

*Walmart has a strong, ongoing commitment to supporting the brave men and women who have sacrificed on behalf of the safety and well-being of our nation. We strive to support their heroism in many ways and have worked to understand and address some of the specific and special unmet needs they face. We believe it is our duty and honor to support our men and women in uniform not only when they are on the battlefield, but also when they return home and transition to civilian life.*

### Veterans Welcome Home Commitment

We believe Walmart is already the largest private employer of veterans – and we want to hire more. To further this goal, on Memorial Day 2013, we announced the **Veterans Welcome Home**



**Commitment**, an initiative through which we will **offer a job to any honorably discharged veteran** within his or her first 12 months off active duty. Most of these jobs will be in our stores and clubs, and some will be in our distribution centers and Home Office.

They will look different for different people, and of course we'll hold veterans to the same basic hiring criteria as everyone else. And we'll do our very best to place veterans where they want to be. We committed to hiring more than 100,000 veterans over five years and we are already more than half way there, with **more than 67,000 veterans** already hired.

### Military Family Promise

At Walmart, we also have the Military Family Promise, a program that **guarantees a job** at a nearby store or club for all military personnel, and military spouses, employed at Walmart and Sam's Club who move to a different part of the country because they or their spouse have been transferred by the United States military. The promise also ensures associates called away to active duty will be paid any difference in their salary if the associate is earning less money during their assignment.



“Walmart offered me something I wasn't expecting. The bond I've made with the other employees is similar to a military bond. We've become a family.”

– Sheresse Smith



“Walmart offers great opportunities to veterans transitioning back into work life.”

– Casey Mormen

## Our Partners

We also work to support veterans in areas beyond employment and job security by partnering with organizations that share our goal of making sure that both active and discharged men and women, as well as their families, have all the support they need at any given time.

To this end, in 2011, the Walmart Foundation pledged **\$20 million** through 2015 to help veterans and their families with assistance from programs that provide job training, transition support and education. We met that goal one year early and extended our funding to support more families – committing **an additional \$20 million** through 2019.

  
**\$40 MILLION**  
Pledged to help veterans  
and their families

Some of the organizations we work with include the following:

### Goodwill Industries International

The Walmart Foundation granted **\$5 million** to Goodwill Industries International to expand Operation: GoodJobs, an initiative that equips military veterans and their families with the tools they need to earn employment and ensure long-term financial wellness for themselves and their families.



### Operation Homefront

Operation Homefront, the national nonprofit dedicated to providing emergency financial and other assistance to the families of our nation's military, hosts a series of events across the nation each December to distribute holiday meals to military families. Walmart is contributing cash and in-kind donations worth **\$250,000** to the 2014 Holiday Meals for Military program and Walmart associates are also offering their help to package holiday meal kits.



### Institute for Veterans and Military Families (IVMF) at Syracuse University

The Walmart Foundation awarded a **\$1 million** grant to launch a competitive grant program for veteran vocational education at community and technical colleges in four states. This grant will seed, cultivate and provide technical assistance to a network of workforce development-focused programs that will advance the employment situation of veterans and transitioning service members. In 2014, a **\$450,000** grant from Sam's Club was awarded to IVMF, which will expand entrepreneurial training and support for female veterans through the Veteran Women Igniting the Spirit of Entrepreneurship (V-WISE) program.



### Swords to Plowshares

Swords to Plowshares received a **\$750,000** grant from the Walmart Foundation to increase job training programs for California veterans, particularly in communities with the highest number of unemployed veterans. Veterans will receive assistance with job training programs in high-growth industries, pre-employment assistance and placement with local employers.

