



AGS

Corporate Veteran Assessment

Jim Lorraine
President & CEO



Assessment Overview



- **Surveyed ~450 employees (veterans and non-veterans) via email for an online assessment**
- **Holistic assessment of veteran quality of life issues**
- **240 employees completed the survey or 53% of population**
 - **23 – veterans (28 veterans started the survey, 5 partially completed it)**
 - **37 - immediate family members to veterans**
 - **1 - caregiver to a veteran**
 - **179 - employees not affiliated with military**



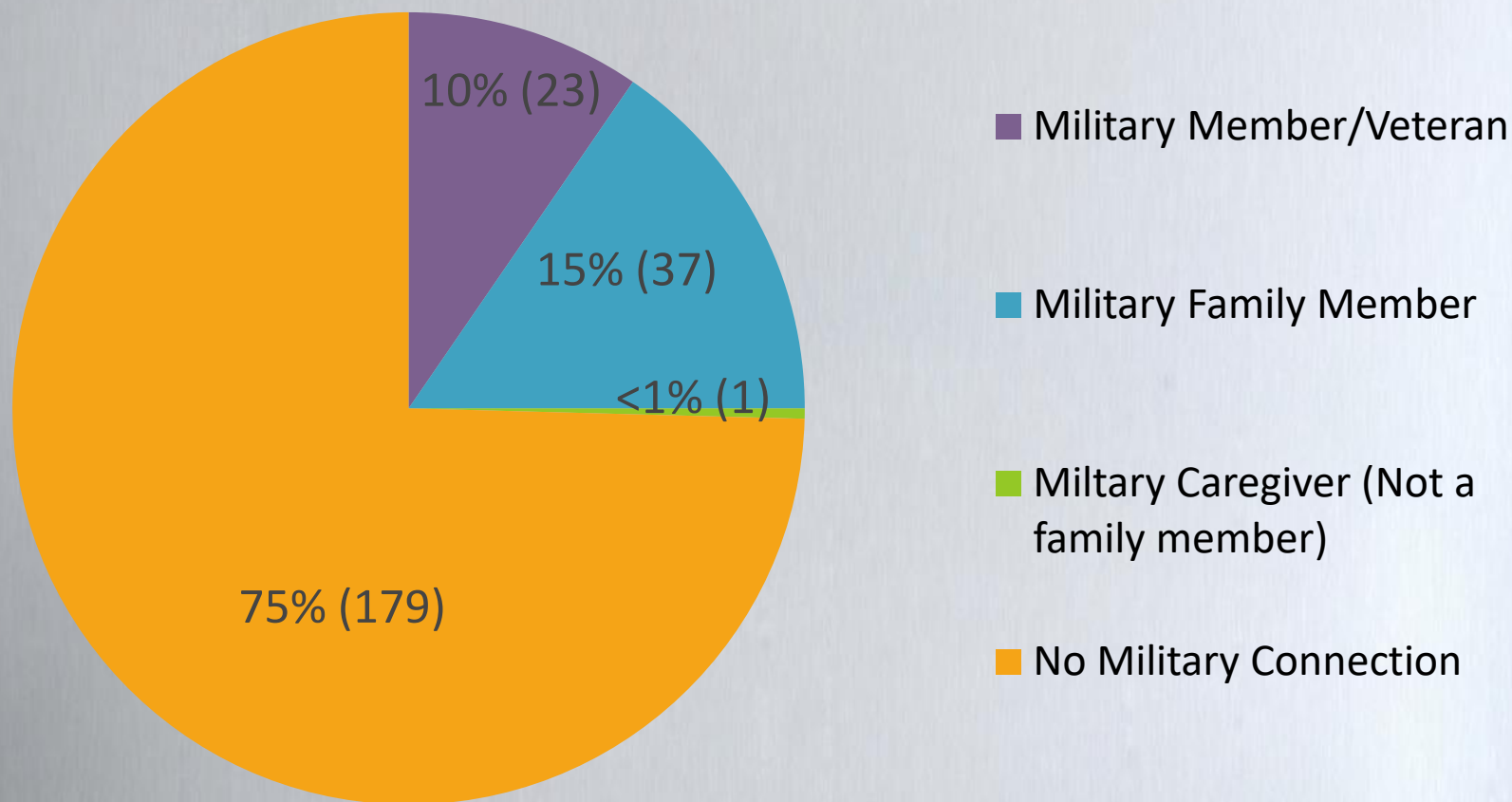
Executive Summary

- **10% of AGS employees self-identified as veterans**
- **81% veteran employees have been at AGS for more than one year**
- **On our assessment of hopefulness, AGS veteran employees scored 2 points higher than the veteran national average**
- **Pre 9/11 veterans are more satisfied at AGS than post 9/11 veterans**
- **The veterans identified are under utilizing their Veterans Affairs provided education, healthcare, and disability benefits**
- **Non-veterans express a desire to volunteer more than veterans, but there is greater opportunity for community connections**
- **Veterans in Nevada feel more positive about their employer and are more satisfied with their job. Veterans in California and Oklahoma feel less positive about their employer and are less satisfied about their job. Georgia falls in between the two.**



Breakout of Participants

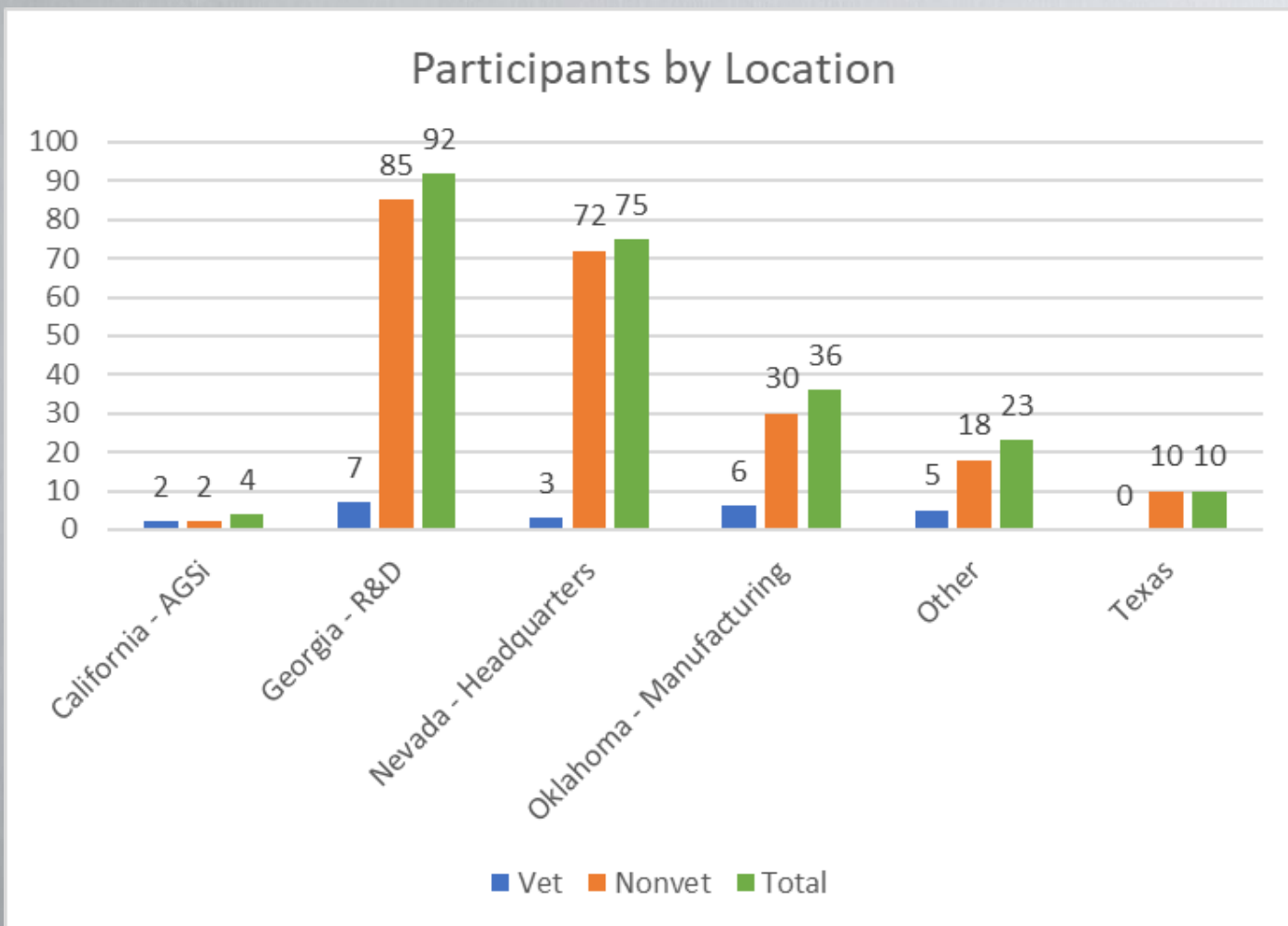
Of the 240 survey participants, 25% are affiliated with military. Of the 23 veterans, 1 is a female.





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Participants by Office Location

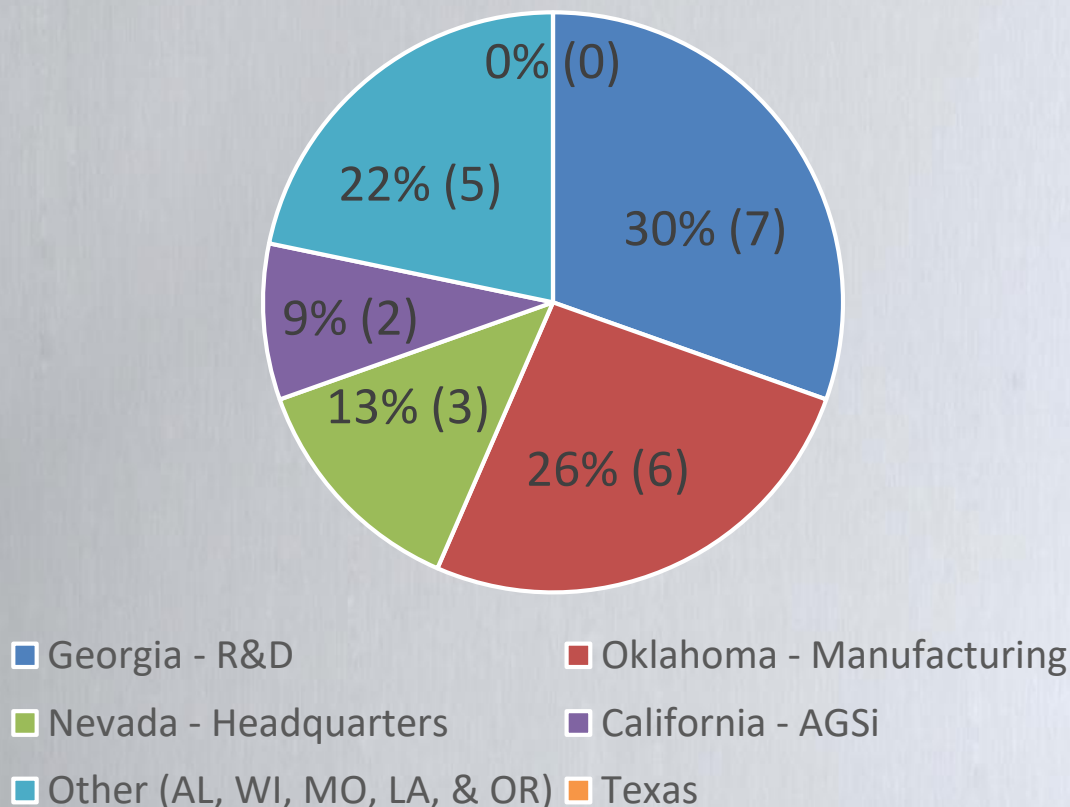


Note: Other includes participants from AL, AR, HI, IL, LA, MN, MO, MS, ND, MN, NY, OR, PA, WA, and WI.



Veterans by Office Location

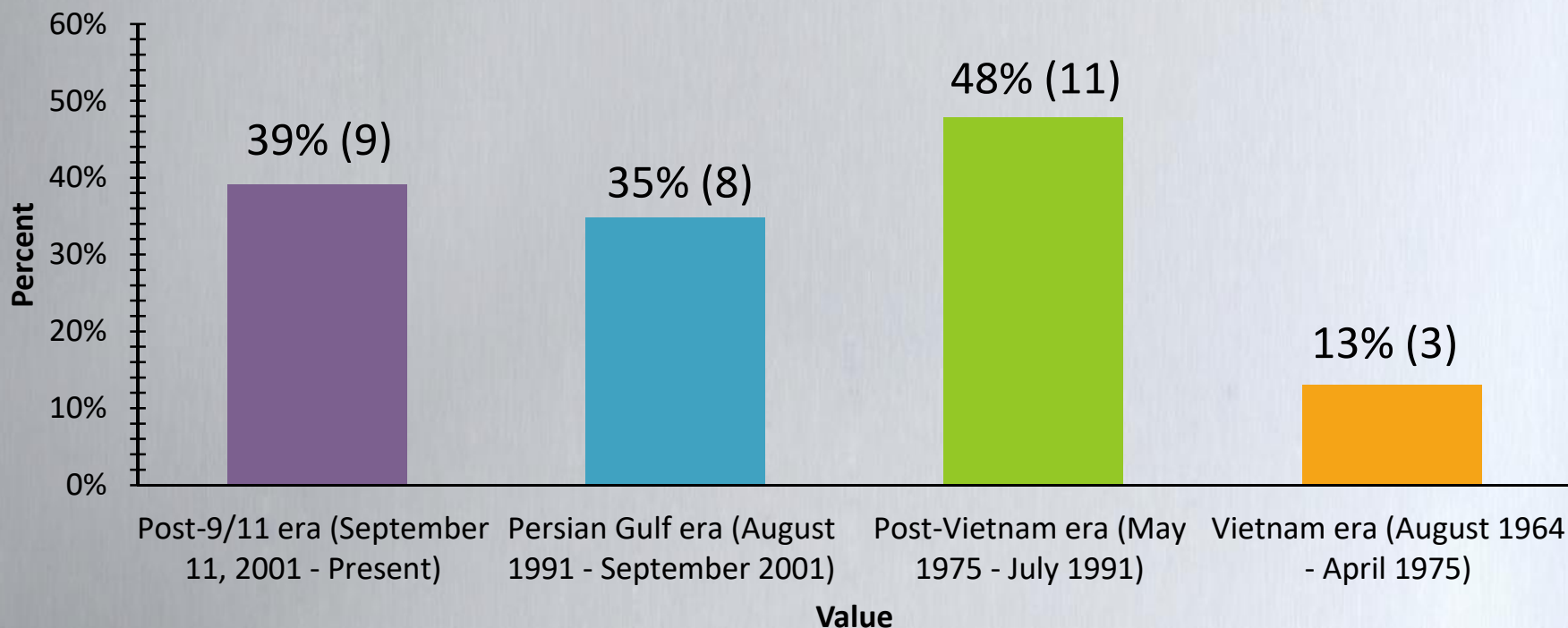
Of the 23 veterans, the majority of them work in Georgia and Oklahoma. The Texas location did not have any veterans identified and there were a few veterans that identified themselves as living in states that were outside of the main offices.





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Service Era

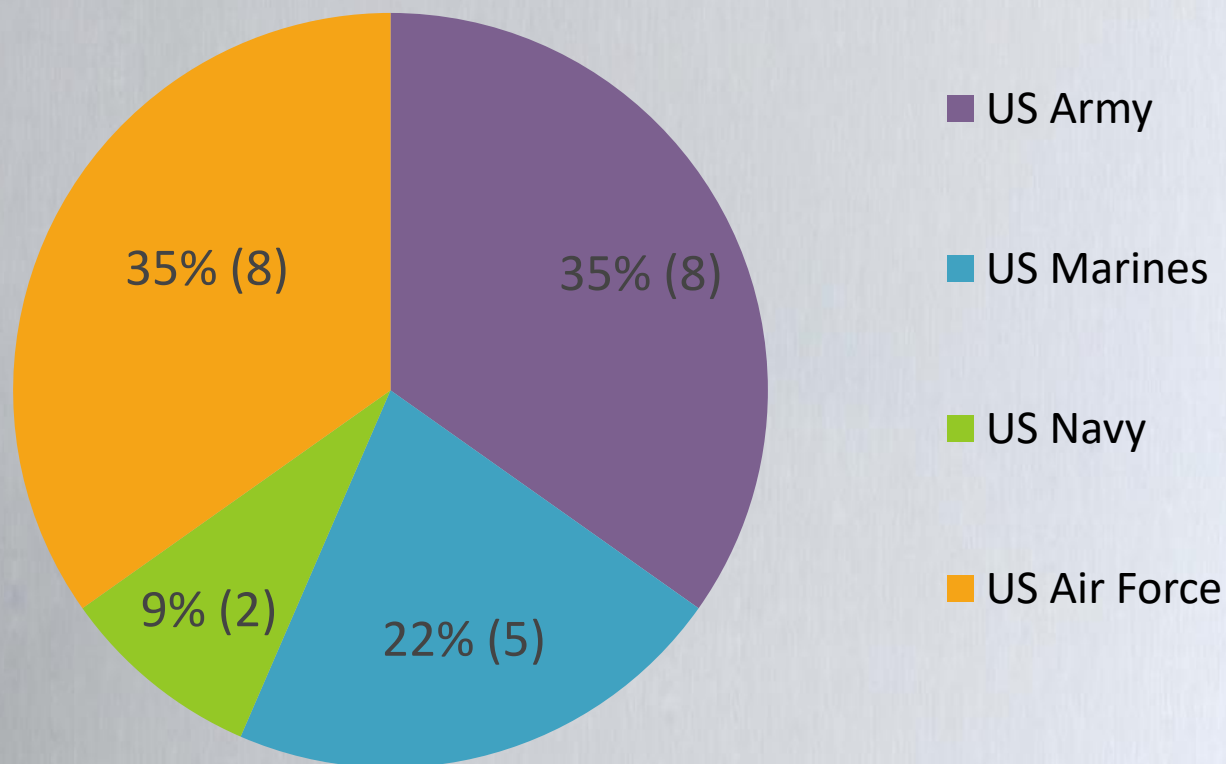


Of the 23 veterans, 5 or 22% served in multiple eras.



