

## Military/Veteran Resource Network Application - Employers

<b>Organization Name</b>	Schreiber Foods
<b>Address</b>	Street Address: 2122 S. Hardy Dr. City: Tempe State / Province: Arizona Postal / Zip Code: 85282 Country: United States
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<b>What sector is your organization part of?</b>	Community (private sector - business, not-for-profit, etc.)
<b>Brief background of organization (mission, year established, etc.):</b>	<p>Schreiber Foods has grown from a single production facility in Green Bay, Wis., to a \$5 billion global enterprise and the world's largest employee owned dairy company.</p> <p>We're successful because we live our values of ownership, caring, partnership, continuous improvement and commitment to our customers each and every day.</p> <p>People are the key.</p> <p>It's never been just about the money. Our founders believed we'd prosper if we put people first. When they started the company, they said our best chance to be successful was to hire the best people, train them well and treat them fairly. It's a philosophy we still live by today. We're about building meaningful relationships with each other, with our customers and with our communities.</p>

**Description of industry**

Our reputation and livelihood are on the line with every product we sell. We owe it to our customers and to ourselves to make food safety and the safety of our partners top priority. Nothing is more important to us than safety, and we hold ourselves to the highest standard.

Food safety

To make sure our products are safe, we:

- Build strong supplier partnerships and internal processes that integrate safety into our products
- Incorporate Hazard Analysis Critical Control Point (HACCP) principles into our processes
- Adhere to Good Manufacturing Practices (GMPs)
- Monitor process control points to ensure our processes operate within defined limits
- Continuously train and educate our partners on food safety
- Continually audit our products and processes

We've achieved Safe Quality Food (SQF) Level 3 certification. This helps ensure our food has been produced, prepared and handled according to internationally recognized standards.

Partner safety

Safety on the job is just as important. We want to ensure our partners are in an accident-free environment and go home safely every day to enjoy life with their families and friends. In fact, partners at our Logan, Utah, distribution facility set an industry record for hours worked without a lost-time accident.

And we're always looking for new ways to measure and improve the safety of our partners. We:

- Train emergency response teams
- Perform mock drills
- Conduct observational and safety audits
- Have more than 20 different partner-training programs

For us, training never stops. It starts on day one, and we never stop learning how to be safer. We want to give our partners the knowledge, understanding and tools to perform their jobs efficiently and safely. It's a way of life for us and will always be a top priority.

**Please list any organizational memberships (e.g. chamber of commerce, alliances, associations, etc.):**

International Dairy Foods Association

**Number of employees**

Medium business - 50 - 499 employees

**In what area of the state do you operate?**

Regional within Arizona

**1. Region:**

Central Arizona

**Types of employment opportunities available:**

Schreiber Foods has employment opportunities in Material Handling, Production Processing Operators, Industrial Maintenance Technicians, Electronic Technicians, Quality Assurance and other opportunities.

**To be designated as an Arizona Veteran Supportive Employer, organizations must have paid employment opportunities. This designation does not apply to multi-level marketing, direct sales, franchises and/or other opportunities that require payment by the job seeker.**

Our organization has paid employment opportunities.

**Our organization understands and agrees to the following Guiding Principles:**

1. Military service often fosters resilience and strength in service members, veterans and family members.
2. Military service impacts the individual and the family. A “military family” can include a service member or veteran, their spouse/significant other and children, as well as parents, siblings, extended family and friends.
3. The military is a distinct culture. While service members, veterans and their families experience the same life circumstances and events as civilians, both positive and negative, they also have a unique set of life experiences relating to service, deployment and reintegration that are distinct from civilian life.
4. As a community, we are committed to providing the best care and support to all those who serve. Since changes in military status affect eligibility for programs, resources and benefits, we seek to build a continuum of care that addresses the needs of the entire military, veteran and family population.
5. No one organization can meet all needs for the entire military and veteran population. Stronger collaboration between military, government and community partners supports service members, veterans and their families in connecting to the right program, resource and/or benefit at the right time. Organizations should also focus on collaboration to maximize available resources and minimize duplication of effort.
6. There should be no wrong door to which a service member, veteran or family member goes to for help. Each individual and organization should have at least the basic knowledge on the military/veteran systems of care to assist in connecting that individual or family to a more appropriate resource so that no one is turned away.
7. As a network of individuals and organizations who provide care and support to the military and veteran population, our goal is to assist service members, veterans and family members in being informed consumers who are empowered to make decisions to access those programs, resources & benefits that will meet their needs.
8. Every service member, veteran and family member has an individual experience and perspective which should be acknowledged and incorporated into the provision of care and support.

