

Celebrating & Appreciating Veterans

Celebrate and appreciate veterans for the contributions of their service. There are several dates throughout the year to honor U.S. veterans. Key dates to remember are the entire Month of May (**Military Appreciation Month**), Memorial Day (**Last Monday in May**), July 4th (**Independence Day**), November 11th (**Veterans Day**), and the entire Month of November (**Military Family Month**). These dates honor all veterans who have served in the Arm forces and those who have sacrificed their lives to protect our country.

Recognize Your Local Veterans



Celebrate your local veterans in your community. Recognition can be as simple as saying “thank you” to any veteran you encounter.

You can make a care package to send to troops stationed overseas or write a thank you letter.

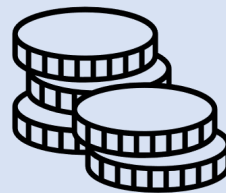
Whenever you have a moment, please take some time to make a gesture to show appreciation to a veteran for their service.

Donating is a great way to support veterans. Items such as clothes, canned goods, and other supplies are accepted by donation centers.

Veteran charities you can donate to:

- [Wounded Warrior Project](#)
- [Homes For Our Troops](#)
- [Tragedy Assistance Program for Survivors \(TAPS\)](#)

Donate

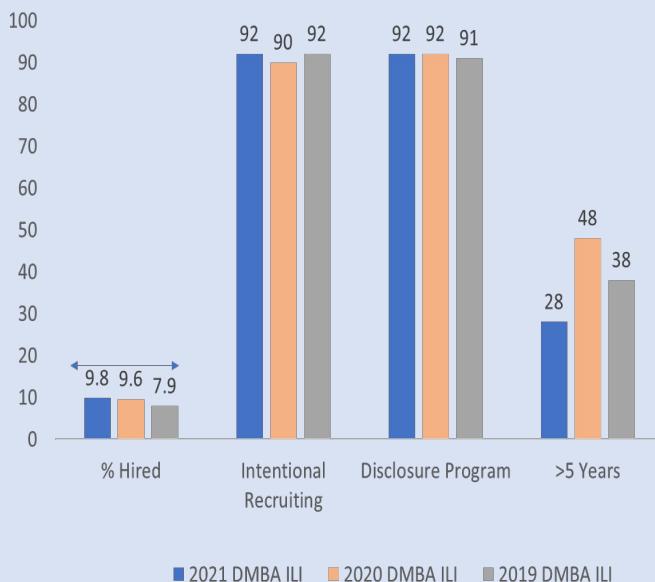


Military Families

It's significant to remember families make sacrifices too. They must deal with deployment, moving, and an increase possibility of losing a loved one. Please take time to celebrate military families as well and use the key dates mentioned above to learn more about the military and gain a new appreciation for our soldiers.

Veteran Recruiting – Impact of Retention

The percentage of veterans hired has increased each year. Intentional recruiting and disclosure programs for veterans have sustained over the past three years. Statistics from 2019 - 2021, were researched using the DMBA Inclusive Leadership Index to account for the impact of retention of veterans in the workplace.

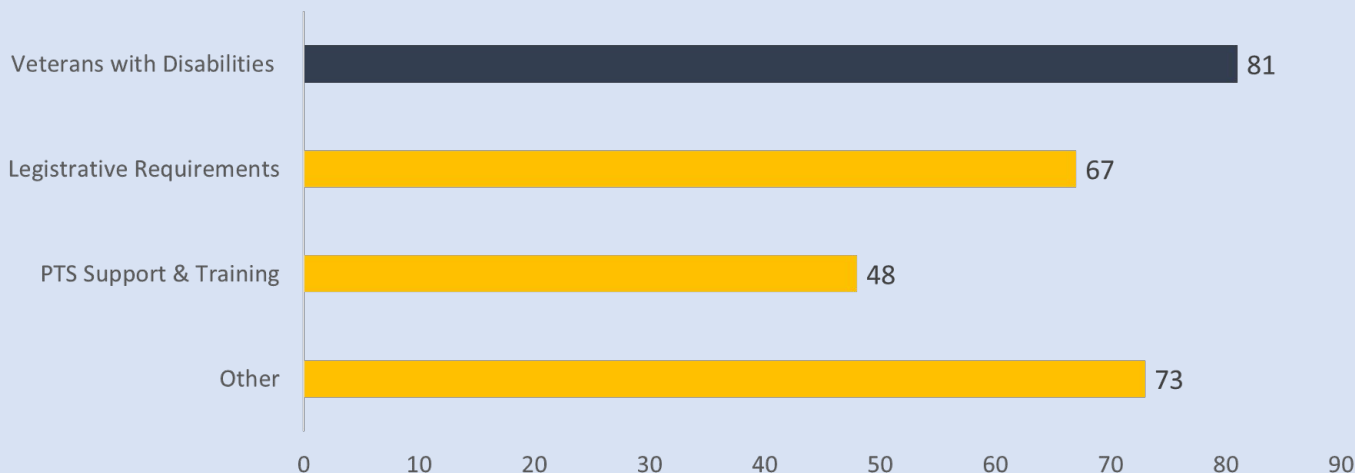


43% of companies have veteran mentoring programs

There are an estimated 17.4 million veterans in the United States as of 2019 American Community Survey. 1,417,370 military personnel are in active duty.

Specialized Training for Acquisition of Veterans

2021 Percent of Companies



81 percent of veterans with disabilities require specialized training to work for companies in 2021.

DMBA 10 Best Practices for Veterans

Initiatives to Engage Veterans

- 1) Veteran ERG plans an annual veterans' summit that includes university students as outreach and pipeline development.
- 2) Career and life coaching for veterans and spouses by offering a military support and assistance program.
- 3) Engaging veterans in community partners; such as the Veteran Leadership Program hosted by Wounded Warriors.
- 4) "Have a Beautiful Day" event where veteran men and women bring their spouses to corporate headquarters for a day of beauty, while providing interviewing opportunities.
- 5) Multiple and expanded veteran resource groups that focus on recruitment, self-identification, and full disclosure support creating a culture of belonging and leveraging transferable skills of veterans.
- 6) Establish a virtual military employee resource group and provide programming for leadership, communication, and career growth.
- 7) Linking veterans to the community: Local employer roundtable shares opportunities for veterans to volunteer and connect with their community.
- 8) Establish scholarships for families with veterans and partner with organizations that specifically develop the veteran pipeline.
- 9) Think Tank for Veterans to support strategic company initiatives like recruiting, community, and engagement.
- 10) Partnerships with military bases to learn more about how to transition veterans into civilian workforce.

U.S. Veteran Population / Active Military