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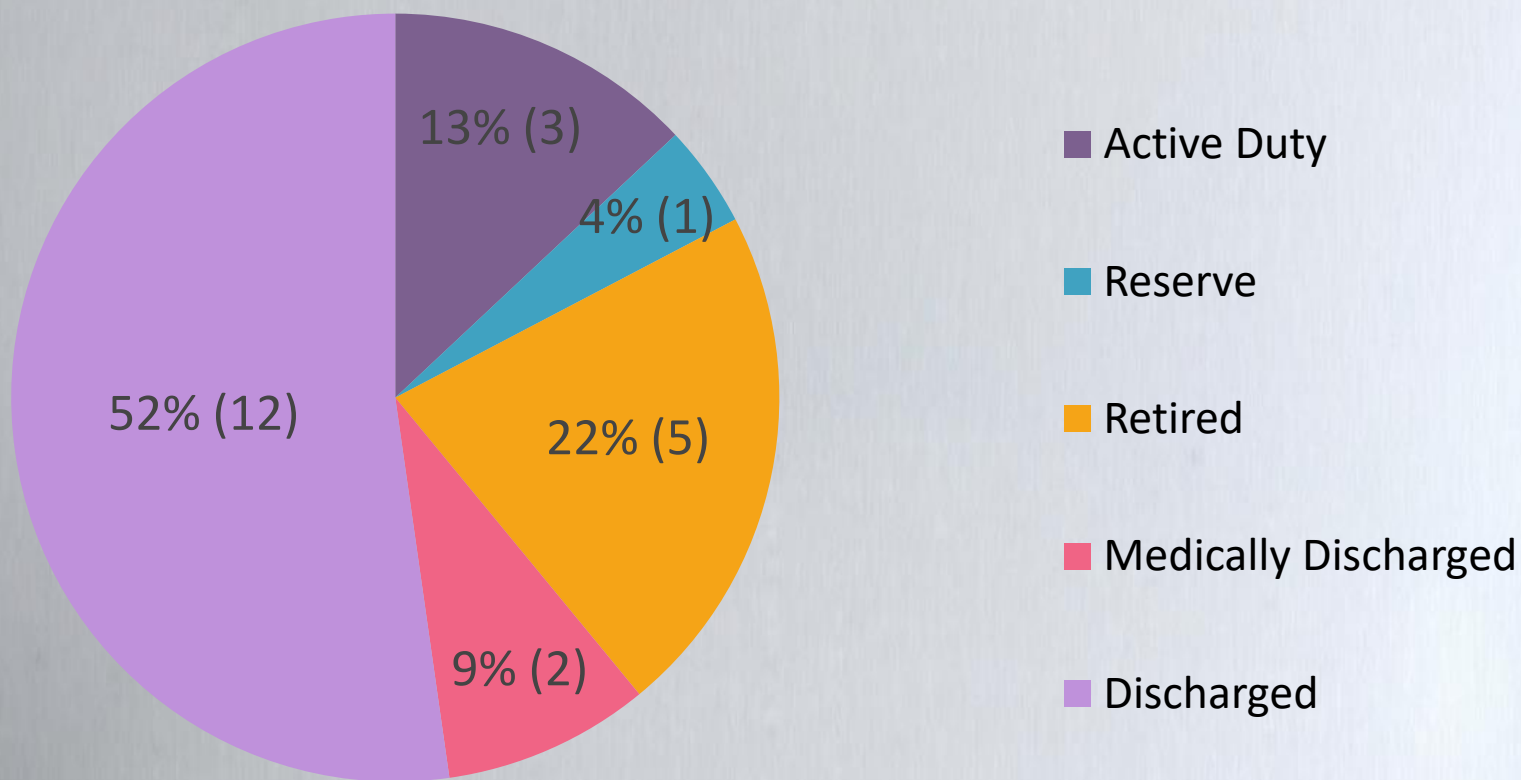
Service Branch





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Status of Service

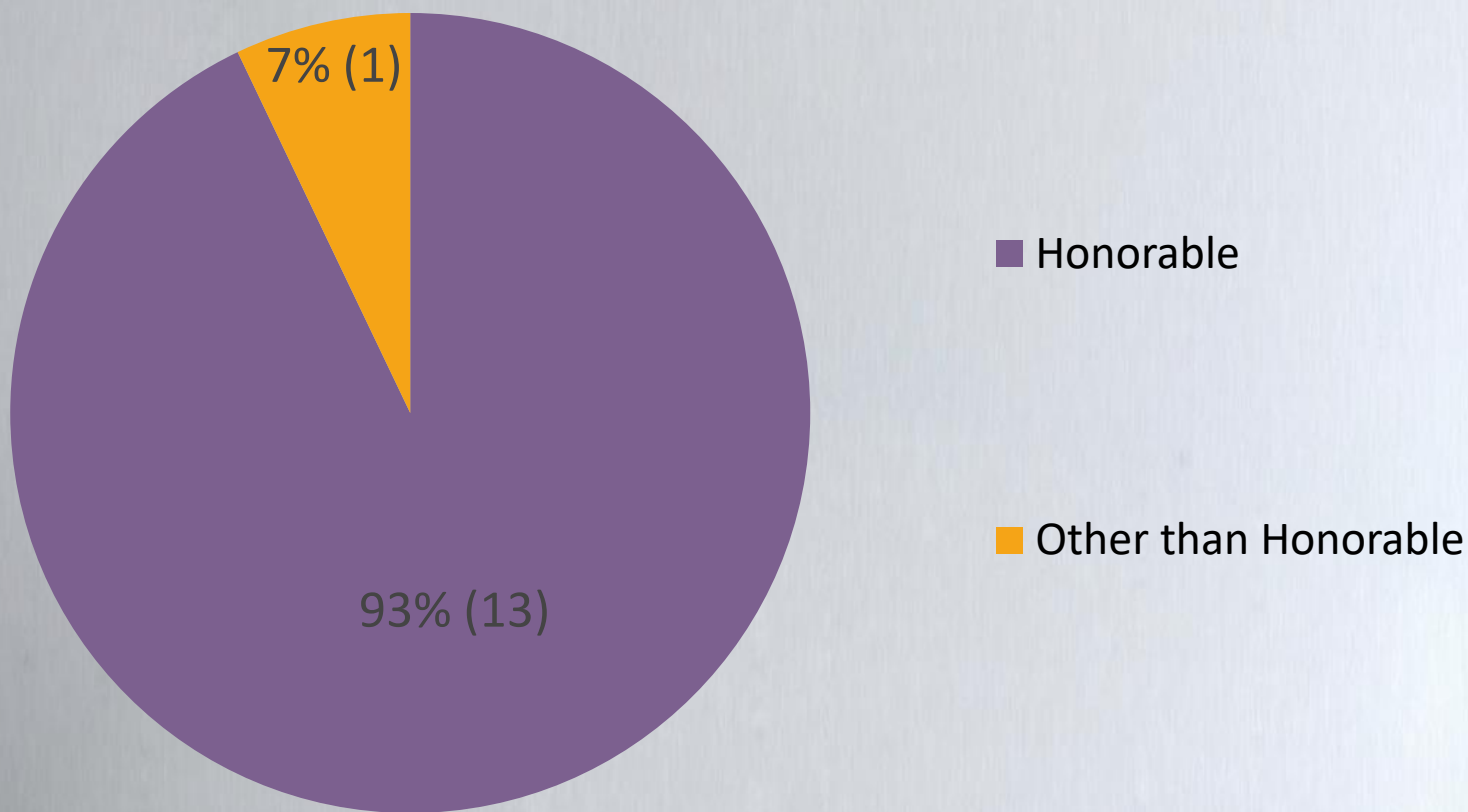




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Characterization of Discharge

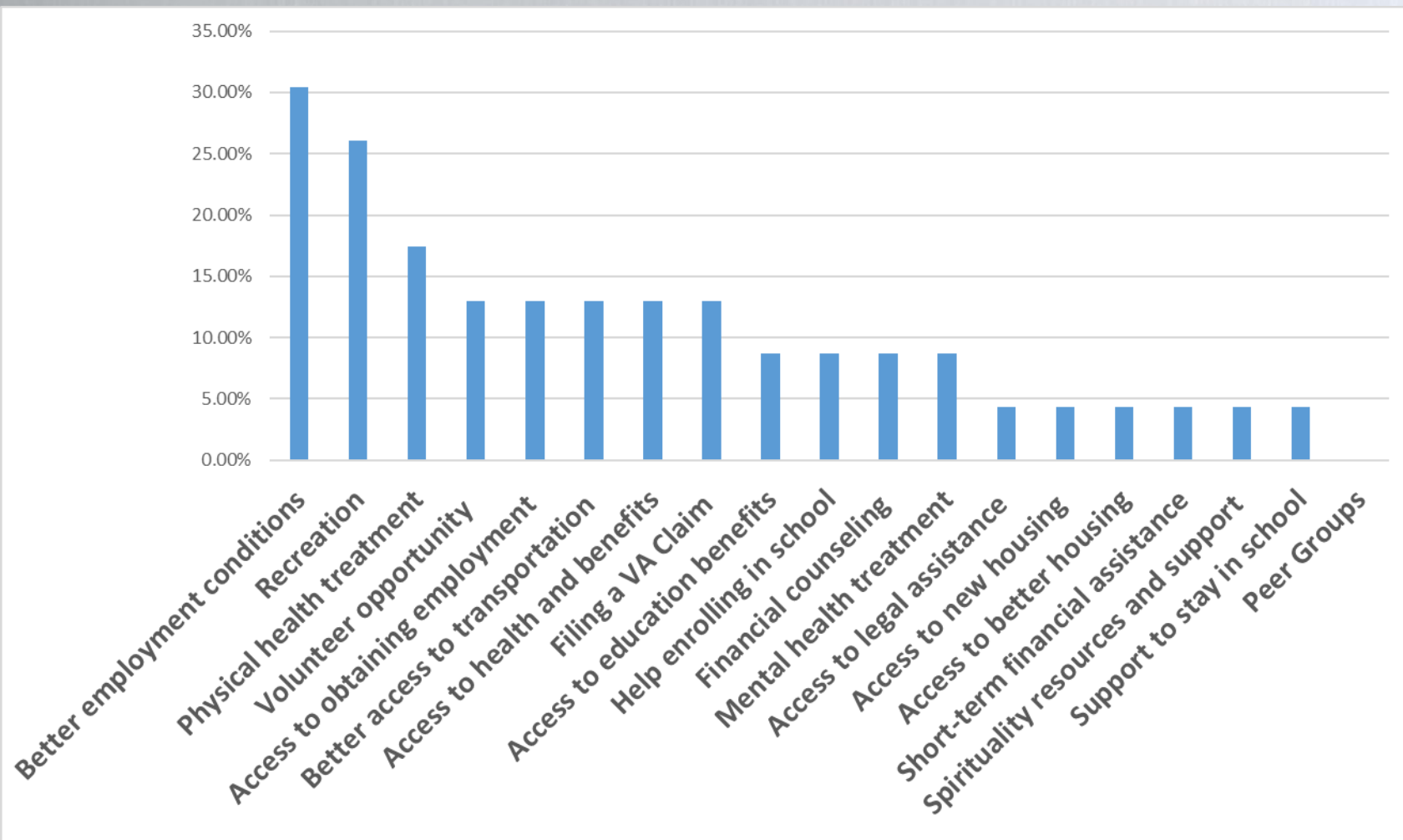
Of the 14 with discharged status, 1 has a characterization of discharge as other than honorable.





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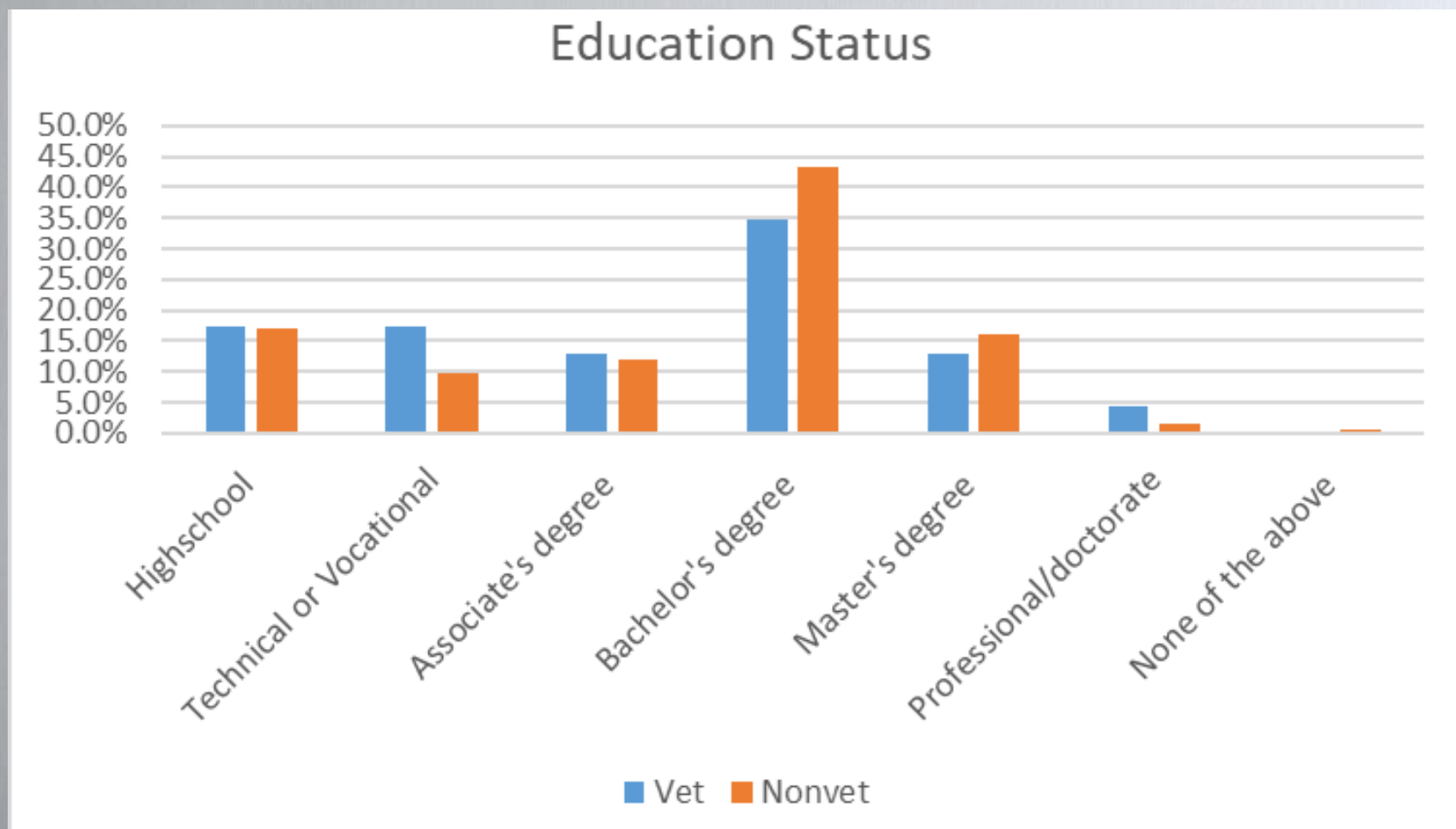
What Veterans Are Seeking





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Education Status of Veterans



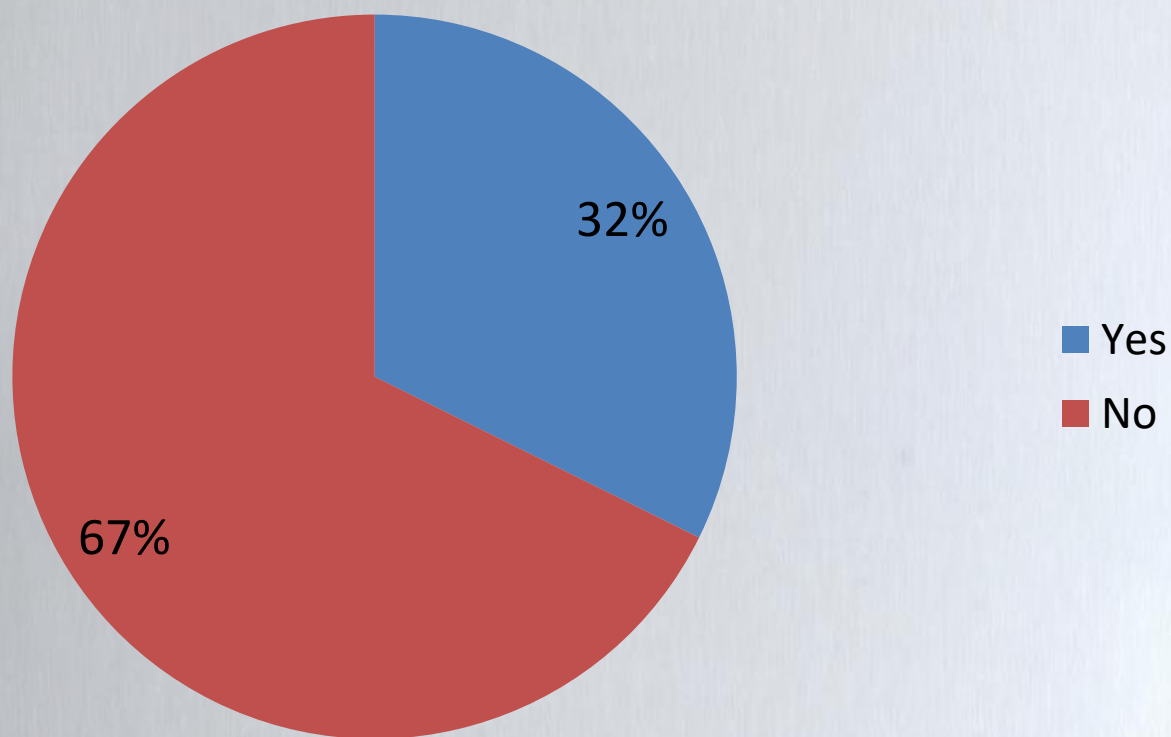
Note: 3 veterans are currently pursuing a degree/certification (1 Master's degree, 1 Bachelor's degree, and 1 is enrolled in technical school).



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Use Of Education Benefits

Have you used your GI Bill?