**Our organization understands and agrees to the following Ethical Considerations:**

1. The interest of the service member, veteran and family member should come first, above the interest of the provider or organization, financial or otherwise.
2. Any potential conflicts of interest should be disclosed up front.
3. Respect the service member, veteran and/or family member by providing accurate information that will assist them in making informed decisions about the care and support they access.
4. Organizations should only offer programs, services and resources that they are equipped or trained to deliver. Outreach and engagement of the military and veteran population should be within the scope of the role and function of the individual (training & experience) and the organization (policies, practices, procedures).
5. Organizations that outreach to the military/veteran population have an obligation to equip their personnel and organizations with the training necessary to understand: a) the unique aspects of the military experience b) the issues affecting these individuals and their families and c) the specific military/government programs and benefits available to this population. Organizations should consult with subject matter experts when necessary.
6. Outreach and messaging to the military and veteran population should be truthful, not misleading nor designed to incite fear, should always accurately and appropriately cite sources and present information in context.
7. Organizations should be cautious about promising outcomes. Information should clearly state if a program or service is evidence-based or independently documented to be effective. Statements about the effectiveness of programs or services should include information on success rates and the documented source of this information.
8. Coordination of care and follow up is essential when service members, veterans and family members are accessing multiple systems of care. Partners need to be actively engaging with other providers and systems as appropriate, while still respecting the confidentiality of the individual or family.

**Key personnel (leadership, management, human resources, recruiters, etc.) have basic knowledge and/or training related to:**

The military, veteran and family population and unique aspects of military/veteran culture.  
The effects of military service, deployment, reintegration and transition on service members, veterans and their families.

**Please describe the knowledge and/or training of key personnel in these areas?**

A representative from Schreiber Foods has attended the Arizona Veteran Supportive Employer Training and is scheduled to attend the Military/Veteran Resource Navigator Training in November.

**Identify employees with a military background or affiliation. Form a committee or advisory group of service members, veterans, family members and other interested personnel to provide input on how to strengthen the organization's hiring and retention of military-affiliated employees.**

Schreiber Foods identifies the veterans within their company using a tracking system called Vets 100. Currently 1/5 within Schreiber Foods is a veteran.

**Employees and leadership participate in training and events to increase connection to military/veteran community (e.g. ESGR "Boss lifts", training, etc.).**

Schreiber Foods is very involved within the community and has attended the Arizona Coalition for Military Families Arizona Veteran Supportive Employer Training and is scheduled to attend the Military/Veteran Resource. Navigator Training

**Additional detail on how our organization CONNECTS to the culture relating to the above areas, as well as any other relevant information:**

Schreiber Foods attends training specific to the military/veteran community and culture. Schreiber Foods plans on working continuously with Arizona Coalition for Military Families to know what events are occurring within the military/veteran community.

**Communications (print, web, etc.), content and messaging focused on the military and veteran population:**

Uses appropriate terminology and imagery  
Describes the type and nature of positions available and how to apply.  
Clearly identifies if your organization has a veteran preference in hiring.

**Approximate number of employees in organization:**

120

**Number of individuals trained as Military/Veteran Resource Navigators within organization:**

1

**Titles/roles of individuals trained as Navigators:**

Human Resources Team Leader

**If employees are referred out to an external navigator, please describe how this is communicated to personnel:**

Schreiber Foods will encourage utilization of their internal Military/Veteran Resource Navigator to connect their partners with the right resource.

**Our organization tracks the following:**

Number of veterans employed

**Post information for service members, veterans & families on intranet, in breakrooms, etc.**

Yes

**Additional detail on how our organization ASKS the right questions at the right time relating to the above areas, as well as any other relevant information::**

Schreiber Foods has a Military Board located within their break room that displays materials and resources for service members, veterans and their family members. The Military Board also displays activities, events and volunteer opportunities in the military/veteran community.

**Our organization has designated one or more employees as the internal contact point(s) for military-affiliated employees.**

Yes

**Key staff in leadership, management, human resources, recruiting, etc. have training relevant to their specific roles around recruiting, hiring, managing and retaining military-affiliated employees. Please mark areas of training provided:**

Best practices for effectively engaging their experience and talent in the workplace.  
Relevant laws.  
Hiring benefits and incentives.  
Military, government and community employment programs and systems.

**Please describe training provided:**

Schreiber Foods provides extensive training for their partners.

**If your organization has tailored recruiting strategies and programs to the military, veteran and family population, please describe:**

Schreiber Foods does not currently have tailored recruiting strategies to the military, veteran and family population.

**Additional detail on how our organization RESPONDS effectively relating to the above areas, as well as any other relevant information::**

Schreiber Foods has a very strong and close knit type of work culture which fits very closely to the camaraderie of service members, veterans and their family members. Schreiber Foods has an extremely low turn over rate of 4%. Taking care of their partners or employees is one of the main focuses. Showing appreciation of military service is very important as well. Schreiber Foods always gives their veteran employees a gift and card thanking them for their service on Veteran's Day each year.

**We have one or more individuals designated as points of contact (POCs) for the Military/Veteran Resource Network and the military/veteran community:**

Yes

**Our organization partners as appropriate and needed with public and private sector organizations to coordinate hiring and retention efforts specific to service members, veterans and family members.**

Yes

**Training on the military, veteran and family population is incorporated into organizational training.**

No

**Our organizations participates in relevant events, trainings and initiatives in the military/veteran community (e.g. continuing education, employee volunteer programs, sponsorship, etc.).**

Yes

**Additional detail on how our organization ENGAGES relating to the above areas, as well as any other relevant information:**

Schreiber Foods engages in the military/veteran population by participating in community activities, for example, Schreiber Foods is working with Packages for Hope to have a drive and donate items to the military/veteran population in need. Schreiber Foods also attends Arizona Coalition for Military Families trainings and events to engage with the military/veteran community.