

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

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 juncture through job opportunities, as well as support for programs that provide the job training, transition support and education they may need.

Welcome Home Commitment

Over the next five years, more than one million members of our military are projected to transition to civilian life. Through the Welcome Home Commitment, Walmart has pledged that no veteran will have to fight for a job when he or she separates from service.

Launched on May 27, 2013, the Welcome Home Commitment offers veterans who have separated from active duty within the last 12 months priority access to open jobs throughout the United States. To date, **Walmart has hired nearly 60,000 new veteran associates**, and thousands have been promoted to roles of greater responsibility since joining the Walmart team. In five years, we anticipate hiring more than 100,000 veterans into Walmart's workforce.

Pathways to Opportunity

- Qualifying veterans have the opportunity to consider employment pathways at Walmart for both corporate and hourly positions.
- Veterans can also explore career options with the company at www.walmartcareerswithamission.com, an innovative resource that helps transitioning military and veterans match their skills to Walmart careers.
- Walmart also supports 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.

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 issue facing transitioning military families, the Walmart Foundation has committed support to a trusted network of nonprofit partners to assist veterans and their families with employment transition services, job training and education.

- On Veterans Day 2010, the Walmart Foundation announced a **five-year, \$10 million** commitment to support veteran employment and transition opportunities.
- On August 31, 2011, at the American Legion's National Convention, Walmart U.S. President Bill Simon announced that the Foundation would be **increasing its commitment to \$20 million over five years**.
- In 2014, the Foundation delivered on its promise more than a year in advance of the target goal, and has committed another **\$20 million** to ensure the support continues.

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

- [Goodwill Industries International](#) – Awarded \$1 million to support three Goodwill® headquarter agencies through Goodwill’s Operation: GoodJobs program. The program connected 800 veterans and their families with job training and placement. Because of the success of the pilot program, in 2013 the Walmart Foundation expanded its support of the Operation: GoodJobs program with an additional \$5 million grant. Over the three-year grant period, Goodwill will serve more than 4,000 veterans and military families.
- [Entrepreneurship Bootcamp for Veterans with Disabilities \(EBV\) Program](#) – Awarded \$1 million grant to send 300 veterans with disabilities to entrepreneurship bootcamp at one of seven major university partners. It also facilitated the expansion of the program to two additional schools and support small business training for more than 100 military family members.
- [Institute for Veterans and Military Families \(IVMF\) at Syracuse University](#) – Awarded \$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, who will expand entrepreneurial training and support for female veterans through the Veteran Women Igniting the Spirit of Entrepreneurship (V-WISE) program.
- [Swords to Plowshares](#) – Awarded \$1.35 million grant in 2014 from the Walmart Foundation 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.
- [SCORE Foundation](#) – Awarded \$500,000 grant to support the “Veteran Fast Launch” initiative. The program helps accelerate veterans’ ability to start a business and succeed as small business owners. Training and mentoring is also available to the families of veterans.
- [The WorkPlace](#) – Awarded \$250,000 to assist in the national expansion of the Platform to Employment (P2E) program, which creates a pathway to employment. The funding specifically focused on veterans reentering the civilian workforce.
- [American GI Forum National Veterans Outreach Program, Inc. \(NVOP\)](#) – Awarded \$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 used a \$750,000 grant to establish the TX-Vet program. Founded in 1972, the American GI Forum focuses on outreach and employment training. This grant will provide transition assistance, job readiness and placement services to more than 800 veterans in Texas.
- [American Red Cross](#) – Awarded \$500,000 grant to fund *Reconnection Workshops* presented by Walmart. Reconnection Workshops are free, confidential small-group sessions designed to help foster positive reconnections between family members and help service members reintegrate into civilian life.

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