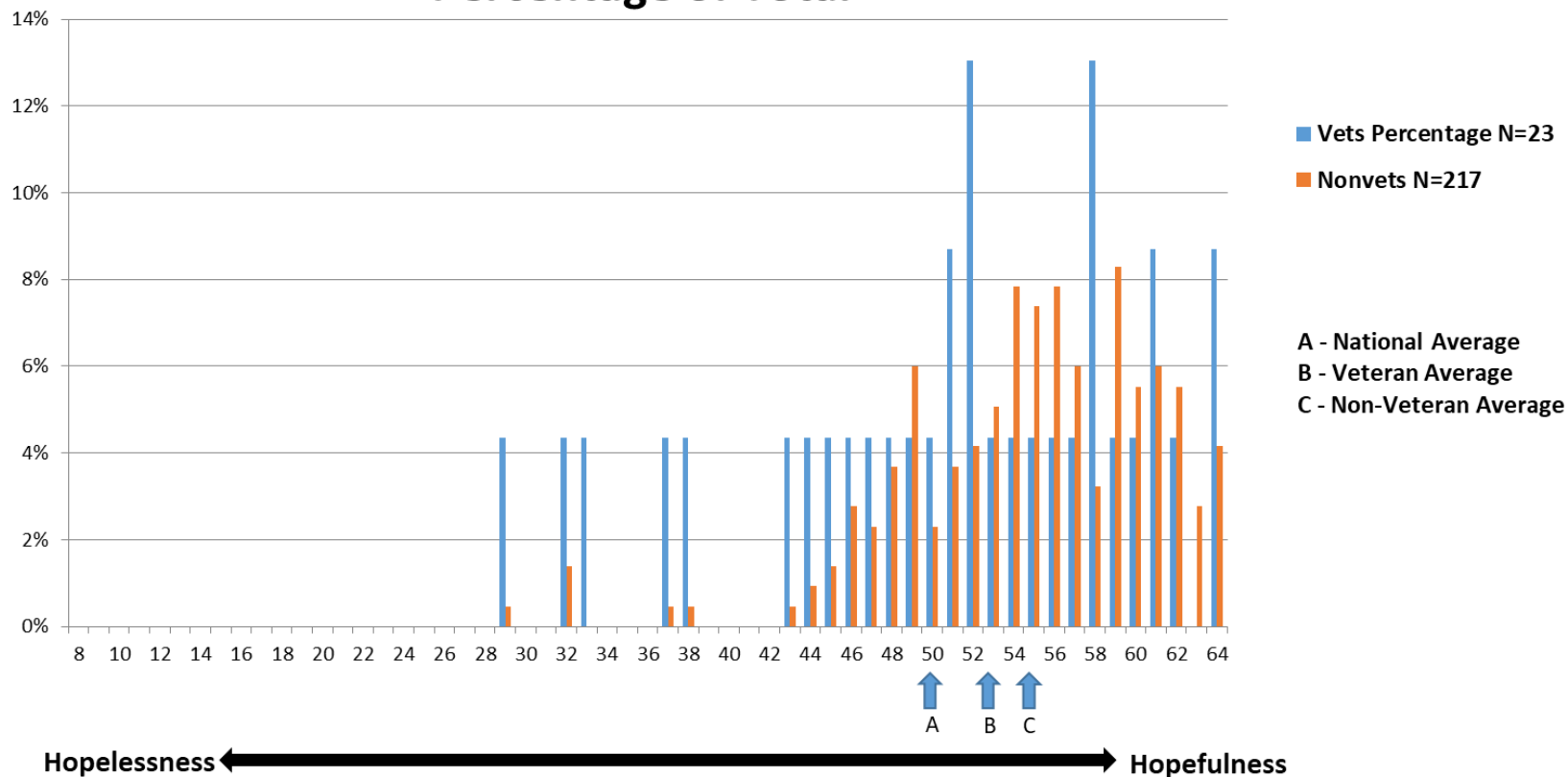
* Note: 2 veterans are eligible for the GI Bill, but are not currently using it.



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Hopefulness of Veterans

HOPE SCALE VETERANS TO NON-VETERANS Percentage of Total

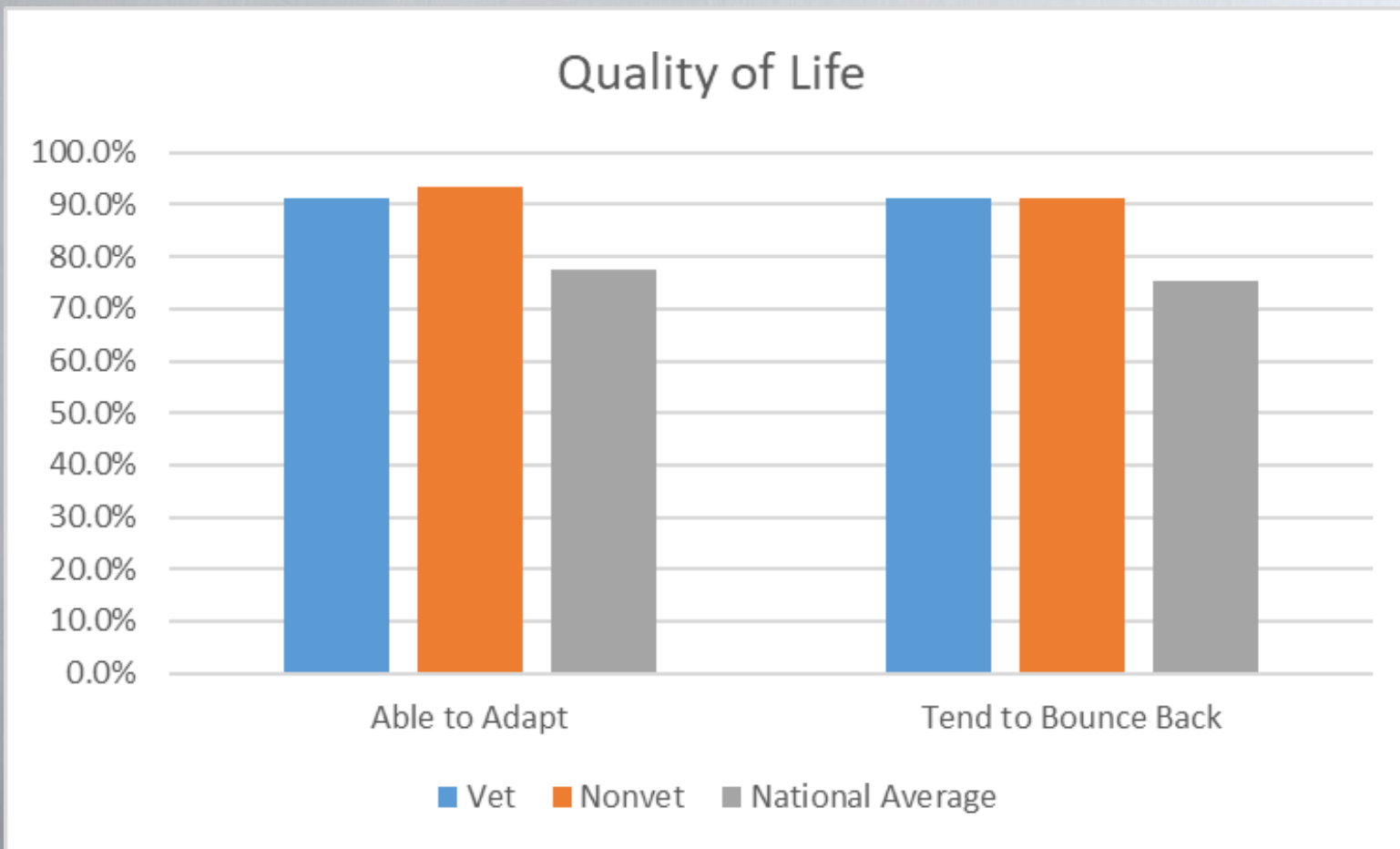




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Quality Of Life

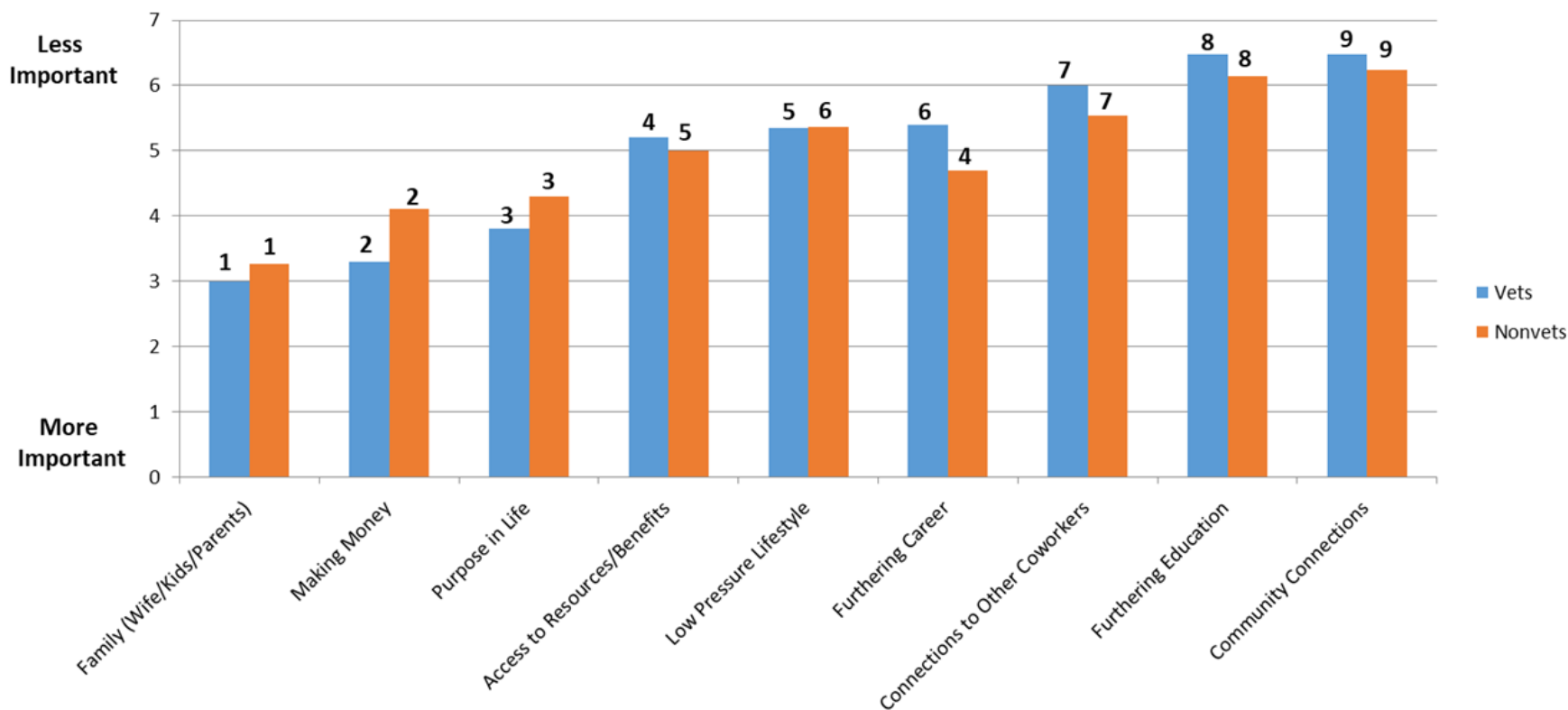
AGS employees (veterans and nonveterans) quality of life are more than 10% above the national average for veterans.





What's Important To You

In a ranking of most important, the top 3 values of veterans and non-veterans align but then diverge at access to resources and benefits which veterans place higher than non-veterans.

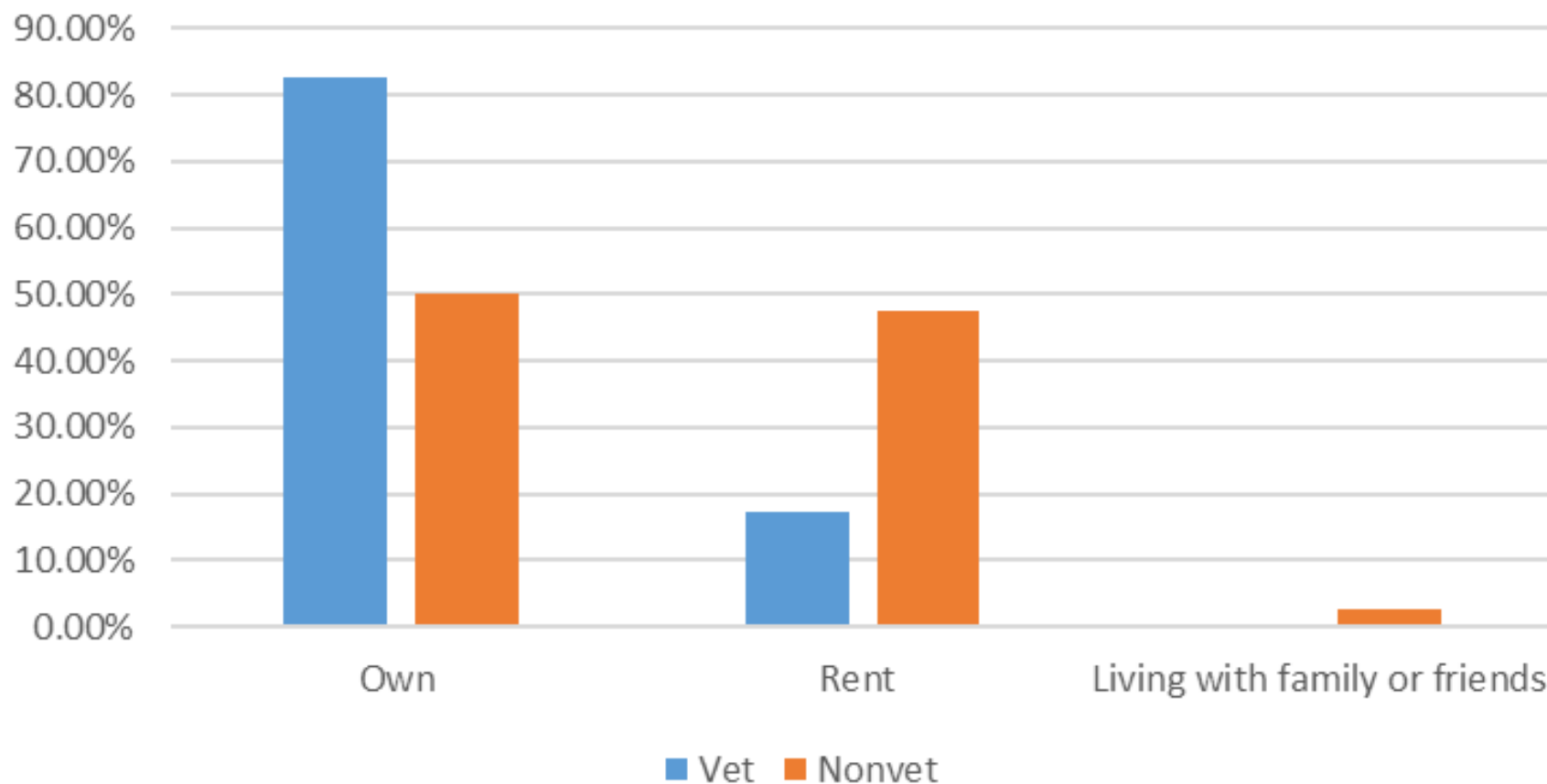




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Housing Status

Housing Status

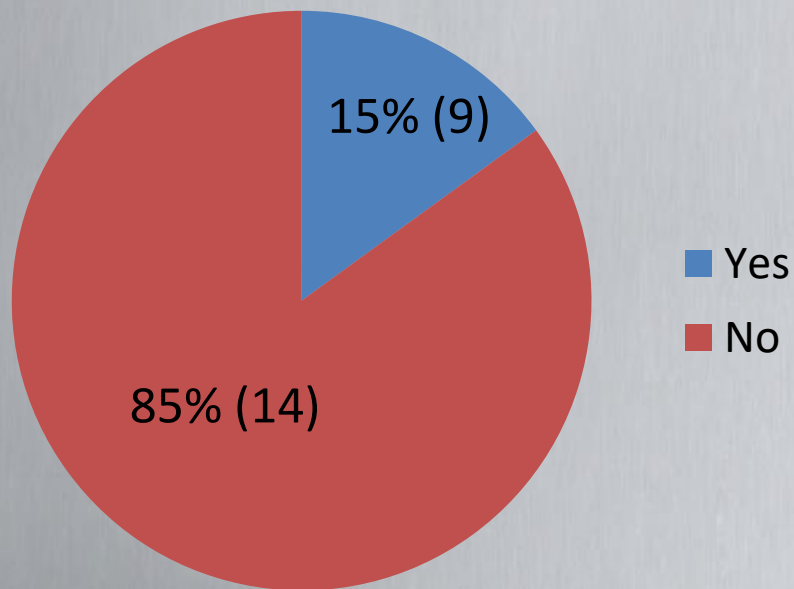




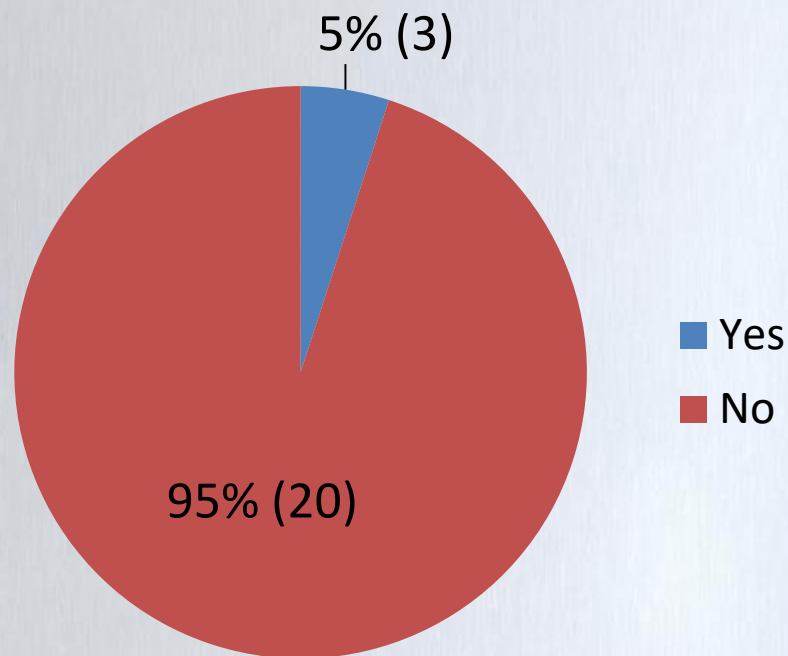
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VA Disability & Claims

Do you receive a VA disability?



Do you have a VA claim pending?



