

Vetted Checkup Survey

2026-2027



Welcome to the Vetted Checkup Survey! Organizations can earn Vetted Employer status — which includes rights to use the badge logo above (at no cost) as well as a full media kit — by meeting key standards related to employing Veterans and the Military-Connected Community in this survey.

To participate, please review the information at the links below, register for the survey on our website by clicking the “Get Vetted” button, and fill out the form online, using the link sent to your email address. Please note that we cannot accept surveys submitted as Word Docs or PDFs, you must use the link.

If you have any questions or need help, please email us at info@vettedemployers.com

- **Vetted Employer Awards & Surveys Overview:** <https://www.vettedemployers.com/awards-surveys/>
- **Frequently Asked Questions:** <https://www.vettedemployers.com/awards-surveys/faq/>
- **Glossary Defining Key Survey Language:** <https://www.vettedemployers.com/awards-surveys/survey-glossary/>

Preliminary Information

Organization Name (Mandatory): What is the name of the organization for which you are filling out this survey? *

Note: Please enter the name of your organization as a whole — not a department or sub-group (if you work for the "HR Learning Team" at "Company X" you should enter "Company X" here, not "HR Learning Team") — carefully checking spelling and formatting.

If your organization is recognized as a Vetted Employer, we will likely display your organization's name exactly as it is entered here.

Primary Contact (Mandatory): Please provide the following information for your organization's primary contact for this survey. *

- First Name _____
- Last Name _____
- Email Address _____
- Phone Number _____
- Organization/Employer Name _____
- Job Title _____

Note: This is the primary person that we will reach out to with questions about survey responses, media kits if your organization achieves Vetted Employer status, and other matters.

Additional Contacts: We strongly recommend that organizations provide more than one point of contact, so they don't miss out on future Vetted Employers surveys if the primary contact changes positions or goes on leave. Please enter information for up to 5 additional contacts below.

| | First Name | Last Name | Email Address | Phone Number | Organization/Employer Name | Job Title |
|----------------------|------------|-----------|---------------|--------------|----------------------------|-----------|
| Additional Contact 1 | | | | | | |
| Additional Contact 2 | | | | | | |
| Additional Contact 3 | | | | | | |
| Additional Contact 4 | | | | | | |
| Additional Contact 5 | | | | | | |

Organization Type (Mandatory): Which of the following best describes your organization? *

Please choose **only one** of the following:

- For-profit, publicly traded
 - For-profit, privately held
 - Nonprofit
 - Government agency or department
-

Organization Size (Mandatory): About how many U.S.-based employees does your organization have in total? *

Please choose **only one** of the following:

- | | |
|----------------|-------------------|
| • 1-100 | • 10,001-12,500 |
| • 101-250 | • 12,501-15,000 |
| • 251-500 | • 15,001-20,000 |
| • 501-1,000 | • 20,001-27,500 |
| • 1,001-2,500 | • 27,501-35,000 |
| • 2,501-5,000 | • 35,001-50,000 |
| • 5,001-7,500 | • 50,001-100,000 |
| • 7,501-10,000 | • 100,001 or more |
-

Website URLs: Please enter URLs for the following pages on your organization's website, if these pages exist. If not, please leave the corresponding answer blank(s) empty — please do not enter text such as "none," "n/a" or "in development" if you do not currently have such webpages.

Please write your answer(s) here:

- Organization Website Homepage

 - Organization Overall Recruiting Webpage

 - Organization Veteran/Military Recruiting Webpage

-

Attestation (Mandatory): This survey should only be completed by an authorized representative of the organization named in the first question above, and all information provided in the survey must be accurate.

If you are an authorized representative of the organization, please check the box below to confirm your authorized status and to indicate you will provide accurate information. If not, please forward the survey invitation you received by email to an authorized representative of the organization. *

Please choose **all** that apply:

- I affirm that I am an authorized representative of the organization named in the first question on this page and will provide accurate information in this survey

If you have questions, email us at info@vettedemployers.com.

