

Supporting Those Who Serve: Walmart's Commitment to Veterans and Military Families

At Walmart, we are grateful for the sacrifice our nation's veterans, military men and women, their spouses and families make in service to our country. It is our duty and our honor to support our military, not only when they are in uniform, but also when they transition to civilian life. We are committed to helping them as they face this important period through job opportunities as well as support for programs that provide job training, reintegration support and education.

Veterans Hiring Commitment

On Memorial Day 2013, Walmart introduced our **Veterans Welcome Home Commitment**, which guaranteed a job offer to any eligible, honorably discharged U.S. veteran who was within 12 months of active duty. Our initial goal was to hire 100,000 veterans by the end of 2018.

- In May 2015, we announced the expansion of our original projection with a new goal of hiring 250,000 veterans by the end of 2020. We also changed the eligibility from within 12 months of active duty to any veteran honorably discharged since we announced the commitment in 2013.
- Since Memorial Day 2013, Walmart has hired **226,637** veterans, and **35,383** have been promoted to roles of greater responsibility. ¹
- Veterans can explore career options with the company at www.walmartcareerswithamission.com.

Military Spouse Hiring Commitment

On November 12, 2018, Walmart announced the **Military Spouse Career Connection**, giving hiring preference to military spouses who seek employment with Walmart or Sam's Club. Since launching the initiative, we've hired **5,921** military spouses. Explore career opportunities with the company at www.walmartspouseswithamission.com.

Supporting Veterans and Military Families

Whether through employment and entrepreneurial support, recognition campaigns, or company policies, Walmart seeks to demonstrate the value veterans bring to the workforce and to our communities.

- [Military Family Promise](#) — Walmart guarantees a job at a nearby store or club for all military personnel and military spouses employed by the company who move to a different part of the country because they or their spouse have been transferred by the U.S. military.
- [Coalition for Veteran Owned Business](#) — As a founding member of CVOB, Walmart is committed to helping the organization grow and support veteran owned businesses in communities throughout the U.S. The Coalition provides economic opportunity to veterans, their families and the communities in which they live by offering leadership and a national platform to support military spouse and veteran-owned businesses, entrepreneurs and suppliers.
- [Greenlight A Vet](#) — In its fourth year, GLAV continues to encourage communities to mobilize around a shared purpose of showing appreciation to our nation's veterans through volunteering with veteran organizations, raising awareness on social media and signaling appreciation by changing one light to green in one's home or business.
- [Military Leave of Absence \(MLOA\)](#) — Since 2008, Walmart has offered differential pay to associates taking a leave of absence for specific military assignments lasting more than three days and through the duration of leave. If an associate's military salary is less than what they make at their job at Walmart, the company will pay them the difference while they are on MLOA. In May 2017, Walmart announced enhancements to this policy to include any eligible military assignment, including basic training, allowing associates who are considering enlisting in the Armed Forces to do so without fear of losing wages.

¹ These projections and reported hires/promotions include veterans hired under our original and expanded Veterans Welcome Home Commitment as well as other veterans hired by Walmart in this time frame. While we think it is particularly important to support soldiers as they make the transition to civilian life, Walmart believes all veterans deserve our respect and support, no matter when they left active duty.

Education, Job Training and Reintegration Assistance

To strengthen our support of veterans as they reintegrate into their local communities, Walmart and the Walmart Foundation committed to investing \$20 million over five years beginning in 2011, in job training, education and innovative public/private community-based initiatives. After fulfilling the \$20 million commitment in 2015, we announced an additional \$20 million investment. While Walmart and Walmart Foundation have completed the \$40 million commitment, we continue to make investments that strengthen systems and communities to help our military, veterans and their families navigate the wide array of resources available to them at all stages of their service journey.

The following are a few of the most recent programs funded by Walmart and the Walmart Foundation:

[Hire Heroes USA](#) — In May 2019, the Walmart Foundation awarded a \$1 million grant to Hire Heroes USA to support the expansion of their employment programs and improve data collection and reporting. Hire Heroes USA is a veteran service organization dedicated to empowering US military members, veterans and their spouses as they seek civilian employment.

[Boston University School of Medicine](#) — In May 2018, the Walmart Foundation granted over \$250,000 to the Women Veterans Network (WoVeN) building upon a 2017 grant which helped launch the program. WoVeN at Boston University is a program where BU clinicians and researchers are leading a 5-year initiative to establish a nationwide network of structured, trained peer-facilitated, 10-week support groups for female veterans to enhance wellness, quality of life, family relationships and referrals for additional services.

[The Henry M. Jackson Foundation for the Advancement of Military Medicine, Inc.](#) — Center for Public-Private Partnerships (CP3): In 2015, the Walmart Foundation awarded a \$500k grant to support The Veterans Metrics Initiative (TVMI): Linking Program Components to Post-Military Well-being study. This 5-year study will assess the well-being of 9,500 veterans 0-90 days post 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.

[Operation Homefront](#) — In 2018, the Walmart Foundation announced a \$250,000 grant to Operation Homefront for Critical Financial Assistance (CFA). The CFA program supports caseworkers who help create stability plans, provide counseling and make referrals to resources in order to build strong, stable and secure military families. In response to the 2017 hurricane season, the Walmart Foundation granted \$500,000 to the organization's Critical Financial Assistance program to help meet the urgent needs for military families affected by disaster or displaced to help with relief and recovery.

Additional Veteran and Military Family Service Organizations funded through the \$40 million commitment:

- **[Institute for Veterans and Military Families \(IVMF\) at Syracuse University](#)** — Walmart and the Walmart Foundation proudly support IVMF's AmericaServes initiative which launched in 2013 to streamline and digitally connect veteran services to those who need them.
- **[Blue Star Families](#)** — With a mission to strengthen military families every day, Blue Star Families strives to better understand and provide solutions to the challenges facing today's military families through career development, caregiving and leading research on military family life.
- **[Goodwill Industries International](#)** — A longtime supporter of Goodwill, the Walmart Foundation is funding the next iteration of Operation: GoodJobs programming which places a special emphasis on resources and job training for female veterans.