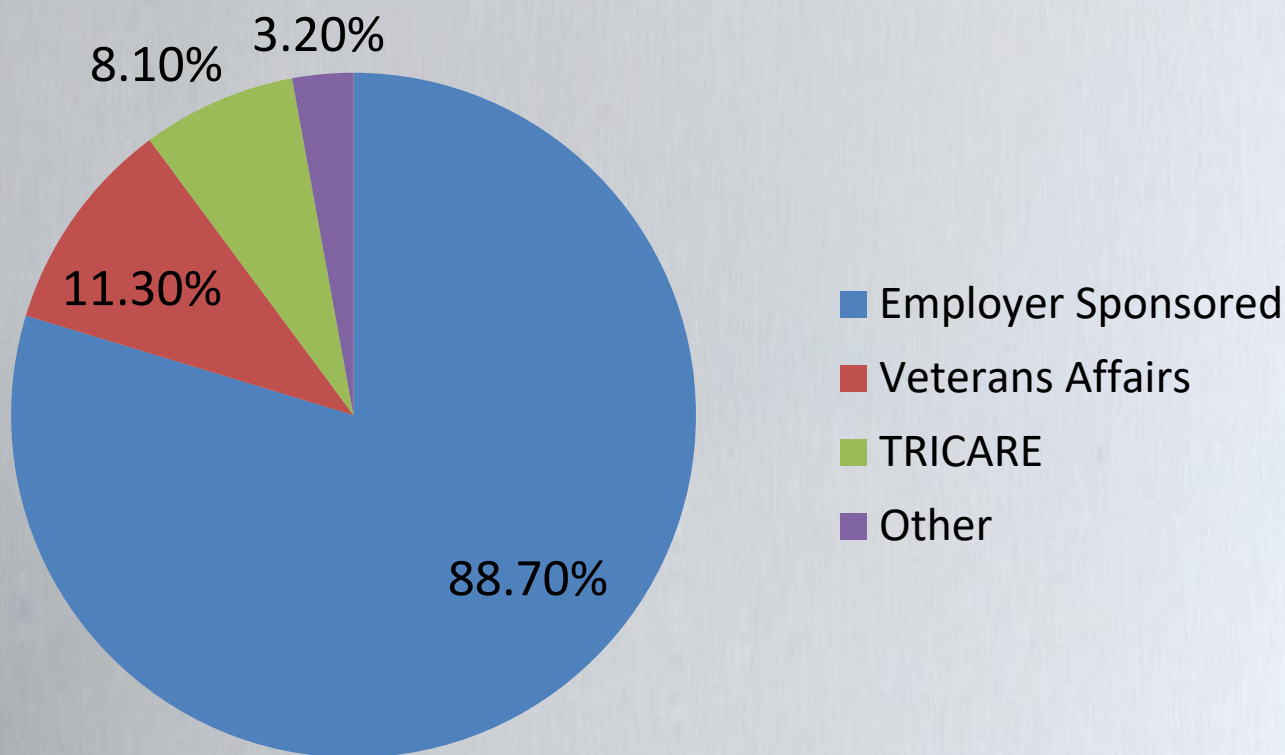
Note: National Average of those who receive a VA disability is 52% and those who have a VA claim pending is 16%.



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Enrollment in Healthcare

Type of Healthcare Insurance

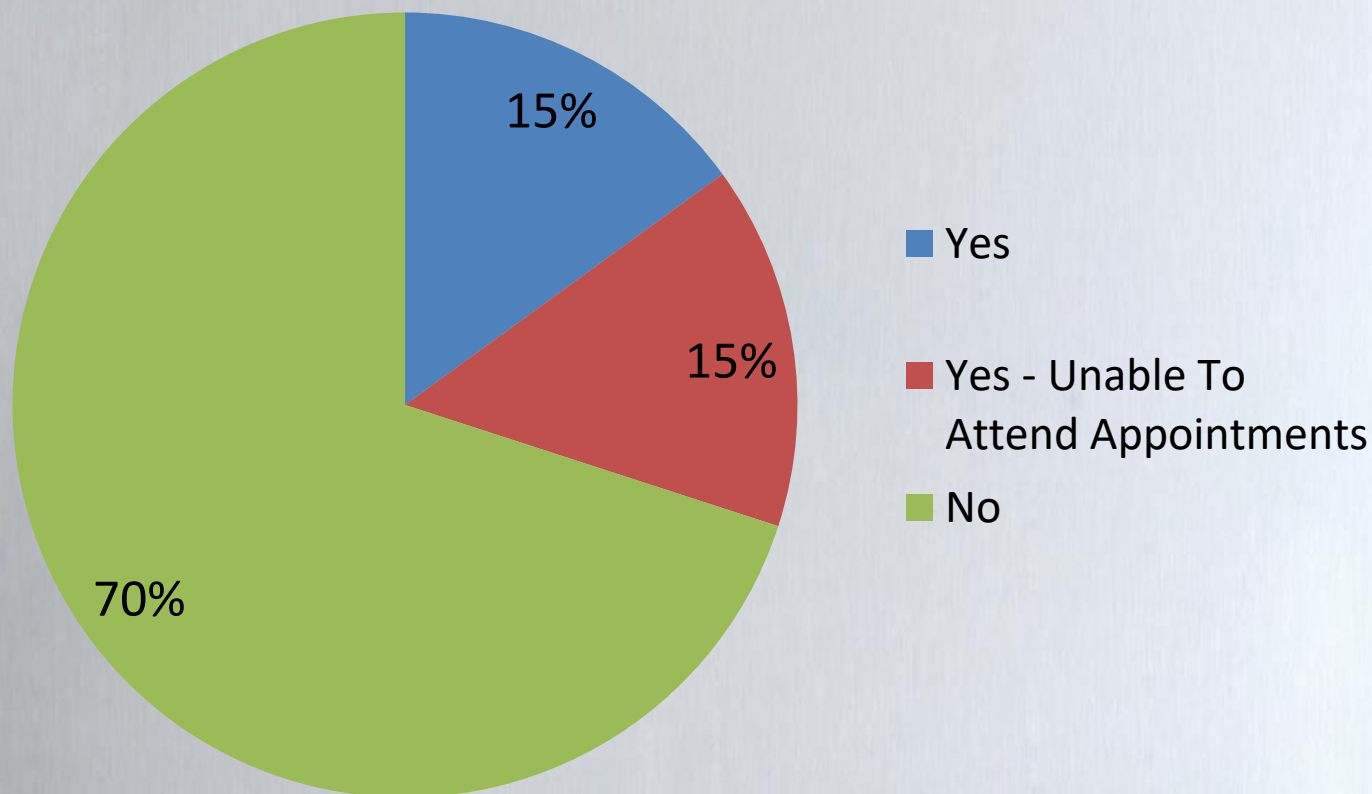




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Access To Medical Care

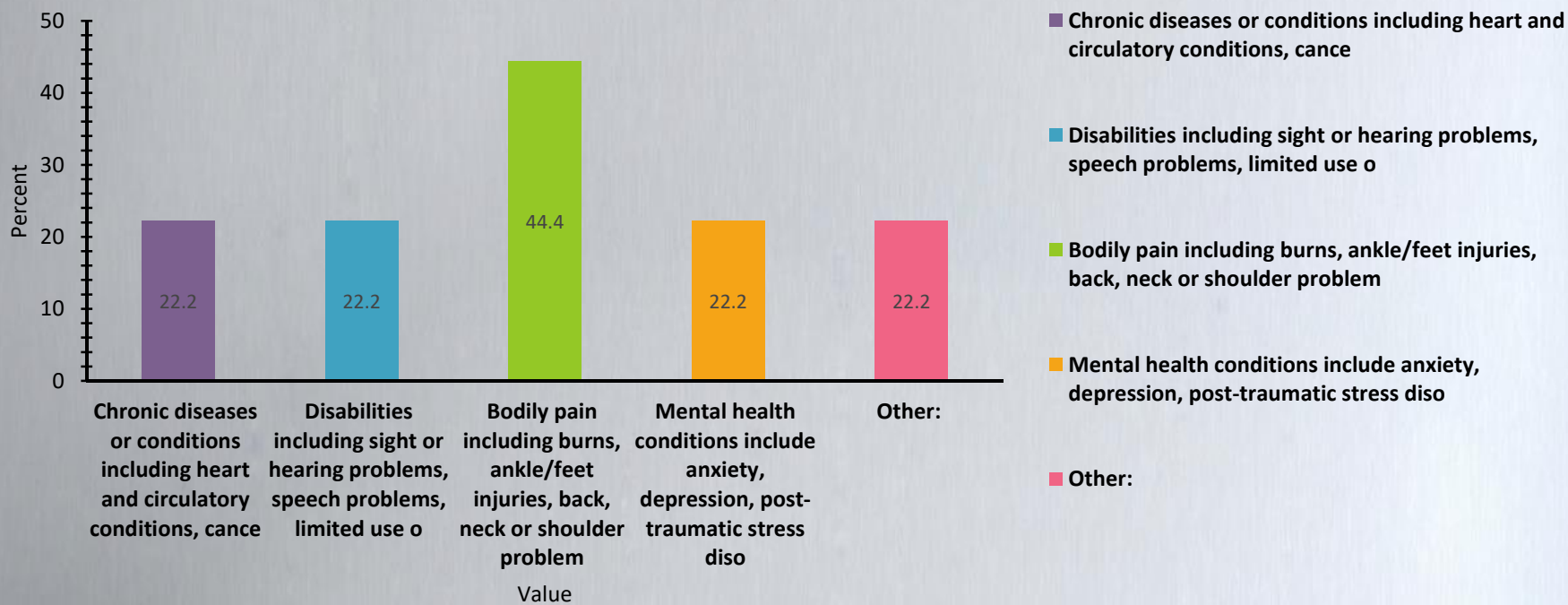
Are you currently under medical care?





Health Status Of Veterans

Veterans indicate which type of medical conditions you are currently receiving treatment for:



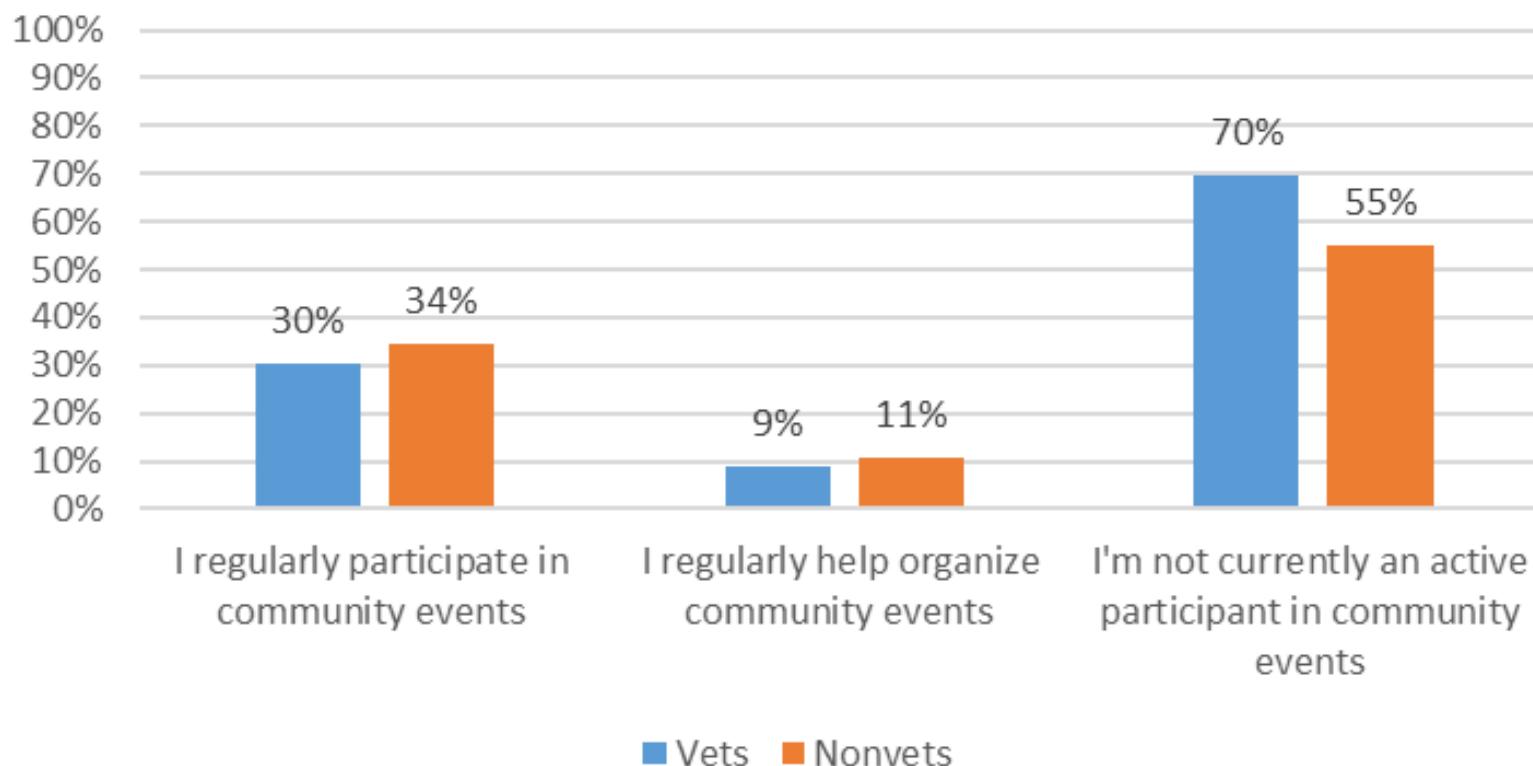


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Community Involvement

Do you participate in your community in any of the following ways?

Participation in Community Events





Community Involvement by Office Location

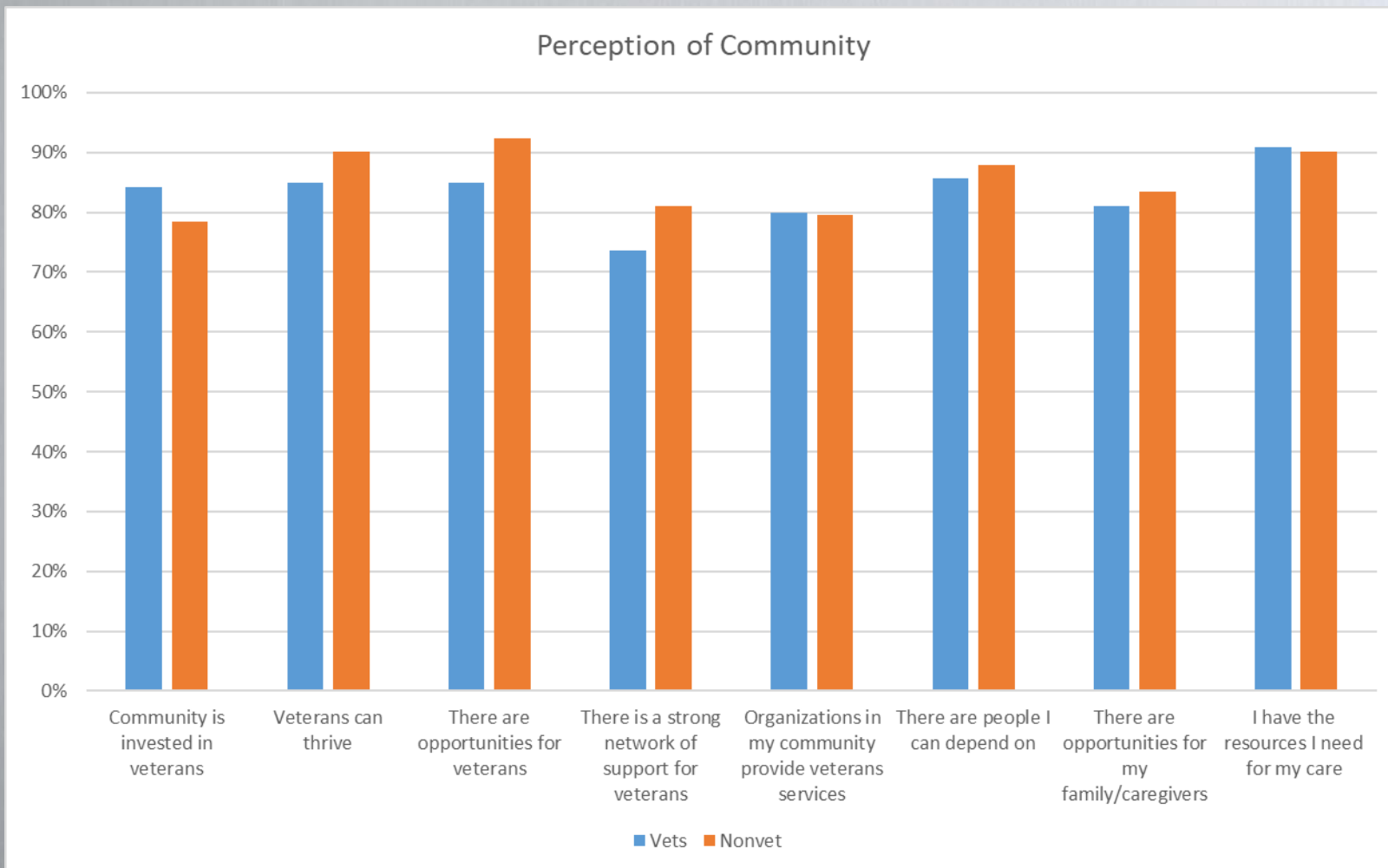
Veterans and nonveterans are more active in community events in Nevada. Veterans are less active in Oklahoma whereas nonveterans are less active in Georgia, California and Texas.



Note: There were no identified veterans at the Texas location.



Perception of Community

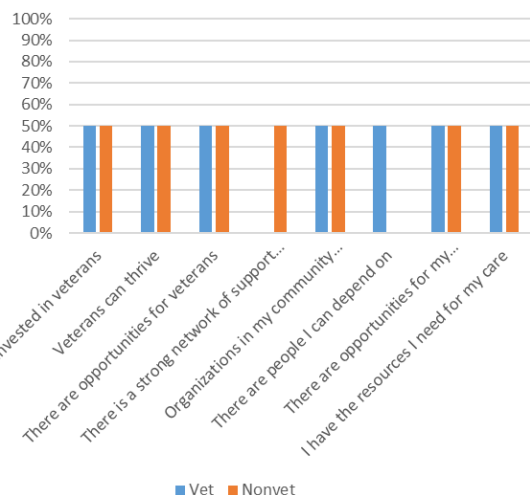


Veterans and nonveterans in Nevada have a more positive perception of their community than in Oklahoma and Georgia. Veterans and nonveterans in California and Texas have a less positive perception of their community.