Vetted Checkup Main Survey

Q1 - Recruiting Efforts: In which of the following ways does your organization work to recruit and hire the Military-Connected community, including Veterans, Guard/Reserve Members, and Military Spouses?

Please choose **all** that apply:

- Use electronic/physical recruiting collateral materials — pamphlets, slide decks, one-pagers, etc. — emphasizing focus on employing Veterans and the Military-Connected community
- Use a Military Occupational Specialty (MOS) code translator tool, available to recruiters and/or applicants, to identify civilian openings with duties similar to particular military jobs
- Use a standard job post template that emphasizes focus on employing Veterans and the Military-Connected community
- Accept military experience and training in place of civilian technical certifications, when possible and appropriate
- Include application questions that ask for and record Military-Connected status for Veterans
- Include application questions that ask for and record Military-Connected status for Protected Veterans
- Include application questions that ask for and record Military-Connected status for Guard/Reserve Members
- Include application questions that ask for and record Military-Connected status for Military Spouses
- Send message to all/most Military-Connected job applicants including information about your organization's military- and Veteran-related resources and/or contacts
- Officially approved provider for the DoW/DoD SkillBridge program
- Work directly with military bases/installations near your organization's locations, participating in their veteran job fairs, Transition Assistance Programs, and similar career initiatives
- Participate in virtual and/or in-person Veteran-focused job fairs or job boards conducted by nonprofit or for-profit organizations, such as Hiring Our Heroes, RecruitMilitary, etc.
- Work directly with college/university Veteran groups and departments near your organization's locations to source Military-Connected talent
- Work directly with nearby U.S. Department of Labor offices, Local Veterans' Employment Representatives (LVERs), and related resources to source Military-Connected talent
- Work directly with state/local programs or agencies dedicated to connecting Military-Connected job seekers with employment opportunities
- Work directly with Guard/Reserve units near your organization's locations to source Military-Connected talent
- Officially approved partner of the DoW/DoD Military Spouse Employment Partnership (MSEP)

- Work directly with military bases/installations near your organization's locations, participating in their military spouse hiring programs and initiatives
- Participate in virtual and/or in-person military spouse-focused job fairs or job boards conducted by nonprofit or for-profit organizations

Q2 - Dedicated Veteran Staff: Does your organization have a dedicated person or a team, either as an internal part of your organization or as an external service provider, for whom either recruiting or supporting Veteran/Military-Connected employees makes up at least 25% of their work for your organization?

Please define the support role to include any duties intended to improve the on-boarding, retention, engagement or advancement of veteran/military employees.

Please choose **all** that apply:

- Recruiting: Yes, we have a dedicated individual or team focused at least 25% on Veteran/military recruiting
- Support: Yes, we have a dedicated individual or team focused at least 25% on supporting Veteran/military employees
- No, we do not have individuals or teams whose work for our organization is at least 25% dedicated to recruiting or supporting Veteran or Military-Connected employees

Note: For this question, please do not count your organization's participation in Veteran or Military-Connected job boards or job fairs as using external recruiting service providers, as those were covered in Q1.

Q2A - Dedicated Recruiting Staff Details: Which of the following options best describes your organization's staff whose duties include recruiting veterans and the military-connected community?

Please choose **only one** of the following. If you choose 'Our organization has engaged an external service provider for veteran/military recruiting' please also enter the information requested in the accompanying text field.

- Our organization has engaged an external service provider for veteran/military recruiting (please enter the name of the external service provider used, and a brief overview of the services they provide your organization)
- Less than 25% of the duties of our internal employee/team are focused on veteran/military recruiting
- 25% - 49% of the duties of our internal employee/team are focused on veteran/military recruiting
- 50% - 89% of the duties of our internal employee/team are focused on veteran/military recruiting
- 90% - 100% of the duties of our internal employee/team are focused on veteran/military recruiting

Note: If your organization has multiple internal staff members dedicated to veteran/military recruiting but the percentage of their focus varies, please answer this question by indicating the percentage applicable to the staff member most focused on veteran/military recruiting. And if the internal staff member(s) have other duties as well — such as an employee whose primary role for your organization is in IT but who has volunteered to take on additional veteran/military-related responsibilities because they also have a military background — please choose the percentage below that best corresponds with the degree of focus that veteran/military recruiting makes up as part of their overall duties (both IT and veteran/military recruiting work, in this example).

