

Disabled Veterans Talent Survey

New DAV, Monster, Military.com Survey Reveals Employment Experiences for Disabled Veterans

The Disabled Veterans Talent Survey Identifies Concerns and Attitudes of Employers and Job Seekers on Hiring and the Workplace

COLD SPRING, Ky. (October 25, 2016)– DAV (Disabled American Veterans) along with Monster (NYSE: MWW), a global leader in connecting people to jobs, and its subsidiary Military.com, today released findings from the new *Disabled Veterans Talent Survey*, one of the first analyses of hiring and workplace experiences for disabled veterans.

Employers who have hired a veteran are positive about the experience—73 percent of respondents report that their company has made a commitment to hiring veterans. While 81 percent feel their company is a positive place for disabled veterans to work, nearly half (45 percent) of employers surveyed feel their work environment is not appropriate for veterans with disabilities, and 30 percent have concerns about veterans with Post Traumatic Stress Disorder (PTSD). As for disabled veterans, 84 percent feel employers are accommodating of their disabilities, but only 38 percent have disclosed their disabilities on a job application.

“The survey confirms that we must do more to educate employers about hiring veterans with disabilities, while also helping veterans feel more confident when job seeking,” said Jeff Hall, DAV’s National Employment Director. “The *Disabled Veterans Talent Survey* is an important step in shedding light

on the fact that a veteran's disability is often a factor in hiring, yet companies that hire disabled veterans report it is a productive and positive experience."

The *Disabled Veterans Talent Survey* is a subset of the *Veterans Talent Index (VTI)*, conducted annually by Monster and Military.com. For the first time, it included nearly a dozen questions specifically pertaining to veterans with disabilities. The VTI will be released by Monster and Military.com on November 7.

"This is the first time since the inception of the *Veterans Talent Index* that we asked questions specifically geared toward disabled veterans," said Greg Smith, President of Military.com and a retired Navy admiral. "Service members are returning to civilian life after multiple tours of duty and often surviving extraordinary personal challenges. We wanted to partner with DAV to help America understand what our injured and ill veterans face in the civilian workplace."

Other key findings include:

Disabled Veterans' Perspective on Job Hunting:

- Sixty-five percent of respondents believe their service-connected disability has required them to change career paths.
- When it comes to their disability, 78 percent of the service members and veterans surveyed do not feel it impacts their value as an employee. Sixty-six percent agree their disability impacts their physical ability only.
- Of the respondents who indicated they have a disability, 66 percent say it is visibly apparent.

Employers Perspective on Hiring Disabled Veterans:

- Of employers who have hired disabled veterans, 81 percent believe their company is a positive and

productive workplace. Seventy-four percent believe it has been a positive experience for the company.

- Seventy-three percent of employers surveyed say their company has confidential resources available to veterans if they need to seek help.
- Seventy-five percent of employers have confidential resources for managers to help their veteran employees.

Monster and Military.com used an online panel of 569 service-member and veteran respondents supplied by Survey Sampling International, 388 of whom reported having a disability. Additionally, 583 employers who recently hired a veteran participated in the survey. The margin of error is +/- 4.1 percent. Respondents to the survey are veterans who have been out of the military for less than five years, active duty service members who plan to leave the military within the next year, and employers who have hired at least one veteran in the past year.

Monster and Military.com established the *Veterans Talent Index* in the fall of 2011 to provide an ongoing and quantifiable metric of employment conditions for transitioning service members. Past surveys have provided information and perspective on topics including why post 9/11 veterans faced a higher unemployment rate, the barriers to connecting veteran job seekers with employers eager to hire them, and how location could impact a veteran's ability to find a job.

To learn more about employment resources and job fairs for both veterans and employers, visit www.dav.org/veterans/employment.

About DAV:

DAV is dedicated to a single purpose: fulfilling our promises to the men and women who served. DAV does this by ensuring that veterans of all generations and their families can access

the full range of benefits available to them; fighting for the interests of America's injured heroes on Capitol Hill; linking veterans and their families to employment resources; and educating the public about the great sacrifices and needs of veterans transitioning back to civilian life. DAV, a non-profit organization with 1.3 million members, was founded in 1920 and chartered by the U. S. Congress in 1932. Learn more at www.dav.org.

About Monster Worldwide:

Monster Worldwide, Inc. (NYSE: MWW) is a global leader in connecting people to jobs, wherever they are. For more than 20 years, Monster has helped people improve their lives with better jobs, and employers find the best talent. Today, the company offers services in more than 40 countries, providing some of the broadest, most sophisticated job seeking, career management, recruitment and talent management capabilities. Monster continues its pioneering work of transforming the recruiting industry with advanced technology using intelligent digital, social and mobile solutions, including our flagship website monster.com® and a vast array of products and services. For more information, visit monster.com/about.

About Military.com:

Military.com is the nation's largest online military destination serving over ten million members, including active duty personnel, reservists, guard members, retirees, veterans, family members, defense workers, and those considering military careers. Military.com enables the 30 million Americans with military affinity to access information about their benefits, advance their careers, enjoy military discounts, and stay connected for life. Military.com develops efficient affinity marketing and communications programs for

government agencies and companies serving this market. Military.com is a business unit of Monster Worldwide, Inc. More information is available at www.military.com.