

Supporting our Nation's Heroes: Walmart's Commitment to Veterans and Military Families

At Walmart, we are grateful for the sacrifice our nation's veterans, military men and women, and their families have made in service to our country. It is not only our duty, but our 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. We are committed to helping these men and women as they face this important period through job opportunities, as well as support for programs that provide the job training, transition support and education they may need.

Veterans Welcome Home Commitment

In May 2015, Walmart announced the next step in its Veterans Welcome Home Commitment by guaranteeing a job offer to any eligible U.S. veteran honorably discharged from active duty since the commitment's original launch on Memorial Day 2013. The previous commitment was for veterans within 12 months off active duty. In May of 2015, Walmart expanded its 2013 projection of hiring 100,000 veterans by 2018, increasing the projection to 250,000 veterans by the end of 2020.

Since Memorial Day 2013, Walmart has hired nearly 110,000 veterans, and nearly 12,000 have already been promoted to jobs with higher pay and greater responsibility, as of September 2015. These projections and reported hires/promotions include veterans hired under our original and expanded Commitment as well as other veterans hired by Walmart in this time frame.

Veterans can explore career options with the company at www.walmartcareerswithamission.com

Supporting Veterans

- Walmart participates in the U.S. Chamber of Commerce's Hiring Our Heroes program. Walmart, Sam's Club and other employers have recruited tens of thousands of veterans through hundreds of career fairs. For a full list of upcoming events, please visit www.uschamber.com/veterans.
- Empowering organizations including the Institute for Veterans and Military Families, Team Red, White and Blue, Team Rubicon, Hire Heroes USA and Blue Star Families joined Walmart to launch Greenlight A Vet, a campaign to help create visible and actionable national recognition for American Veterans. For more information visit www.greenlightavet.com.

Military Family Promise

Walmart's Military Family Promise 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 military duty will be paid any difference in their salary if the associate is earning less money during their military assignment.

Education, Job Training and Reintegration Assistance

Recognizing that opportunity sometimes isn't the only challenge facing transitioning military families, Walmart and the Walmart Foundation have also supported veterans in other ways. For example:

- In 2011, Walmart and the Walmart Foundation committed \$20 million by 2015 to support veterans and their families with assistance from programs that provide job training, transition help and education. With the early completion of the commitment in May of 2014, Walmart and the Walmart Foundation renewed their commitment, announcing an additional \$20 million through 2019 to support veteran job training, education, and innovative public/private community-based initiatives that address the challenges many of our veterans face when returning to the civilian workforce and their communities.

The following are a few of the programs supported with **the \$40 million commitment** from Walmart and the Walmart Foundation:

- [**The Henry M. Jackson Foundation for the Advancement of Military Medicine, Inc.**](#) – Center for Public-Private Partnerships (CP3): The Walmart Foundation awarded a \$500,000 grant to support The Veterans Metrics Initiative (TVMI): Linking Program Components to Post-Military Well-Being study. This five-year study will assess the well-being of 7,500 veterans within 90 days immediately following their separation from military service to within three years thereafter, and document and analyze the components of the transition and reintegration programs the veterans report that they use.
- [**Goodwill Industries International**](#) – The Walmart Foundation awarded \$6 million to support Goodwill's Operation: GoodJobs program. Because of the success of the \$1 million pilot program, in 2013 the Walmart Foundation expanded its support of the Operation: GoodJobs program with an additional \$5 million grant. With our support, Goodwill will serve more than 4,800 veterans and military families.
- [**Institute for Veterans and Military Families \(IVMF\) at Syracuse University**](#) – In 2014, a \$450,000 grant from Sam's Club was awarded to IVMF that will expand entrepreneurial training and support for female veterans through the Veteran Women Igniting the Spirit of Entrepreneurship (V-WISE) program.
- [**Institute for Veterans and Military Families \(IVMF\) at Syracuse University**](#) – The Walmart Foundation awarded a \$1 million grant to support a three-year initiative to pilot new ways in which non-profit, public, and private sectors can better work together to serve veterans. IVMF will conduct this program with support from Accenture. In February 2015, IVMF launched the program in Charlotte, N.C.
- [**Swords to Plowshares**](#) – The Walmart Foundation awarded a \$1.35 million grant in 2014 to increase job-training programs for 1,500 veterans in California and Texas. Veterans will receive assistance with job training programs in high-growth industries, pre-employment assistance, and placement with local employers. With its first \$750,000 grant, Swords expanded its innovative model across California. This additional grant will support capacity building and fund a pilot program to expand its service model to Texas.
- [**American GI Forum National Veterans Outreach Program, Inc. \(NVOP\)**](#) – The Walmart Foundation awarded a \$1 million grant to extend the TX-Vet program focused on helping veterans ages 34 years old and under, who are unemployed or underemployed. In 2012, NVOP was awarded a \$750,000 grant to establish the TX-Vet program. This grant will provide transition assistance, job readiness, and placement services to more than 800 veterans in Texas.
- [**Hire Heroes USA \(Hire Heroes\)**](#) – The Walmart Foundation awarded a \$500,000 grant to help increase their capacity. Hire Heroes has built a national reputation of excellence for their success at helping unemployed veterans find jobs.
- [**Blue Star Families**](#) – The Walmart Foundation awarded a \$190,000 grant to Blue Star Families for a tech-train-to-hire project that will train military spouses for high demand and high growth careers in technology. This program speaks to the heart of one of the greatest challenge to military life, which is 58 percent unemployment and underemployment among military families.



JOINING FORCES | TAKING ACTION TO SERVE
AMERICA'S MILITARY FAMILIES

Walmart and the Walmart Foundation are proud sponsors of Joining Forces, a nationwide initiative calling all Americans to rally around service members, veterans, and their families and support them through wellness, education, and employment opportunities