Q2B - Dedicated Support Staff Details: Which of the following options best describes your organization's staff whose duties include supporting veteran and military-connected employees? Please define the support role to include any duties intended to improve the on-boarding, retention, engagement or advancement of veteran/military employees.

Please choose **only one** of the following: If you choose 'Our organization has engaged an external service provider for veteran/military employee support please also enter the information requested in the accompanying text field.

- Our organization has engaged an external service provider for veteran/military employee support (please enter the name of the external service provider used, and a brief overview of the services they provide your organization)
- Less than 25% of the duties of our internal employee/team are focused on veteran/military employee support
- 25% - 49% of the duties of our internal employee/team are focused on veteran/military employee support
- 50% - 89% of the duties of our internal employee/team are focused on veteran/military employee support
- 90% - 100% of the duties of our internal employee/team are focused on veteran/military employee support

Note: If your organization has multiple internal staff members dedicated to veteran/military employee support but the percentage of their focus varies, please answer this question by indicating the percentage applicable to the staff member most focused on veteran/military employee support. And if the internal staff member(s) have other duties as well — such as an employee whose primary role for your organization is in IT but who has volunteered to take on additional veteran/military-related responsibilities because they also have a military background — please choose the percentage below that best corresponds with the degree of focus that veteran/military employee support makes up as part of their overall duties (both IT and veteran/military employee support work, in this example).

Q3 - Employee Population Tracking: Is your organization able to provide at least partial data on your number of employees and new hires who are connected to the military (veterans, protected veterans, Guard/Reserve members, military spouses), and/or overall employee and new hire population numbers?

Please choose **only one** of the following:

- Yes, we are able to provide such employee and new hire data
- No, we are unable to provide such employee and new hire data

Q3A - Employee Population Data: Please provide the following data on your new hires and employee populations over the past 3 years.

Only numbers may be entered in these fields.

| | 2023 TOTAL ON STAFF (YEAR- END): Employees on staff at the end of 2023, regardless of hire date | 2023 NEW HIRES: New hires made throughout 2023 | 2023 REMAINING NEW HIRES: Of the new hires made during 2023, how many were still employed 1 year from their hire date? | 2024 TOTAL ON STAFF (YEAR- END): Employees on staff at the end of 2024, regardless of hire date | 2024 NEW HIRES: New hires made throughout 2024 | 2024 REMAINING NEW HIRES: Of the new hires made during 2024, how many were still employed 1 year from their hire date? | 2025 TOTAL ON STAFF (YEAR- END): Employees on staff at the end of 2025, regardless of hire date | 2025 NEW HIRES: New hires made throughout 2025 |
|---|--|--|--|--|--|--|--|--|
| OVERALL EMPLOYEES, regardless of military- connected status | | | | | | | | |
| VETERANS | | | | | | | | |
| PROTECTED VETERANS | | | | | | | | |
| GUARD/RESERVE MEMBERS | | | | | | | | |
| MILITARY SPOUSES | | | | | | | | |

Please provide as much of the data requested below as you are able. For data that you are unable to provide, please leave the answer box blank; if you enter a 0, we will interpret that as indicating you had 0 employees meeting the criteria listed. Please enter all data as numerals only, with no letters or symbols.

If you are able to provide data covering your Veteran employees, you can skip the Protected Veteran data without any penalty, as Protected Veteran populations are only factored in for organizations unable to provide data on their full Veteran employee populations. Please define Protected Veterans using the federal definition, which is detailed in this U.S. Department of Labor

document: https://www.dol.gov/sites/dolgov/files/ofccp/posters/Infographics/files/ProtectedVet-2016-11x17_ENGESQA508c.pdf

Note: If an employee belongs to multiple military-connected categories — an Army Veteran currently serving in the National Guard who is also married to an active-duty service member, for example — please account for them in each applicable category (the employee in the example above would be a Veteran, Guard/Reserve Member, and Military Spouse). However, it is not possible for any one of the military-connected categories to be greater than the overall total in the top row, since that overall total should include all military-connected employees as well as all other employees.

