

NATIONAL
LATINA *Symposium*

The 25 Best Companies for Latinas Veterans to Work For in the U.S.

Welcome to 2016 LATINA Style Inc., Best Companies for Veterans to Work For survey. This survey focuses on the efforts that companies make to recruit, retain and support veterans, service members and their families. Your answers will determine whether your company will be awarded one of the 25 Best Company for Veterans to work for at the 13th Annual National LATINA Symposium on September 8, 2016 and will appear in our corresponding December 2016 issue of LATINA Style Magazine. The December issue is geared toward the National LATINA Symposium and Distinguished Military Service Award Luncheon. Versions of these results will appear in our online website as well.

To be considered, your survey must be completed by **Friday, May 16, 2016**. The survey is short and should not take much of your time.

Best Companies for Veterans to Work For surveys have always been, and remain, a completely editorially independent news feature, and there is no cost for companies to participate. Whether a company makes the published list depends entirely on its efforts to recruit, retain and support veterans, service members and their families. Whether, or how much, a company advertises with our organization is not considered at all.

If you are unsure of how to answer any question or would like any other information, contact Johnny Quezada, (LCDR, USN, LDO, RET) at johnny.d@latinastyle.com or call 214--357-2186.

**PLEASE COMPLETE THIS SURVEY USING 2015 INFORMATION ONLY.
DUE FRIDAY, MAY 13, 2016**

Please email your response to:

EMAIL: johnny.d@latinastyle.com

Once the submission has been received, the Survey Point of Contact will receive confirmation of receipt. Please **contact the LATINA Style office** if confirmation has not been received after one week from the date of submission.

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What should we list as the URL for your company:
General Website:
Recruiting/employment webpage (if applicable):
Military focused recruiting/employment webpage (if applicable):

PART I – Veterans Statistics

1. VETERAN COUNT

	# of employees		% of total employees	
	2014	2015	2014	2015
Total Hispanic Women Veterans in company:				
Total Hispanics Veterans (Women + Men) in company:				
Total Women in company:				
Total Employees in company:				100%

2. VETERANS How many veterans were hired in 2015?

	Hispanic Women		Hispanics (Men)		All Employees	
	#	%	#	%	#	%
Serving on active duty or are members of the National Guard or Reserves						
Veterans						
Total (combined above categories without duplicating employees)						

3. DISABLE VETERANS How many Disabled Military Veterans?

	Hispanic Women		Hispanics (Men)		All Employees	
	#	%	#	%	#	%
How many does your company employ						
How many hired in 2015						
How many hired in 2014						

4. VETERANS HIRE Are you currently hiring Military Veterans?

NO <input type="checkbox"/>	Yes, we are actively trying to fill positions right now
NO <input type="checkbox"/>	No, but we do expect to be hiring in the next 12 months
NO <input type="checkbox"/>	No, and we're not certain whether we will be hiring in the next 12 months
NO <input type="checkbox"/>	No,, and we don't expect to be hiring in the next 12 months
COMMENTS (Optional):	

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5. VETERANS RECRUITMENT: Which, if any, of the following strategies does your company use to recruit veterans and service members? Check all that apply

<input type="checkbox"/>	Attending military-specific job fairs
<input type="checkbox"/>	Posting job openings on military-specific job boards
<input type="checkbox"/>	Contracting recruiters who specialize in veterans hiring
<input type="checkbox"/>	Developing relationships with local veterans employment representatives
<input type="checkbox"/>	Developing relationships with local National Guard and Reserve Units
<input type="checkbox"/>	Developing relationships with military Transition Assistance Program
<input type="checkbox"/>	Developing relationships with colleges and /or student veterans group
<input type="checkbox"/>	Developing relationships with professional military associations
<input type="checkbox"/>	Developing relationships with veterans service organizations
<input type="checkbox"/>	Recruiting through current veteran employee
<input type="checkbox"/>	None of these; people with or without military backgrounds are recruited the same way
<input type="checkbox"/>	Other (please describe)

5. AFFILIATION:

Is your company affiliated with any Veterans Groups?	Group Name(s):
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7. DEDICATED VETERAN EMPLOYEE:

Does your company have a full-time employee spending at least 25% of their time working specifically on military veteran employees?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
Is this employee a veteran or reservist?	YES <input type="checkbox"/>	NO <input type="checkbox"/>

8. TRAINING

Do recruiters, hiring managers, supervisors or the employees receive any training in military culture, structure, career paths or other issues?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
Comments (optional)		

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9. RECRUITING BUDGET: What percentage of your 2015 recruiting budget was dedicated to recruiting veterans?

