tap here to enter text.

Email Click or tap here to enter text.

Phone Click or tap here to enter text.

Name 4:Click or tap here to enter text.

TitleClick or tap here to enter text.

Email Click or tap here to enter text.

Phone Click or tap here to enter text.

**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 Click or tap here to enter text.

Company NameClick or tap here to enter text.

Email Click or tap here to enter text.

Phone: Click or tap here to enter text.

Company Duns Number (If applicable) Click or tap here to enter text.

Company EIN or Tax ID Number Click or tap here to enter text.

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