Q4 - Veteran ERGs: Does your organization have at least one Veteran- or military-focused Employee Resource Group or Business Resource Group (ERG or BRG)?

Please choose **only one** of the following:

- Yes, we have one or multiple Veteran or military ERGs/BRGs

- No, we do not have any Veteran or military ERGs/BRGs but our organization still engages in activities typical of Veteran or military ERGs/BRGs, such as conducting events, organizing support efforts, or distributing communications related to the Military-Connected community
- No, we do not

Q4A - Veteran ERG Details: Which of the following activities and practices does your Veteran/military ERG or BRG — or your organization itself — engage in, to support your Veteran and Military-Connected employees and/or military-related causes?

Please choose **all** that apply:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Conduct regular ERG/BRG group meetings (in-person or virtual) • Conduct informational or social events, such as a speaker series or networking receptions, related to Veterans or military service • Conduct volunteer or service events, either in support of causes related to military service or utilizing your Military-Connected employees • Organize communications, materials, or events for Veterans Day, Memorial Day, service branch holidays, and similar military recognition periods • Organize outreach, support, or care packages for Guard/Reserve employees who are activated or participating in military training, and/or for their families | <ul style="list-style-type: none"> • Organize outreach, support, or care packages for Military Spouse employees who are dealing with deployments, Permanent Change of Station orders (PCS), or similar challenges • Distribute regular communications related to Veterans or military service, such as newsletters, mailers, or other messages, whether electronic or physical • Regularly update organization website and/or social media channels with communications related to Veterans or military service • Veteran ERG/BRG receives funding from organization • Veteran ERG/BRG includes members on organization's senior leadership team, or has similar executive sponsorship |
|--|---|

Q5 - Mentorship Program: Does your organization have an internal mentorship program that connects recent hires with more established employees?

Please choose **only one** of the following:

- Yes, we have an internal mentorship program that includes a component designed specifically to help create mentorships between Military-Connected employees
- Yes, we have an internal mentorship program but it is the same for all employees and does not include a component designed specifically to help create mentorships between Military-Connected employees
- No, we do not have an internal mentorship program

Note: Please only account for internal mentorship programs, where both mentor and mentee are part of your organization, and do not count external mentorship programs that include participants your organization does not employ.

Q5A - Mentorship Data: How many of your organization's employees, both overall and Military-Connected, participated in internal mentorship programs at your organization, either as mentees or as mentors, during the following years?

Only numbers may be entered in these fields.

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| TOTAL MENTORS, regardless of military connection | | | |
| TOTAL MENTEES, regardless of military connection | | | |
| MILITARY-CONNECTED MENTORS | | | |
| MILITARY-CONNECTED MENTEES | | | |

Please provide as much of the data requested below as you are able. For data that you are unable to provide, please leave that answer box blank; if you enter a 0, we will interpret that as indicating you had 0 employees meeting the criteria listed. Please enter all data as numerals only, with no letters or symbols.

Note: Please only account for internal mentorship programs, where both mentor and mentee are part of your organization, and do not count external mentorship programs that include participants your organization does not employ.

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Q6 - Training Programs: Which of the following types of training programs or components does your organization offer or require?

Please choose the appropriate response for each item:

| | Not offered | Optional | Mandatory for some | Mandatory for all |
|--|-------------|----------|--------------------|-------------------|
| Special components of orientation/on-boarding tailored for Military-Connected new hires | | | | |
| Special leadership/advancement training programs — or special components of those programs — specifically designed for Military-Connected employees that set up participants for faster promotion in your organization | | | | |
| Leadership/advancement training programs not specifically designed for Military-Connected employees, though Military-Connected employees can participate, that set up participants for faster promotion in your organization | | | | |
| Training for recruiters or employee support personnel — who are dedicated, at least in part, specifically to Military-Connected employees and/or recruits — in military career paths/jargon/culture | | | | |
| Training for general recruiters/hiring managers/talent acquisition staff in military career paths/jargon/culture | | | | |

| | Not offered | Optional | Mandatory for some | Mandatory for all |
|--|-------------|----------|--------------------|-------------------|
| Training for general HR staff/employee support personnel in military career paths/jargon/culture | | | | |
| Training for supervisors/managers in military career paths/jargon/culture | | | | |
| Training for senior leaders/executives in military career paths/jargon/culture | | | | |
| Training for general employee population in military career paths/jargon/culture | | | | |

Q7 - Internal Promotions: If your organization is able to track internal promotions by Military-Connected status, please provide the data requested below.