Percentage #	Comments (optional)
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10. AFFINITY GROUP

Does your company have an employee affinity or resource group specifically for people with military background?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
If so, please describe		

11. MILITARY EXPERIENCE

Does your company accept military experience in lieu of technical certification in any field?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
If so, please describe		

12. MILITARY CREDIT

Does your company offer credit toward retirement for military personnel?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
If so, please describe		

13. SENIOR LEADERSHIP

Does your company have any current or former service members, or military spouses, in senior leadership positions?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
Employee Name:		
Job Title:	Department:	
Phone:	Email:	
Military Connection? VETERAN <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> RESERVE <input type="checkbox"/> MILITARY SPOUSE <input type="checkbox"/>		

13(a). SENIOR LEADERSHIP (Additional)

Employee Name:		
Job Title:	Department:	
Phone:	Email:	
Military Connection? VETERAN <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> RESERVE <input type="checkbox"/> MILITARY SPOUSE <input type="checkbox"/>		

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14. DISABLED VETERANS

Does your company have a policy for adjusting duties for employees with physical or cognitive injuries resulting from military service?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
If so, please describe		

15. BENEFITS

What benefits does your company offer reservists called to active duty? Check all that apply.	
<input type="checkbox"/>	Medical Insurance
<input type="checkbox"/>	Life Insurance
<input type="checkbox"/>	Promotion opportunities
<input type="checkbox"/>	Pay raises
<input type="checkbox"/>	Profit sharing
<input type="checkbox"/>	Retirement fund contribution
<input type="checkbox"/>	Sick day
<input type="checkbox"/>	Vacation day accrual
<input type="checkbox"/>	None
<input type="checkbox"/>	Other (please describe)

16. MEDICAL INSURANCE

Does medical insurance cover dependents and is there a time limit?	
YES <input type="checkbox"/>	Comments (Optional)
NO <input type="checkbox"/>	Comments (Optional)

17. LIFE INSURANCE

Does the life insurance cover dependents and is there a time limit?	
YES <input type="checkbox"/>	Comments (Optional)
NO <input type="checkbox"/>	Comments (Optional)

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18 VETERANS ORGANIZATIONS

Is your company involved in any other military or veterans causes or organizations not mentioned previously?
If so, please list the organizations and describe the nature of the company's involvement.

19. COMPANY REMARKS

Is there anything else you would like to tell us?

20. ADVERTISING WITH LATINA STYLE

Is it OK for our advertising department to reach out to your company about advertising with LATINA Style	
We want to emphasize -- in the strongest possible terms -- that the answer to this question, and whether a company advertises with our organization, have absolutely no bearing on where an organization finishes in these rankings. Whether a company makes the list and where it finishes are decided based only on its efforts to recruit, retain and support veterans, service members and their families. Companies that don't advertise with us can finish on top of the rankings; companies that are our biggest advertisers can fail to make the published list.	
This question is included only because our advertising department has expressed interest in contacting companies that respond to this survey, and we do not want to pass along that information without your permission.	
YES <input type="checkbox"/>	It is OK to pass our contact information to your advertising department using the contacts provided at the beginning of
NO <input type="checkbox"/>	Please do not pass our contact information to your advertising department
Whom should our advertising department contact?	
Employee Name:	
Job Title:	Department:
Phone:	Email:

Thank you for participating in the National LATINA Style survey. We look forward to working with you and your team to ensure that Latinas take full advantage of the opportunities offered by your company. The Awards for the National LATINA Symposium are presented in early September. **A LATINA VETERAN REPRESENTATIVE MUST BE PRESENT TO RECEIVE THE AWARD ON BEHALF OF YOUR COMPANY.**