

2024-2025 COMMUNITY SERVICE PROGRAM

VFW Employer of the Year Award:

The Purpose of Award: To recognize one employer for outstanding records in the hiring and retention of veterans as the Department of Michigan VFW Employer of the Year.

Nomination Procedure: Any member in good standing may nominate an employer for this award.

- The nominator will provide all of the information that is requested in the Judging Criteria section below.
- The nominator should provide a copy of the company's written policy on employment of veterans if available, a description of how the employer supports veterans' activities in the community, and any other reasons why the nominee should be selected to be the Employer of the year Award winner.
- The nominator will provide their first and last name, phone number, email address, position, VFW Post # and District #.
- The nominator will provide the employer's business name and address and the name, phone# and email address of employer's Point of Contact (POC),
 - Nominations that arrive without supporting information will not be eligible for the national awards.
 - Only those nominations that include adequate documentation on the nominee's employment practices concerning veterans will be considered for the National VFW Employer of the Year Awards.
- The nominator will attach a narrative telling why they feel the employer deserves this award
- Governmental agencies are not eligible for this award.

Awards: Fifteen (15) All-State points will be awarded to a Post for its first nomination and ten (10) All-State points for each additional nomination submitted. An additional fifteen (15) All State points will be awarded to the Post of a Post winner when a Post submits two (2) or more nominations. No additional points are awarded if a Post submits only one (1) nomination. Post Commanders will submit all nominations to their District Commander, clearly identifying their Post winner. Twenty All-State points will be awarded to a Post whose nomination is their District winner.

District Commanders will clearly indicate on the forwarded nomination form their District winner and submit all of their nominations to the Community Service Officer on 28 March 2025.

A Department Employer of the Year will be selected from those nominated by the District Commanders and will be recognized at the 2025 Department Convention. The Post that submitted the Department winner will receive 25 All-State points. The Post will receive an additional 30 All-State points if their nominee is selected as the National VFW Employer of the Year. The National Winner will receive a plaque to be presented by the National Commander at the 2025 Annual National convention and will receive a trip to travel to the convention city to accept the award.

Judging Criteria:

1. Identify and describe the employer's programs and or benefits designed to recruit veterans, including innovative business practices used to increase veteran recruitment (10 points)
2. Describe the employer's policies that give a preference to hire veterans, referring veterans, or any other veteran policy (VA veteran sick leave hours). Provide the positive and significant impacts these policies have on the employer's business results. (10 Points)
3. Describe the employer's policies or initiatives that improve the current and future veteran employer's career opportunities. (10 points)
4. Provide the number of veterans employed, the total number of employees, and the percentage of veterans employed during a set time period: 1 January 2023 to December 31st, 2024. (20 points).
5. Describe collaborative efforts with business organizations, educational partners, and community organizations that improve veteran employment opportunities. (10 points)
6. Explain why veterans would choose this employer over other employers. (10 points)
7. Provide documented endorsements, newspaper articles, awards, or letters of support highlighting the nominee's contributions to veteran friendly employment or retention. (10 points)
8. Provide the number of veterans employed with the employer for over one year. (10 points)
9. Provide the number of veterans employed with the employer for five years. (10 points)

Deadline: The deadline for submission of nominations of VFW Employer of the Year to the Community Service Director is 28 March 2025.

Community Service Director
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