Only numbers may be entered in these fields.

| | 2023 | 2024 | 2025 |
|--|------|------|------|
| TOTAL PROMOTIONS, regardless of military connection | | | |
| TOTAL MILITARY-CONNECTED PROMOTIONS combined without double-counting (veterans, Guard/Reserve members, military spouses) | | | |
| VETERAN PROMOTIONS | | | |
| GUARD/RESERVE MEMBER PROMOTIONS | | | |
| MILITARY SPOUSE PROMOTIONS | | | |

Please provide as much of the data requested below as you are able. For data that you are unable to provide, please leave that answer box blank; if you enter a 0, we will interpret that as indicating you had 0 employees meeting the criteria listed. Please enter all data as numerals only, with no letters or symbols.

Note: Because some employees can belong to multiple Military-Connected categories — an Army Veteran currently serving in the National Guard who is also married to an active-duty service member, for example — it is possible that the sum of your Veterans, Guard/Reserve Members, and Military Spouses is greater than the Military-Connected total (which should refrain from double-counting employees in multiple categories), and the survey will allow such responses. However, it is not possible for any 1 of the bottom 3 categories to be larger than the Military-Connected total, nor is it possible for the Military-Connected total to be greater than the overall total, so the survey will show an error message in these cases.

If you are confused or having trouble, please email us at info@vettedemployers.com

Q8 - Federal Programs: In which of the following ways, if any, has your organization engaged with the U.S. Department of War/Department of Defense's Employer Support of the Guard and Reserves program (ESGR) and the U.S. Department of Labor VETS program?

Please choose **all** that apply:

- Signed ESGR Statement of Support
- Received ESGR Patriot Award
- Received ESGR Spouse Patriot Award
- Received ESGR Seven Seals Award
- Received ESGR Above and Beyond Award
- Received ESGR Pro Patria Award
- Received ESGR Extraordinary Employer Support Award
- Received ESGR Secretary of War/Defense Employer Support Freedom Award
- Received Gold HIRE Vets Medallion Award
- Received Platinum HIRE Vets Medallion Award

Q9 - Guard/Reserve Pay: Does your organization pay employees who are training or activated in the National Guard and Reserves?

If not, please select "Not offered." If so, please choose both a pay level on the left side, and a pay duration on the right side.

| | Pay Level | | | | Pay Duration | | | | | | |
|---|-------------|-----------------------|---------------|--|------------------|-----------|------------|-------------|-------------|-----------|----------------|
| | Not offered | Differential Pay only | Full Pay only | A Combination of Full Pay and Differential Pay | Less than 1 week | 1-4 weeks | 5-12 weeks | 13-25 weeks | 26-51 weeks | 52+ weeks | No time limits |
| Guard/Reserve employees participating in training duties | | | | | | | | | | | |
| Activated Guard/Reserve employees who volunteered for active duty | | | | | | | | | | | |
| Activated Guard/Reserve employees who did not volunteer for active duty | | | | | | | | | | | |

Differential Pay: A pay policy for training or activated Guard/Reserve members in which their civilian employer provides the difference between their typical civilian pay and their military pay

Full Pay: A pay policy for training or activated Guard/Reserve members in which their civilian employer provides their full civilian pay, in addition to their military pay

Combination of Full Pay and Differential Pay: A pay policy for training or activated Guard/Reserve members in which their civilian employer provides their full civilian pay, in addition to their military pay, for a period of time, followed by a period in which they are provided the difference between their typical civilian pay and their military pay

If you are confused or having trouble, please email us at info@vettedemployers.com

Q10 - Military Spouse Policies: Which of the following flexible work allowances does your organization make for Military Spouses facing hardships because the service member they are married to has received deployment orders, Permanent Change of Station (PCS) orders, or is facing similar military-related challenges?