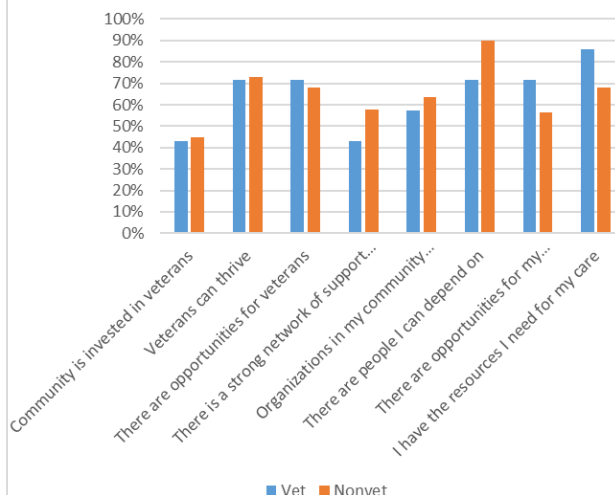


Perception of Community by Office Location

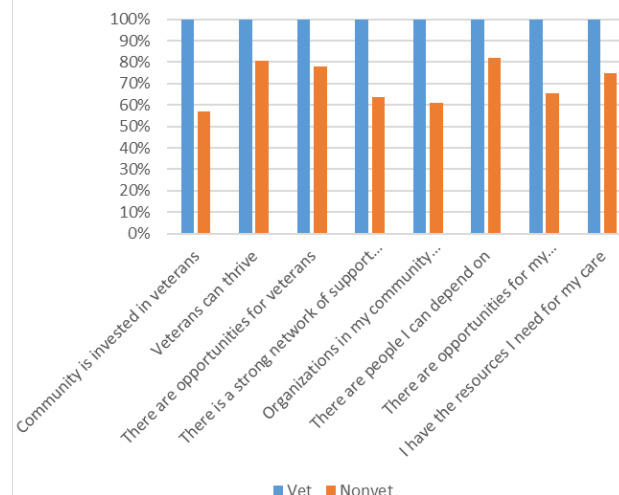
California - AGSi



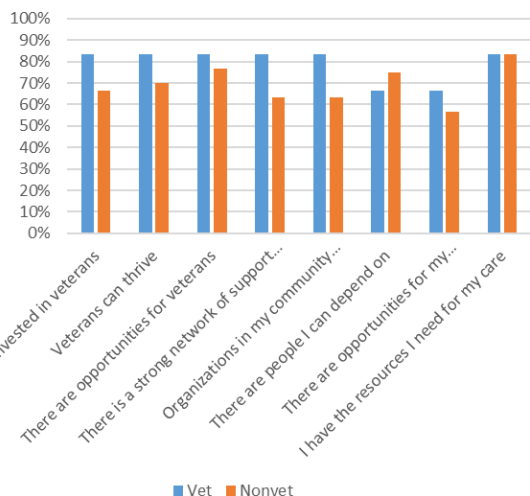
Georgia - R&D



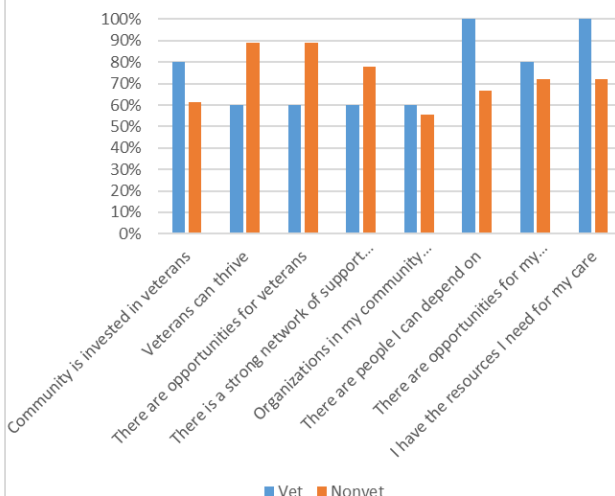
Nevada - Headquarters



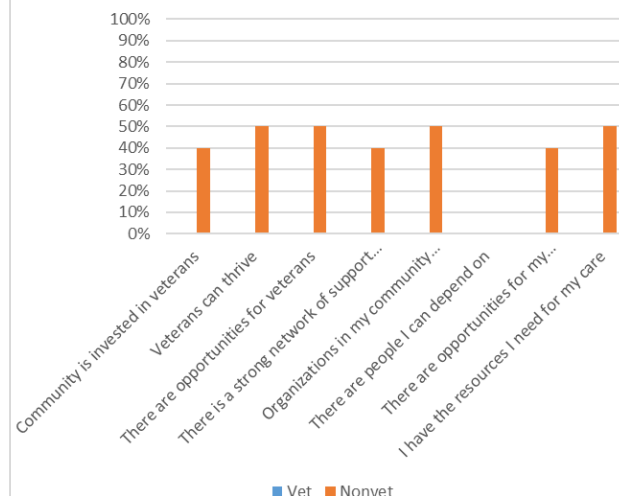
Oklahoma - Manufacturing



Other



Texas

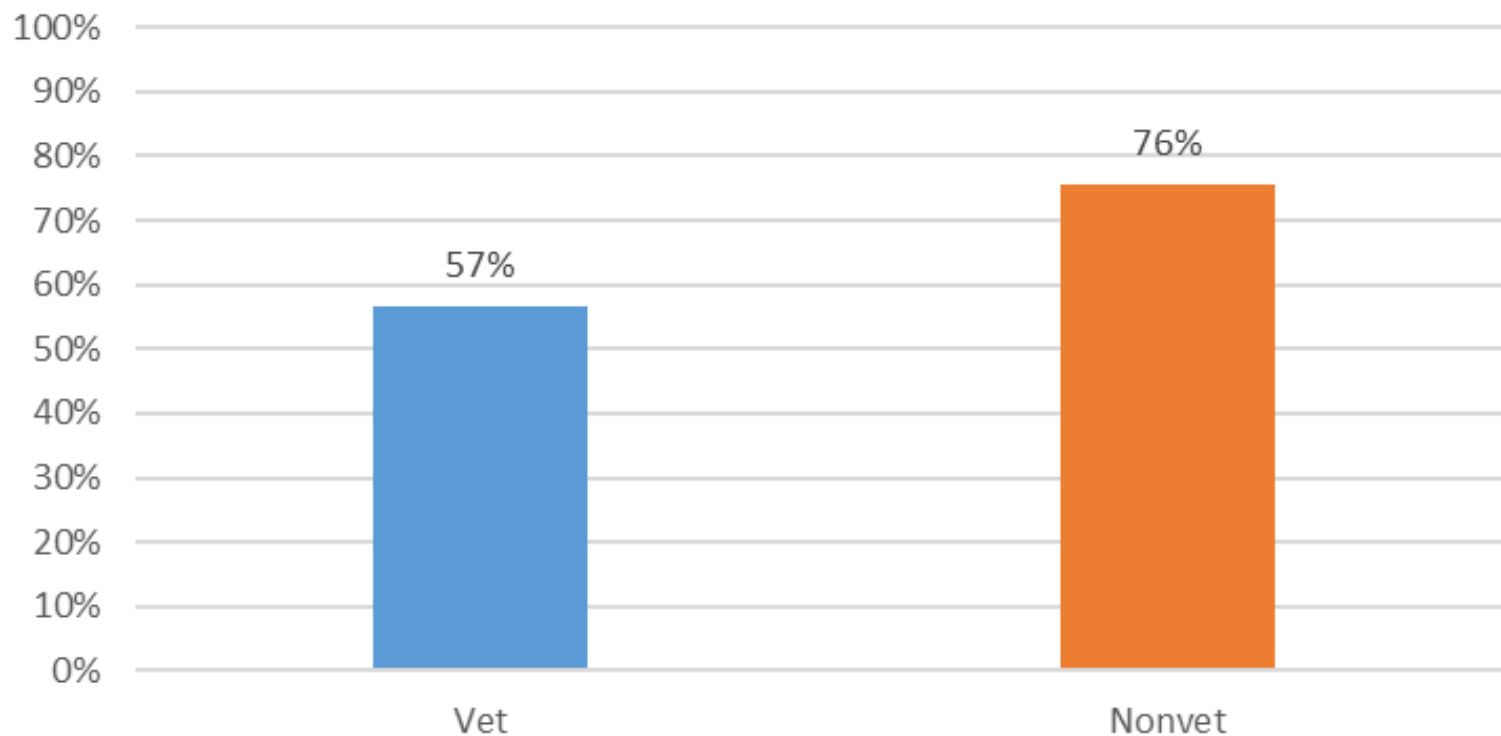




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Employer Event Participation

I Have Participated in Employer Events

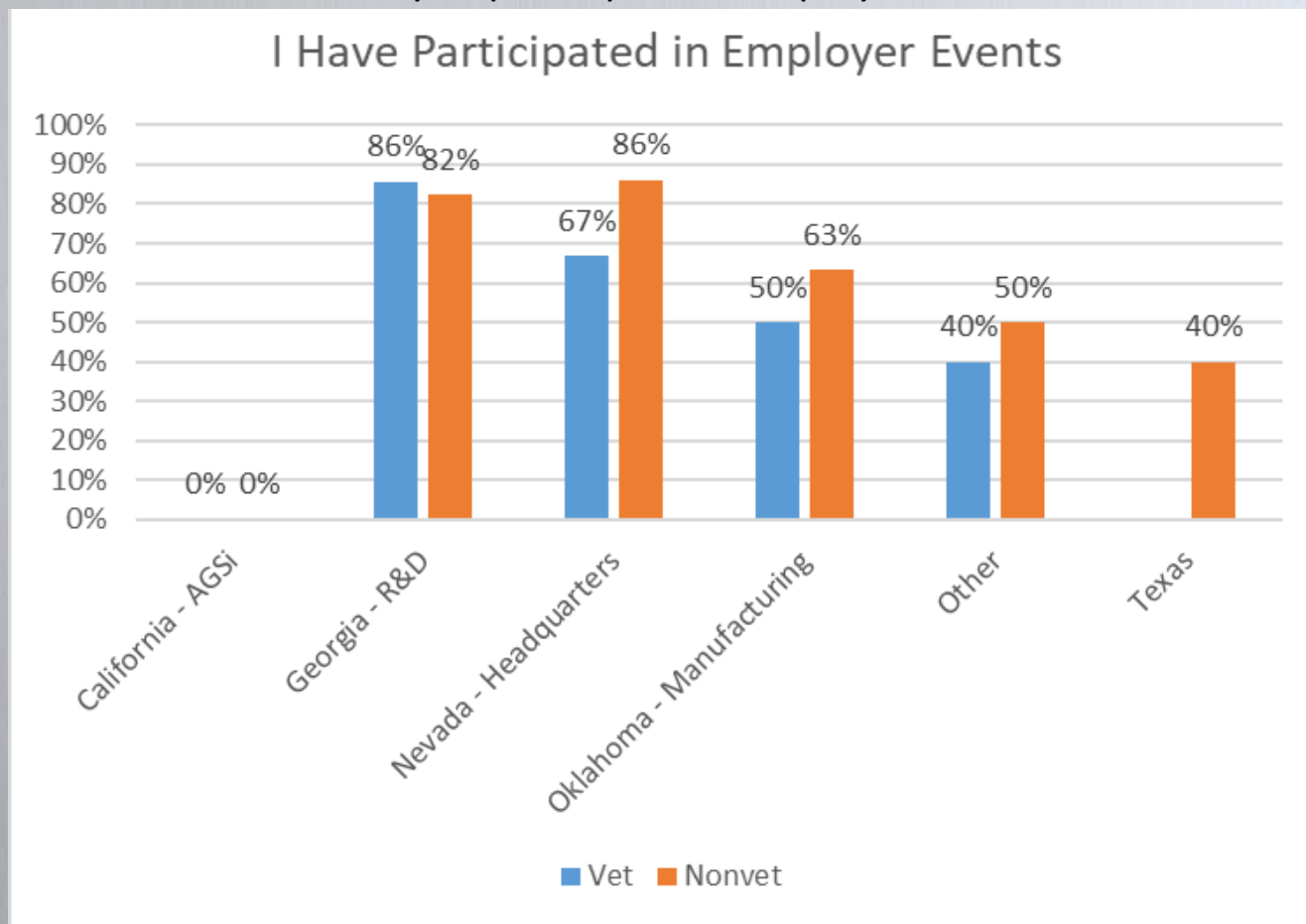




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Employer Event Participation By Office Location

Veterans and nonveterans are more active in employer events in Georgia and Nevada. Veterans and nonveterans in California are less likely to participate in employer events.

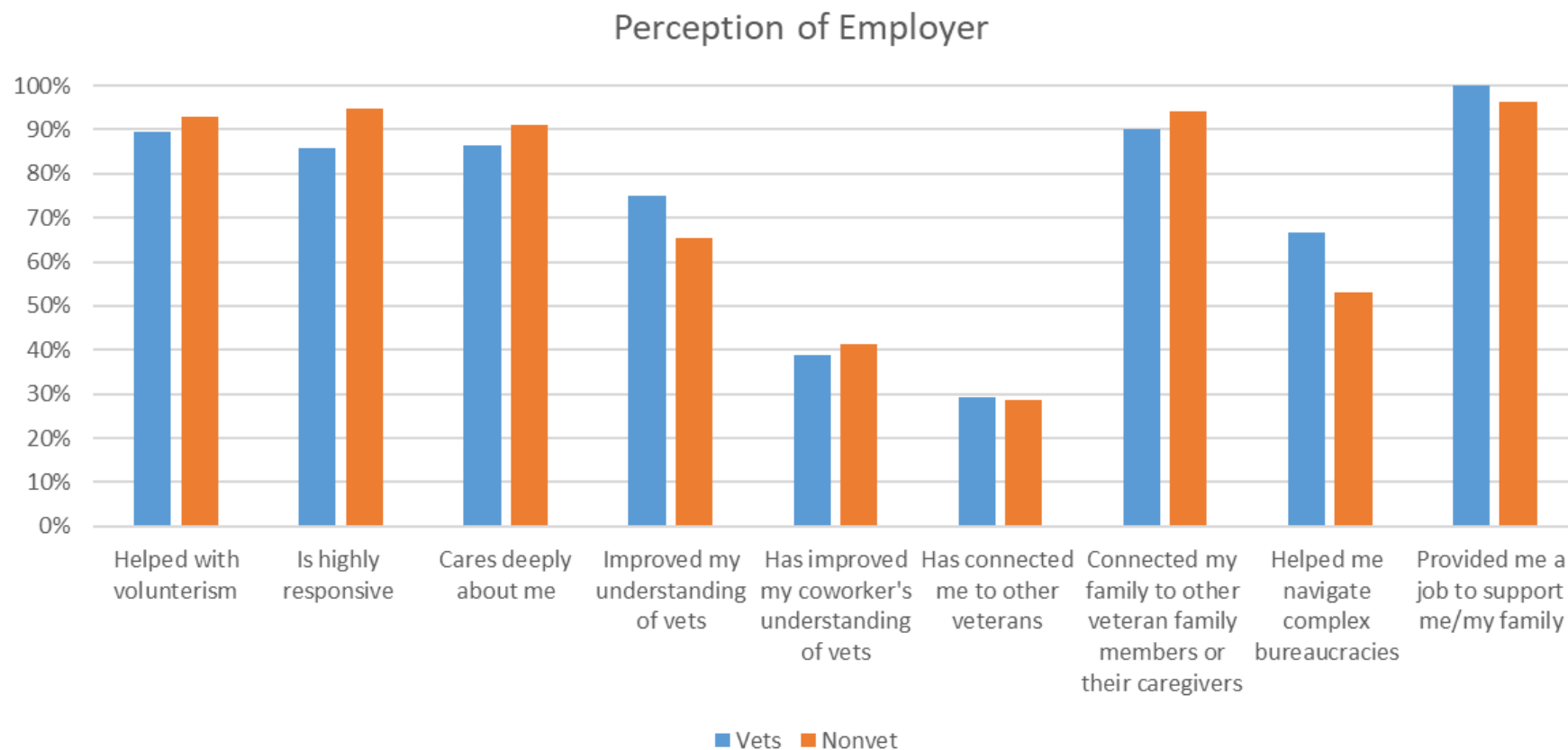


Note: There were no identified veterans at the Texas location.



Perception Of Employer

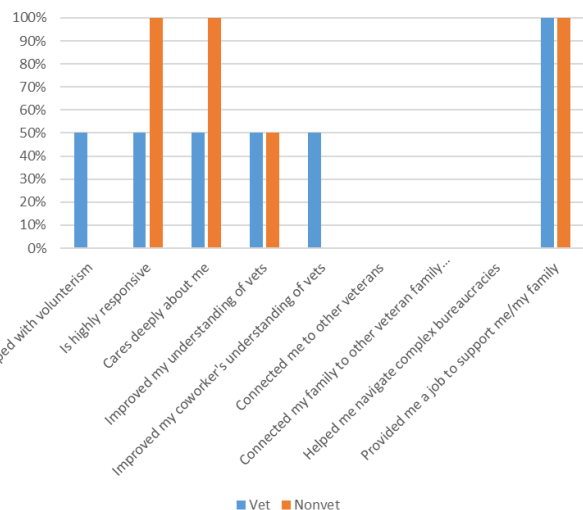
Veterans in Nevada have a more positive perception of their employer than in Oklahoma and Georgia. Veterans in California have a less positive perception of their employer. Nonveterans in Oklahoma have a more positive perception of their employer than in Nevada and Georgia. Nonveterans in California and Texas have a less positive perception of their employer.



