

Post-Hearing Questions for the Record
Submitted to
Pamela Hardy, Senior Manager, Diversity and Inclusion Team,
Booz Allen Hamilton
“Veterans Employment and Government Contractors”

Tuesday, June 5, 2012, 10:00 A.M.
United States Senate, Subcommittee on Contracting Oversight,
Committee on Homeland Security and Governmental Affairs

Q. How many veterans are employed in management level positions at Booz Allen Hamilton?

A: 34.4 percent of employees at the level of Senior Associate and above self-identify as veterans. In addition, 31 percent of the firm’s Leadership Team self-identifies as having a military background.

The Department of Labor’s Office of Contract Compliance Programs (OFCCP) has published a proposed rule which would require for the first time that federal contracts establish annual hiring benchmarks, including specific information on veterans in the civilian labor force, the number of veterans who participated in state employment services, and referral ratios.

Q. Does Booz Allen Hamilton have any concerns about the proposed rule?

A: As we indicated in our testimony during the hearing, Booz Allen has its own very strong commitment to hiring veterans. This commitment is an integral part of our firm’s culture, and we believe that it is good for our employees and our business. We fully intend to maintain our leadership position in the industry as a military employer of choice, notwithstanding the establishment of the proposed rule and accompanying benchmarks. If a rule were to be implemented, we would hope that the rule would allow companies such as Booz Allen the flexibility to continue their successful practices and programs with respect to the recruitment of military veterans and, furthermore, hope that the rule achieves its desired positive effects.

Q. Has OFCCP ever performed a routine desk audit on your company? If so, was the audit focused on veterans employment specifically or more generally on equal employment opportunity requirements?

A: The OFCCP has performed routine audits of Booz Allen; to the best of our knowledge, the past audits performed were not focused specifically on veterans employment.

Q. Has OFCCP ever asked to view Booz Allen Hamilton’s affirmative action plan?

A: The OFCCP has asked to view, and has reviewed, various Booz Allen affirmative action plans.

At the hearing, a proposal was made that separating service members should be allowed to retain their security clearances while taking advantage of their post-service education benefits.

Q. Would such a proposal be of a benefit to Booz Allen Hamilton?

A: For a company such as Booz Allen which regularly hires employees for positions requiring security clearances, the time required to wait for staff to receive new clearances can be substantial and costly, and this negatively impacts our ability to serve clients. Any program that would expand the pipeline of candidates who hold existing clearances would be beneficial to us in that regard.