Please choose the appropriate response for each item:

| | | | |
|--|---------------|--|--|
| | Not available | Available to some Military Spouse employees, depending on job role | Available to all Military Spouse employees |
| Military Spouses can work remotely or on a hybrid basis, instead of working exclusively in-office | | | |
| Military Spouses can transfer to a different location/office for your organization | | | |
| Military Spouses can adjust the times/schedules they are working | | | |
| Military Spouses receive extra paid time off for deployments or PCS orders, in addition to regular PTO allotment | | | |
| Military Spouses can temporarily switch to part-time status and return to full-time later | | | |
| Military Spouses can take a temporary unpaid leave of absence and later return to the same or a similar position | | | |

OPTIONAL: Is there anything else you would like to tell us — not already covered in previous survey questions — about your organization's recruiting, employment, or support of Veterans and the Military-Connected community?

Please write your answer here:

Please limit your response to 1,000 characters or fewer.

Final Organization Profile Information

Organization Logo (Mandatory): Please upload the logo for your organization that you would like to be displayed next to your organization's name if recognized as a Vetted Employer. *

Please note: We can only accept image file types, such as PNG or JPEG.

Survey Response Scope: Does the information and data provided in this survey reflect your organization's international as well as U.S. operations or your organization's U.S. operations only?

Please choose **only one** of the following:

- U.S. operations only
- International and U.S. operations
- Not applicable, we don't have any operations outside of the U.S.

Organization Industry: Which of the following sectors best describes your organization's primary industry, based on the North American Industry Classification System (NAICS)?

Please choose **only one** of the following:

- Accommodation and Food Services (NAICS #72)
- Administrative and Support and Waste Management and Remediation Services (NAICS #56)
- Agriculture, Forestry, Fishing and Hunting (NAICS #11)
- Arts, Entertainment, and Recreation (NAICS #71)
- Construction (NAICS #23)
- Educational Services (NAICS #61)
- Finance and Insurance (NAICS #52)
- Health Care and Social Assistance (NAICS #62)
- Information (NAICS #51)
- Management of Companies and Enterprises (NAICS #55)
- Manufacturing (NAICS #31, #32, #33)
- Mining, Quarrying, and Oil and Gas Extraction (NAICS #21)
- Other Services (except Public Administration) (NAICS #81)
- Professional, Scientific, and Technical Services (NAICS #54)
- Public Administration (NAICS #92)
- Real Estate and Rental and Leasing (NAICS #53)
- Retail Trade (NAICS #44, #45)
- Transportation and Warehousing (NAICS #48, #49)
- Utilities (NAICS #22)
- Wholesale Trade (NAICS #42)

For help determining your organization's NAICS sector, please refer to the Census Bureau's NAICS website (<https://www.census.gov/naics/>) or email info@vettedemployers.com

Review Responses & Submit Survey

Please carefully review the text below, which shows all of the answers you provided in this survey. If you see anything that needs to be changed, please click the "Previous" button at the bottom of the page to return to that question and edit your response — the information below is read-only and cannot be edited.

The questions below appear in plain text and the answers you entered or selected are highlighted in bold (for multiple choice questions allowing more than one selection, a bold "Y" appears in front of each selected answer).

When you have finished reviewing your answers and are confident that your survey response is accurate and complete, please click the "Submit" button at the bottom of the page to officially submit your survey and have your organization evaluated for Vetted Employer status. Note that after you press "Submit" your copy of the survey will close, disallowing further edits to the survey, and the evaluation process will start for your survey responses.

The page that appears after you click "Submit" will include a link that says "Print Your Answers" which will download a PDF of your survey response as submitted. We recommend clicking that link and saving the PDF — as well as saving the confirmation email sent upon submission to the email address associated with this survey response, which also shows all of your survey answers — for your records.