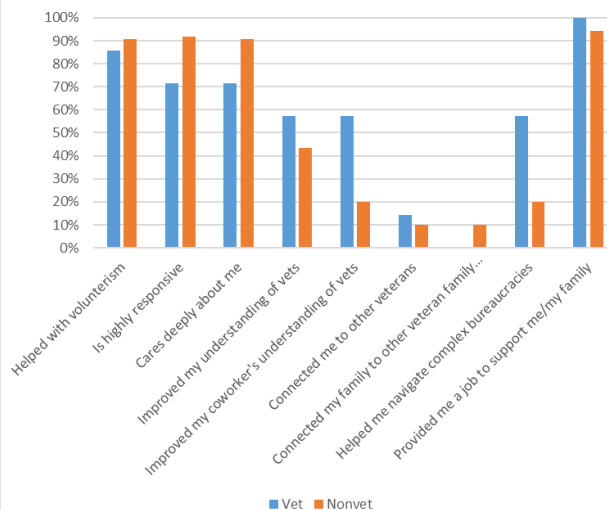


Perception Of Employer by Office Location

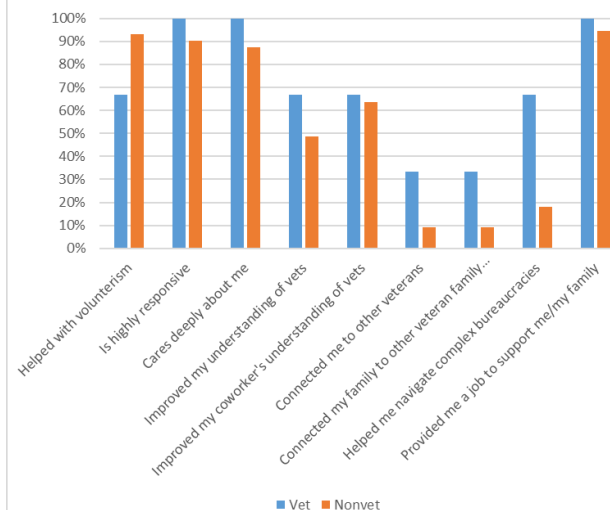
California - AGSI



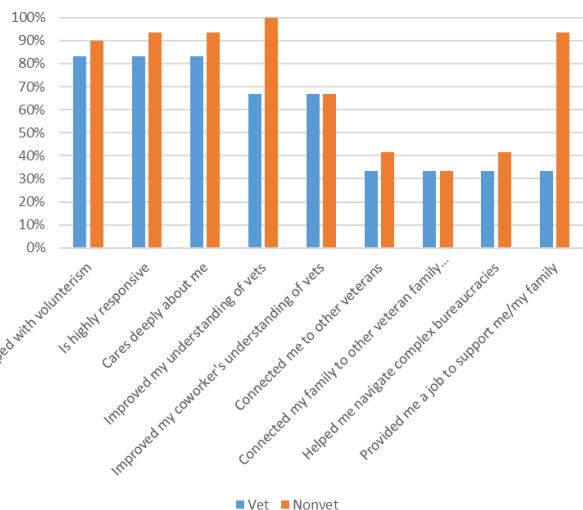
Georgia - R&D



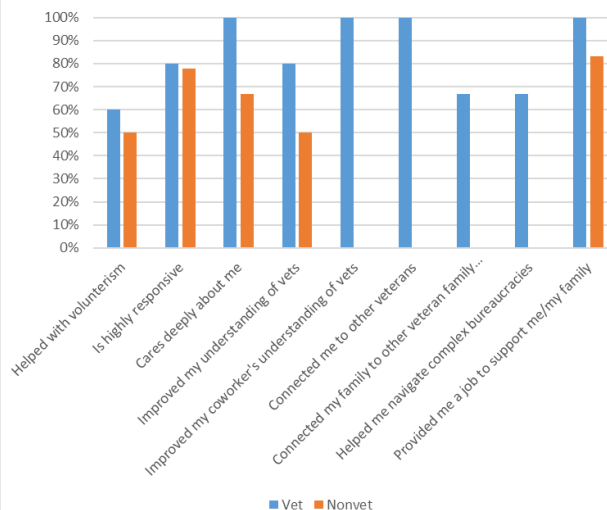
Nevada - Headquarters



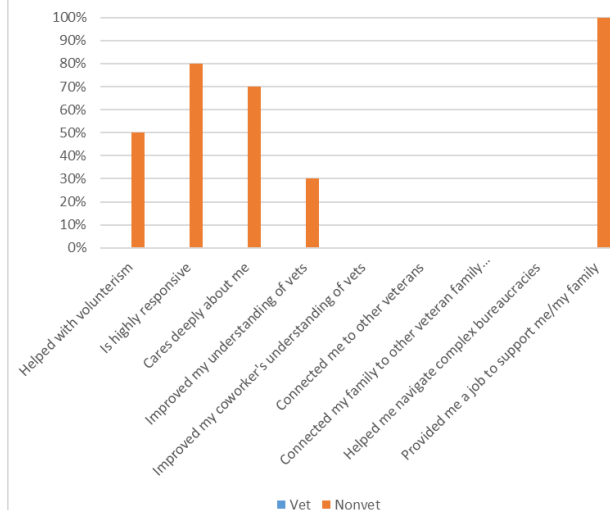
Oklahoma - Manufacturing



Other



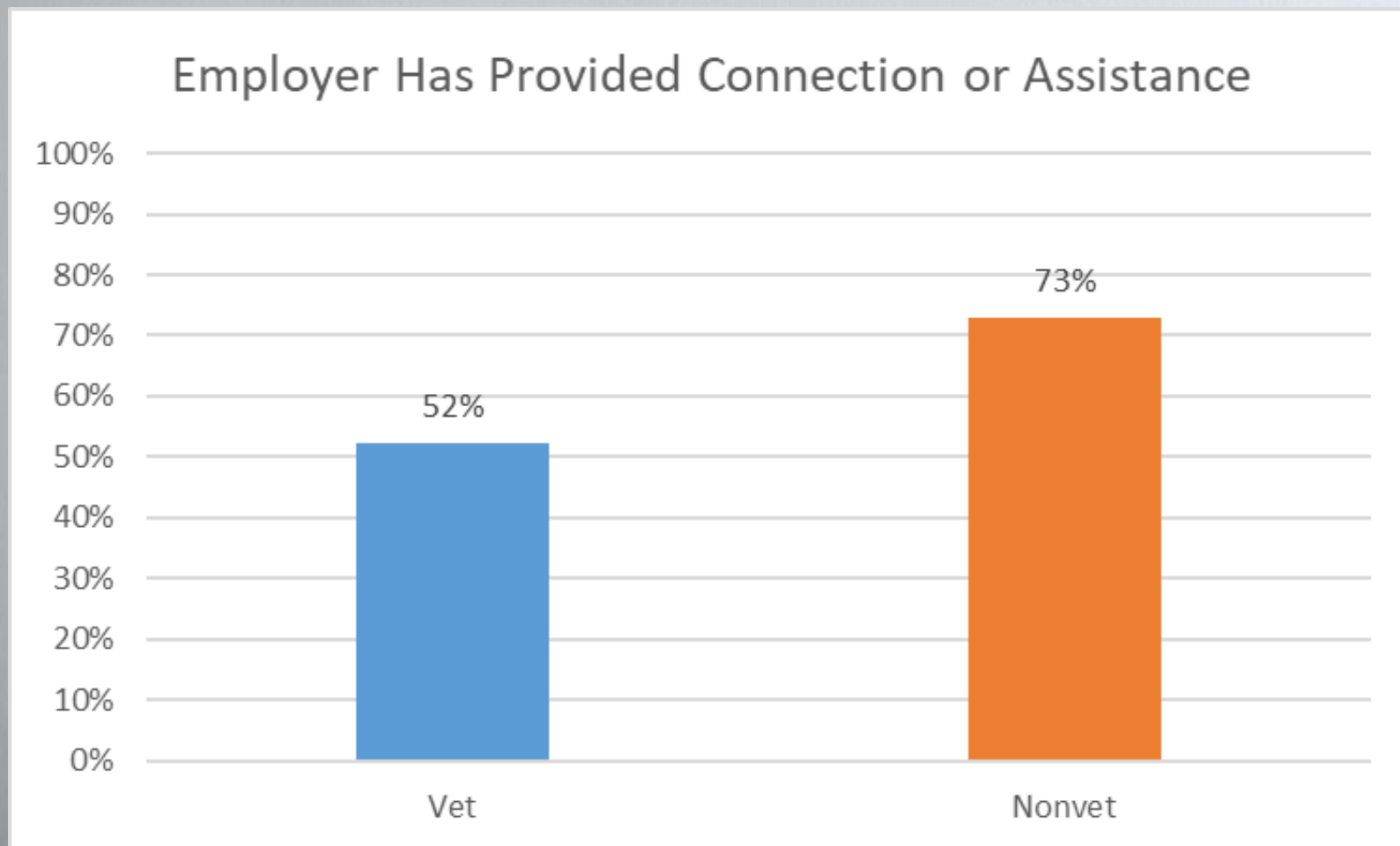
Texas





Perception of Employer

My employer has provided me with information or resources:

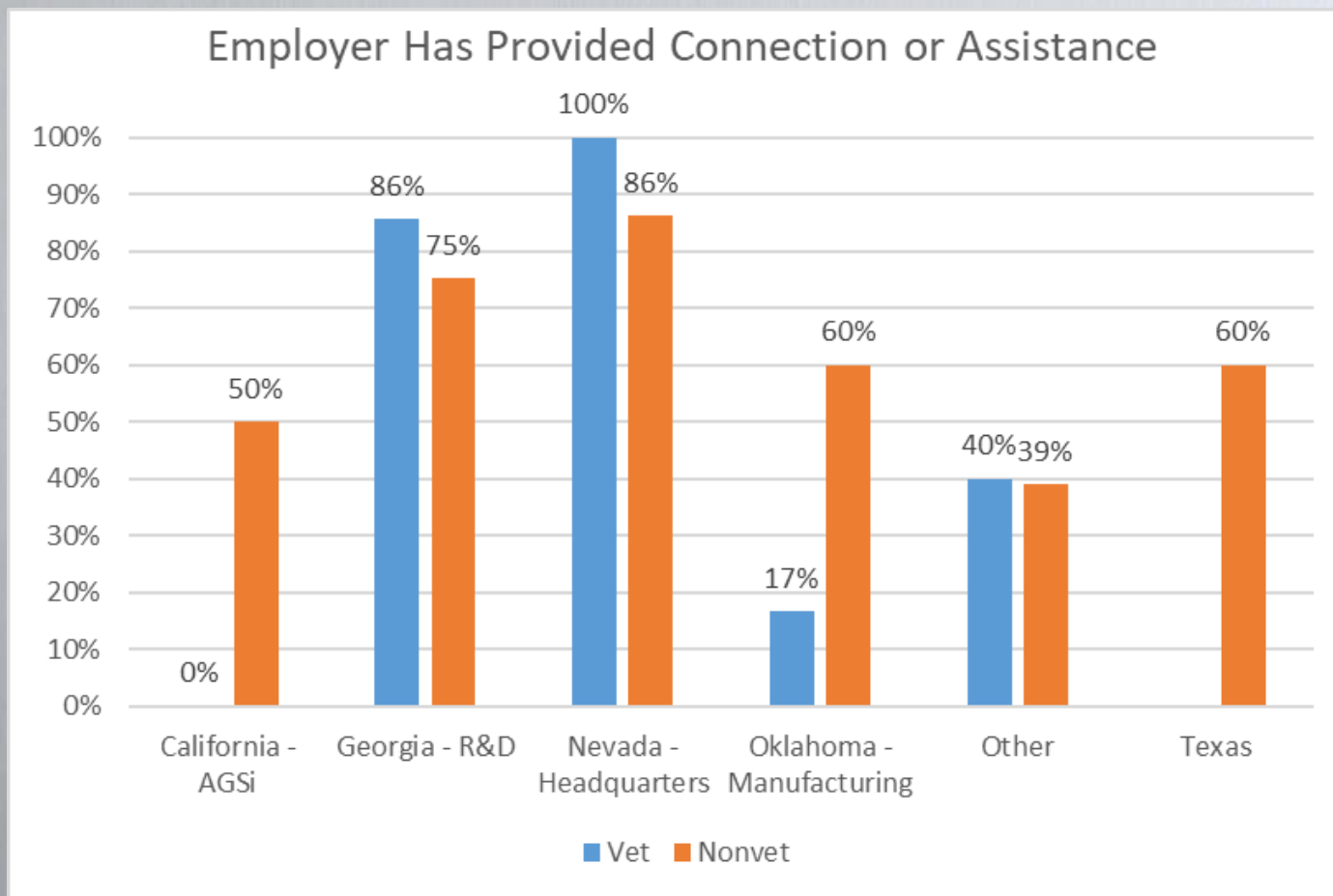




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Perception of Employer by Office Location

Veterans and nonveterans are more likely to feel like their employer has provided connection or assistance in Nevada and Georgia. Veterans and nonveterans in Oklahoma, California and Texas are less likely to feel this way.

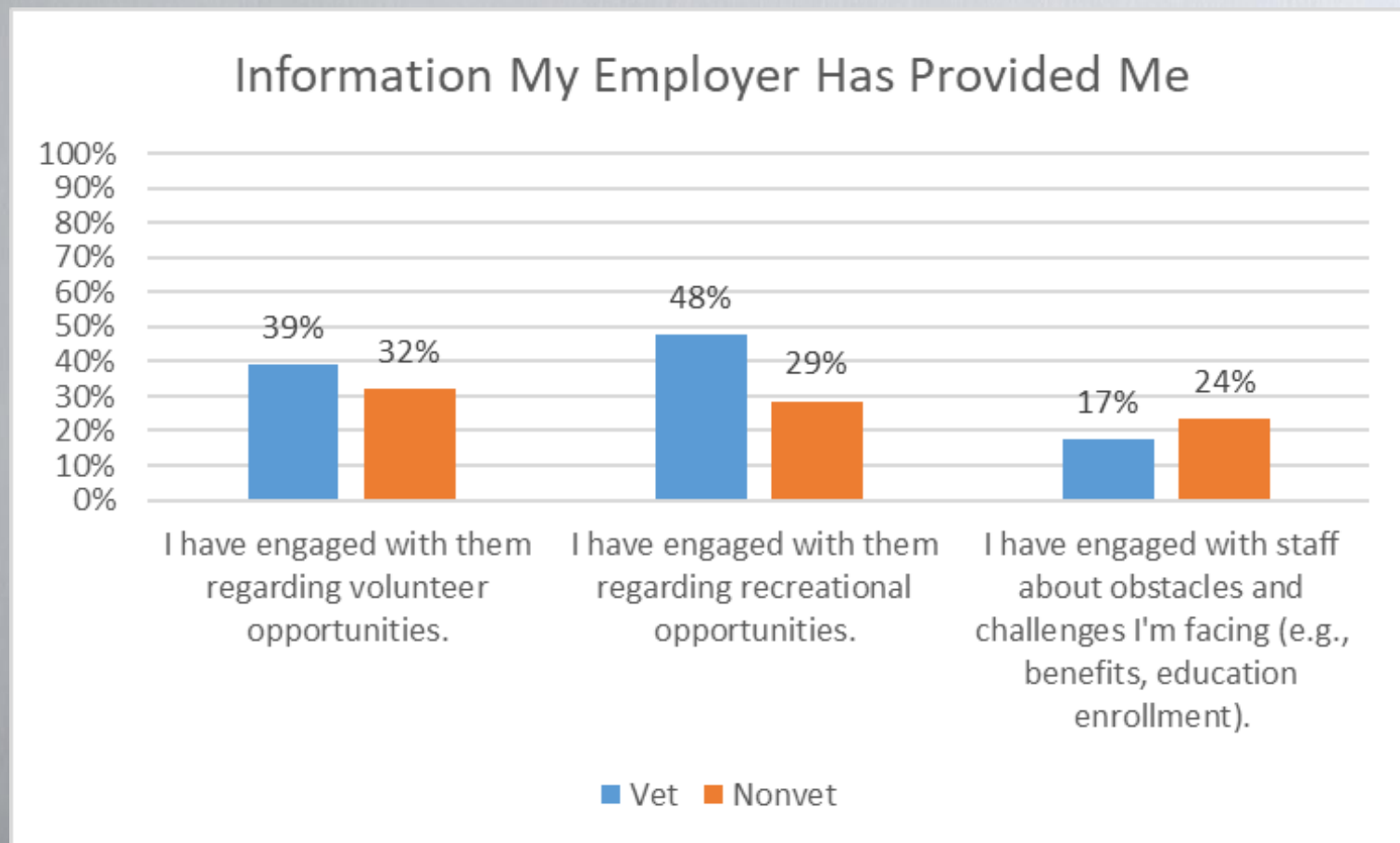


Note: There were no identified veterans at the Texas location.



Perception of Employer

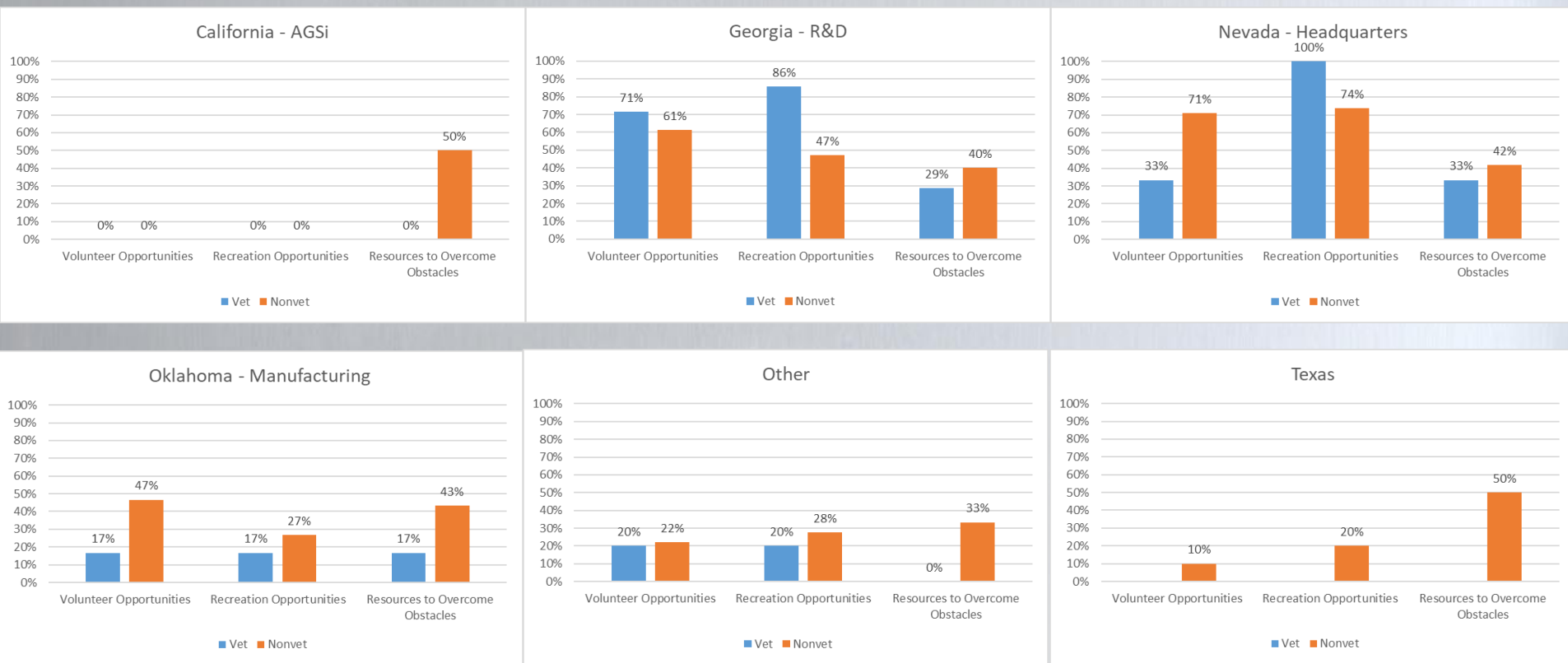
My employer has provided me with information or resources in the following ways:





Perception of Employer by Office Location

Volunteer opportunities appears to be a focus in Georgia for veterans. Recreation opportunities appears to be a focus in Nevada for veterans.

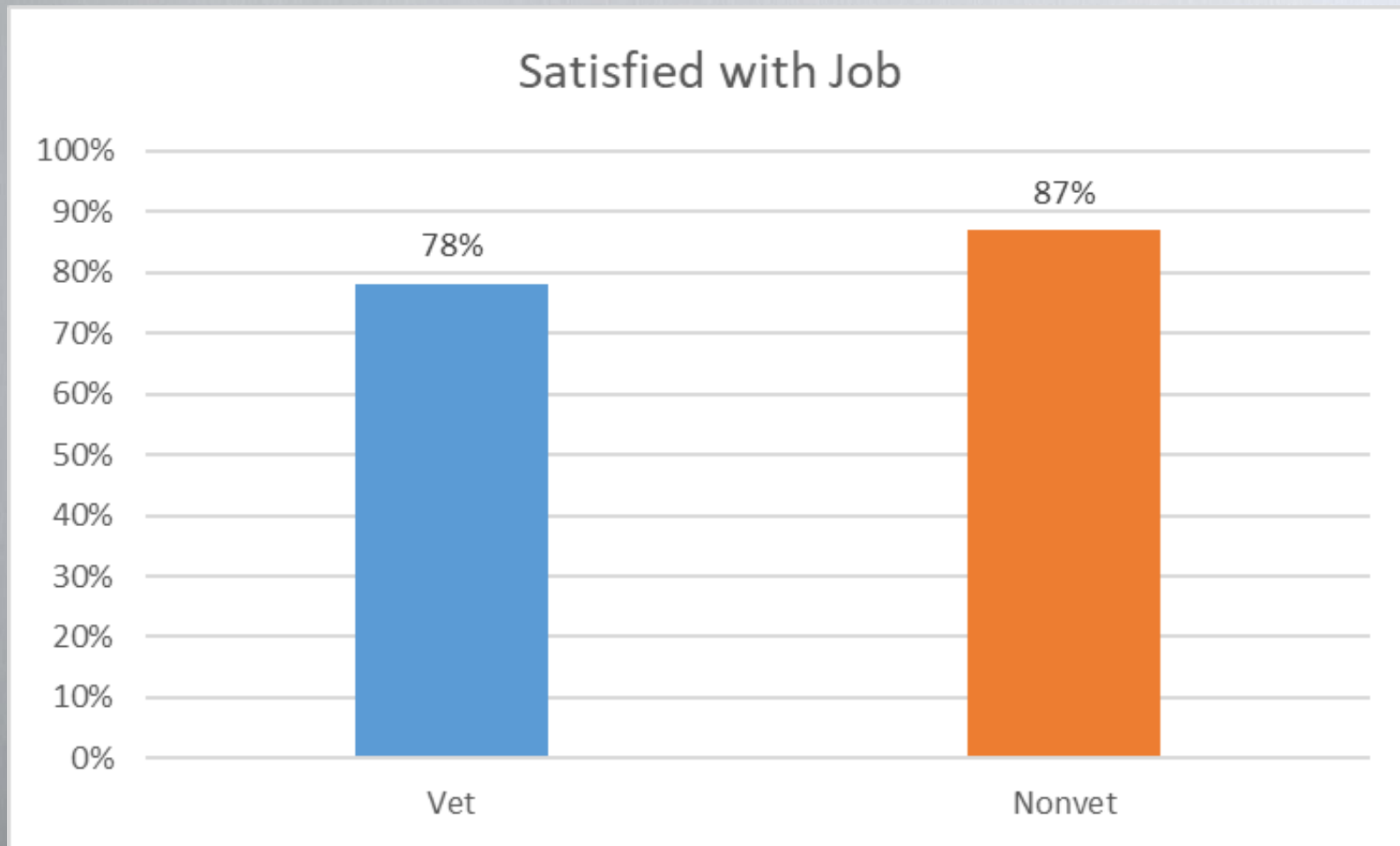


Note: There were no identified veterans at the Texas location.



Job Satisfaction

How satisfied are you with your job?

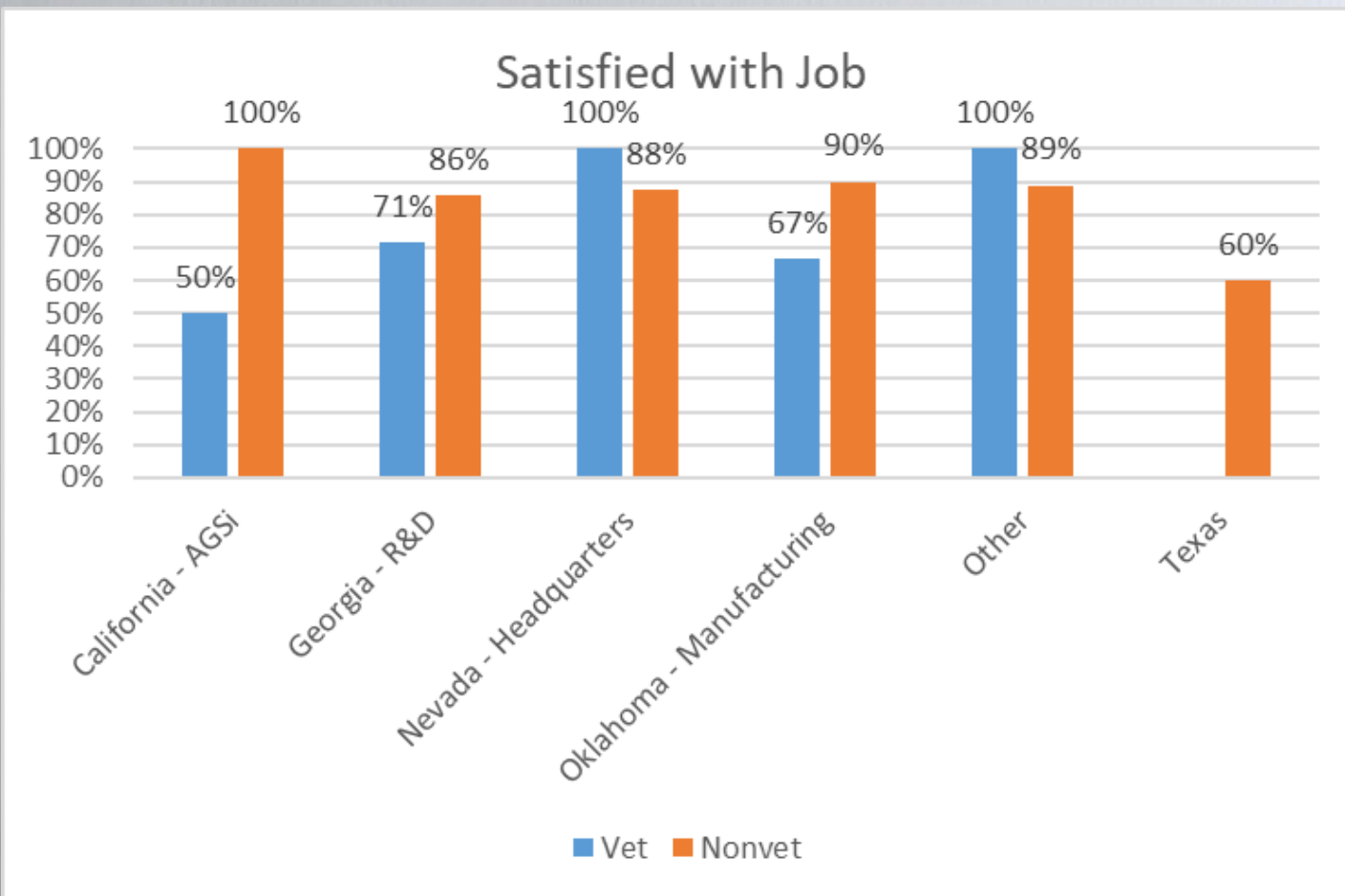




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Job Satisfaction by Office Location

Veterans in Nevada feel more positive about their job whereas veterans in Oklahoma and California feel less positive about their job.



Note: There were no identified veterans at the Texas location.



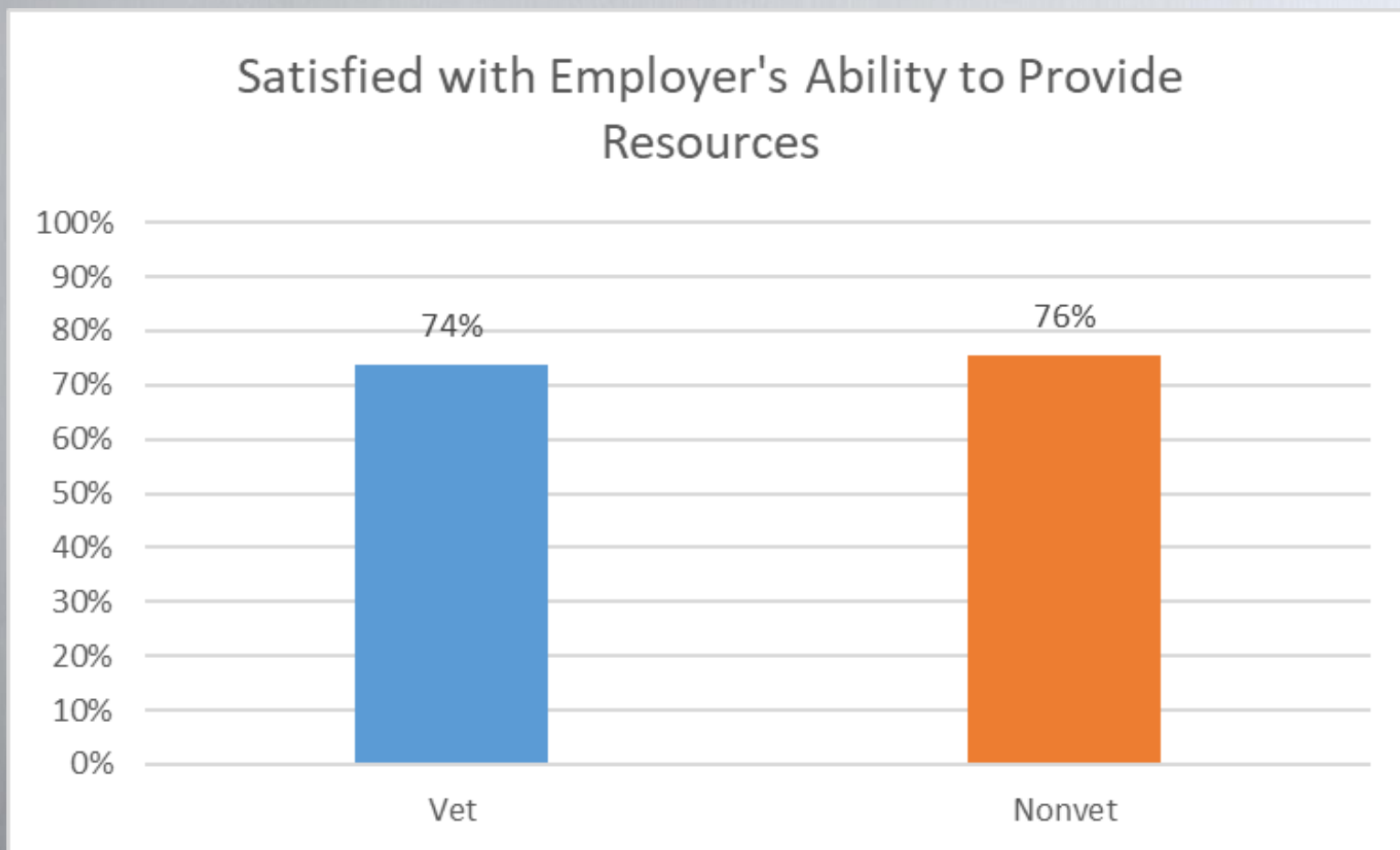
Job Satisfaction Pre vs. Post-9/11





Perception of Employer

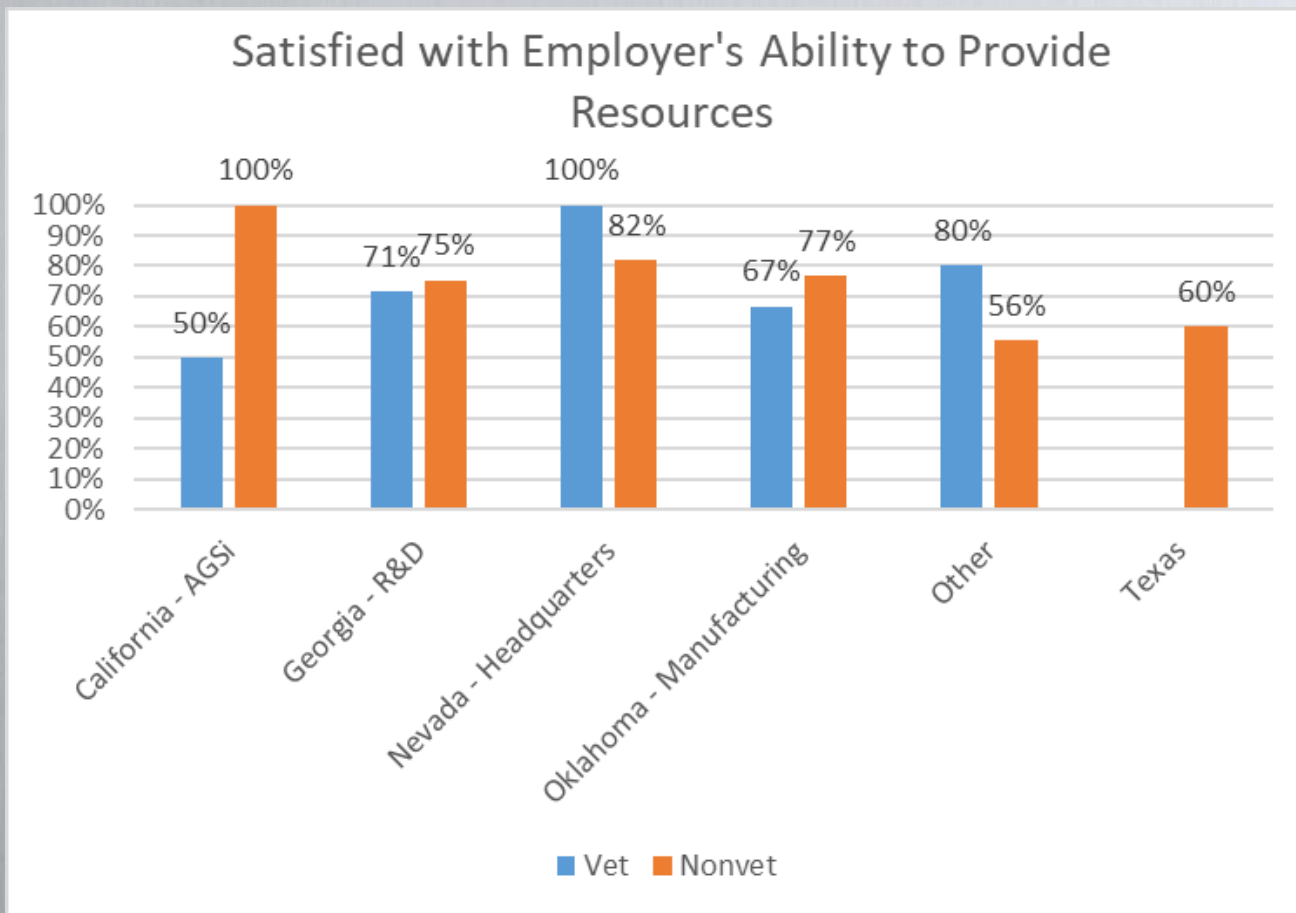
Overall, how satisfied are you with your employer's ability to provide information and resources?





Perception of Employer by Office Location

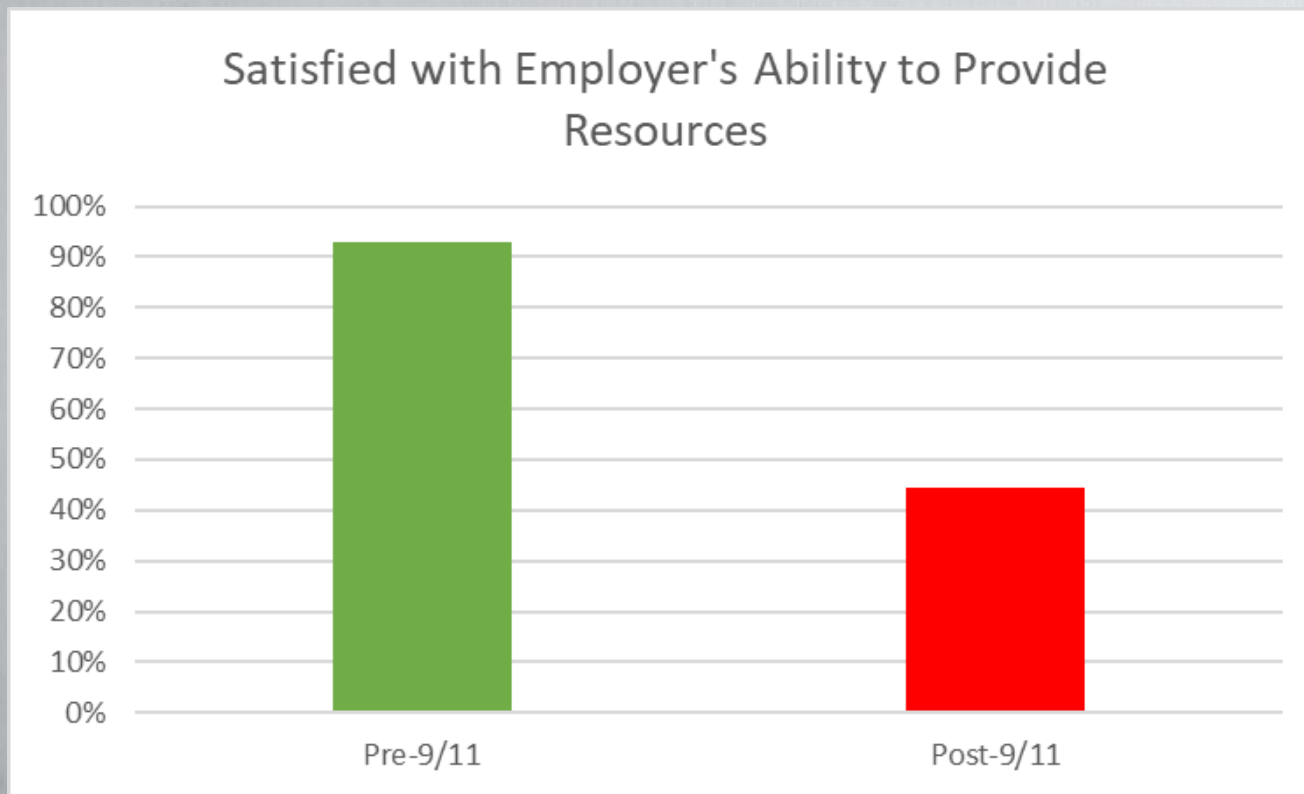
Veterans in Nevada feel more positive about their employer's ability to provide resources whereas veterans in Oklahoma and California feel less positive about their employer's ability to provide resources.



Note: There were no identified veterans at the Texas location.



Perception of Employer Pre vs. Post-9/11

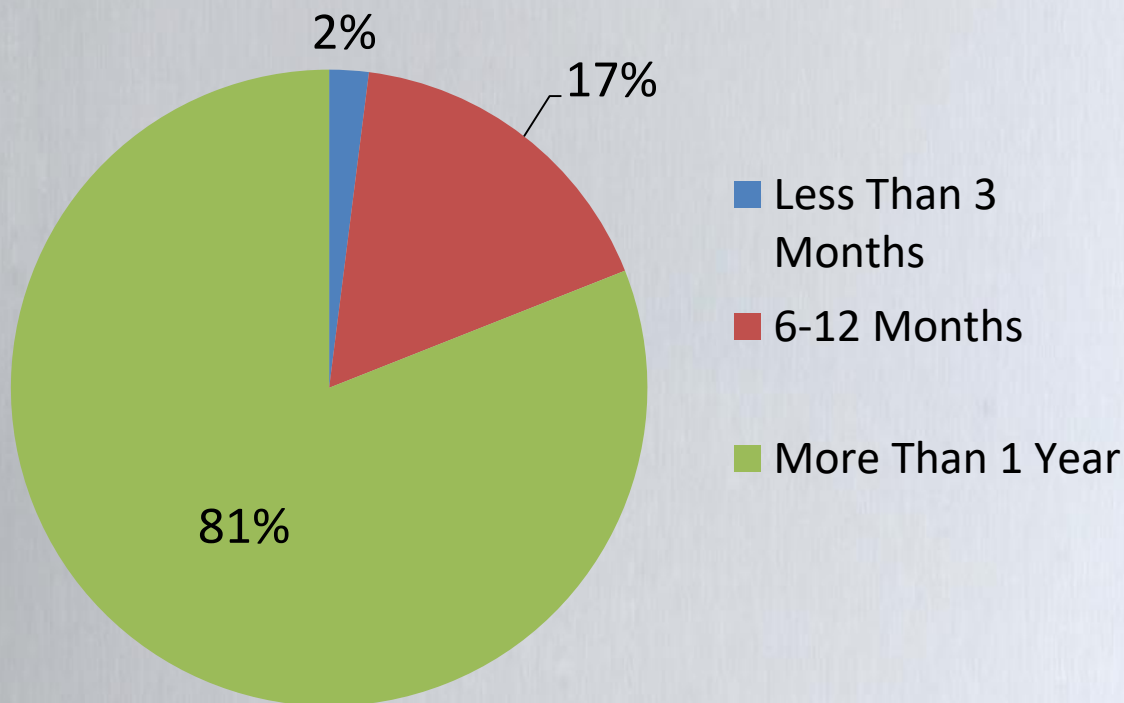




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Veterans Length Of Employment

How long have you been in your job?

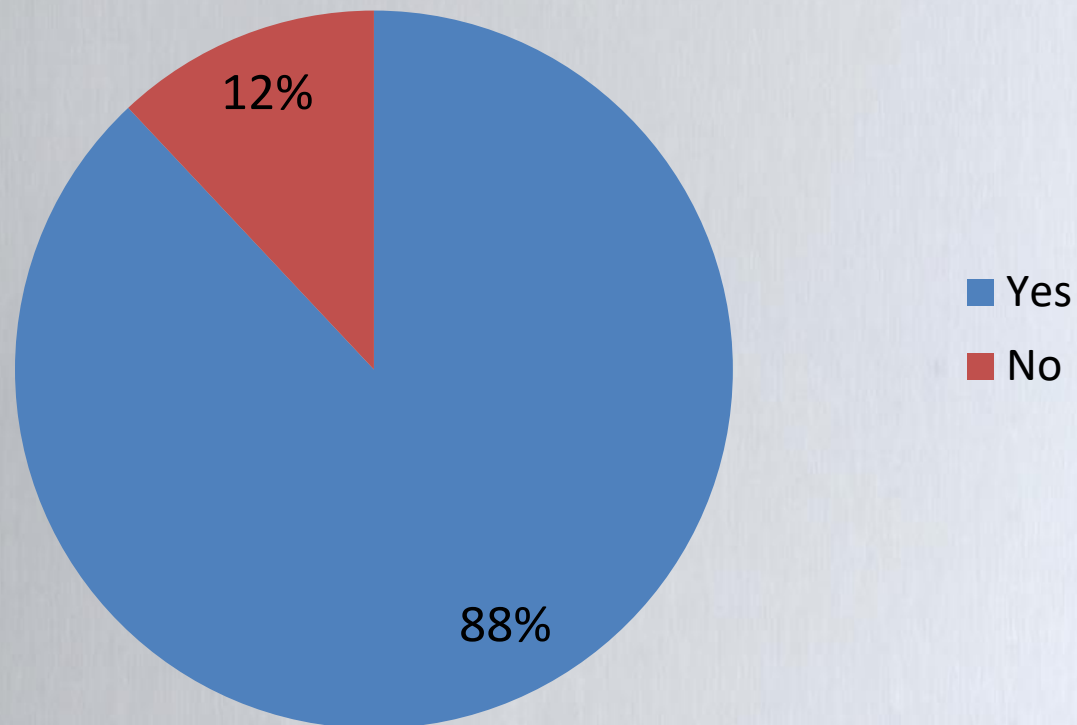




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Career or Job

Do you consider your job a career?

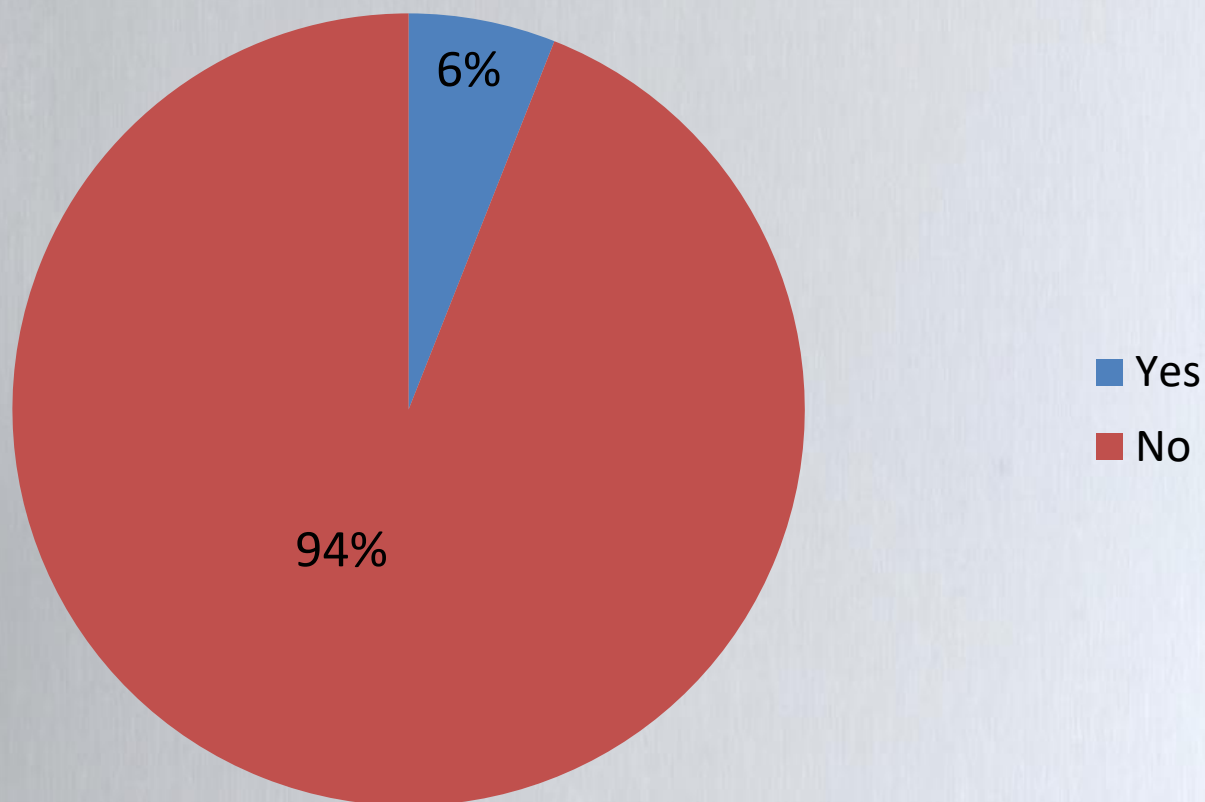




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Seeking Employment

Are you seeking other employment?

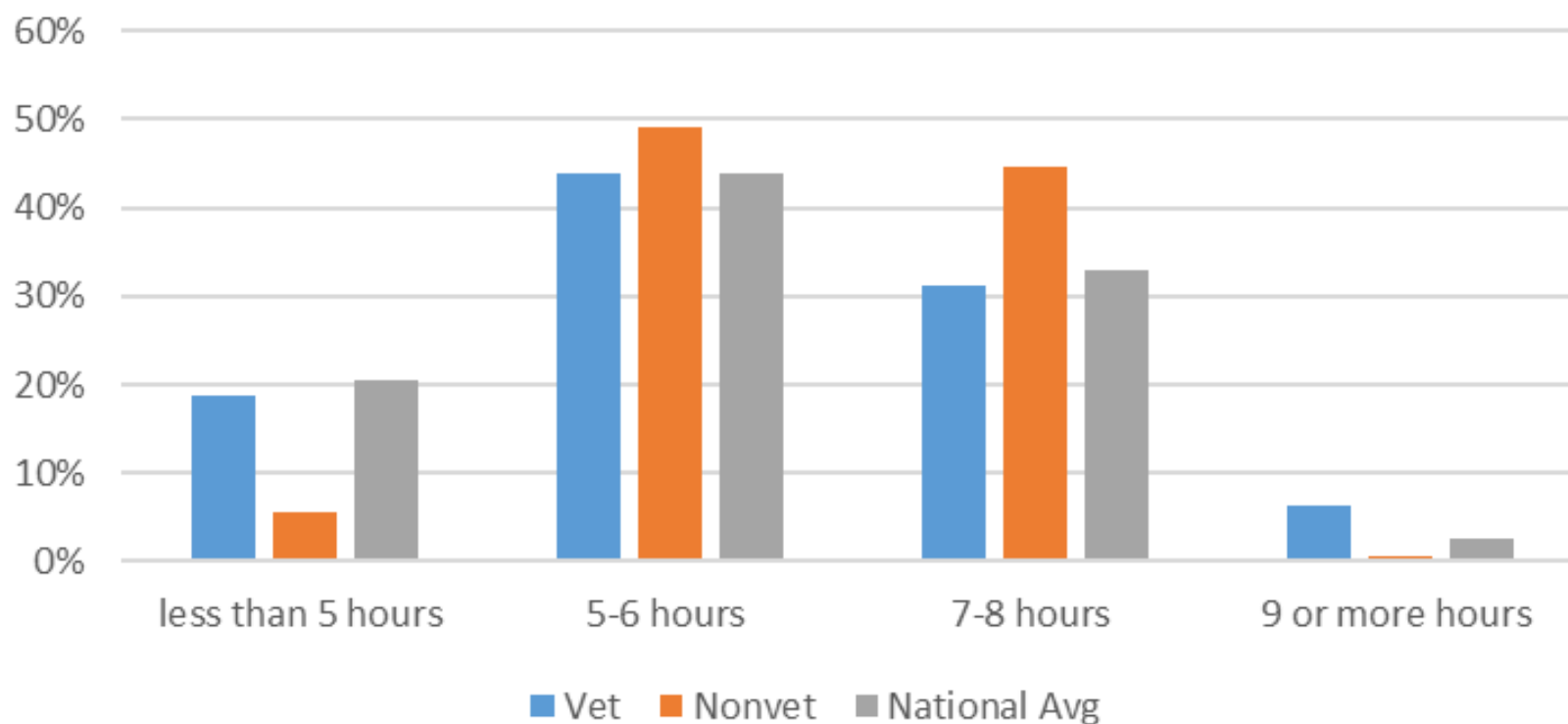




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Ability To Sleep

On average, how many hours of sleep do you get each night?

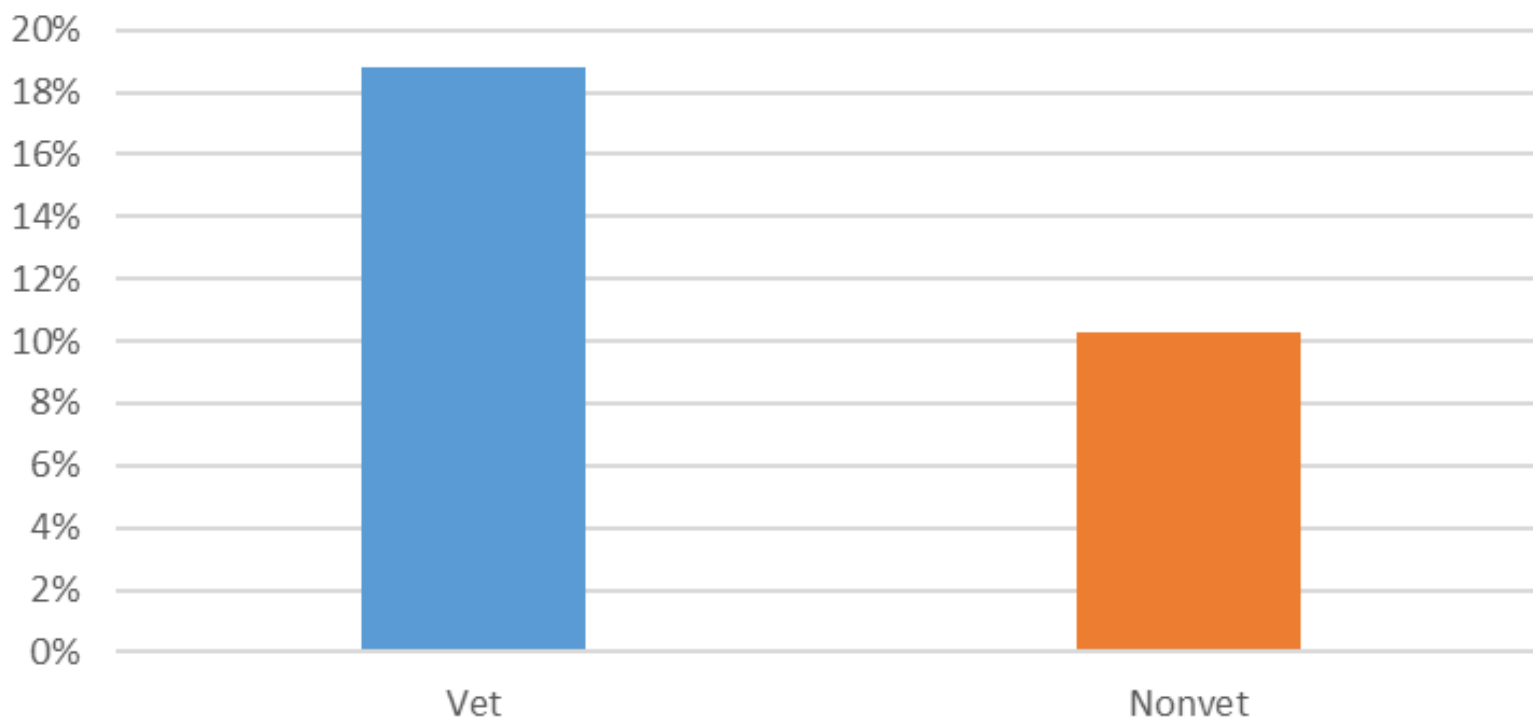




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Exercise and Health

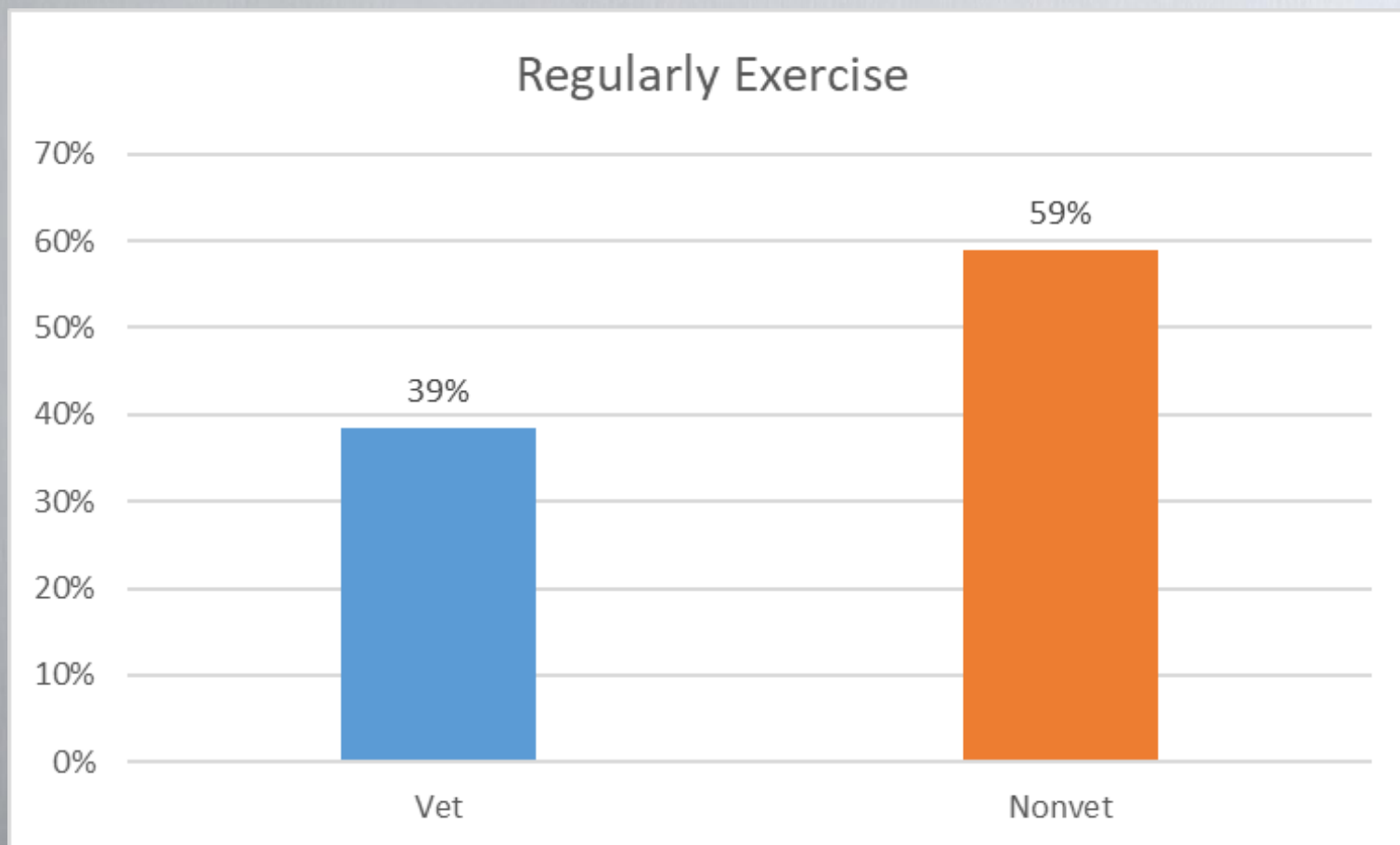
Do you have an injury or disability preventing you from exercising?





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Exercise and Health



Exercise and Health

Of those who exercise, veterans exercise less than nonveterans on average per week.

