



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 this community, not only when they are in uniform, but also when they transition to civilian life. Walmart seeks to advance the economic opportunity and well-being of our veterans and military families through a number of strategic programs, partnerships, campaigns, and policies within employment, learning, entrepreneurship, and health & wellness focus areas.

Supporting Veterans and Military Families

- [Find-a-Future](#) — Launched at the end of May 2021, this new platform guides military-related prospects through an audit of their current skills, experience and education. It fosters conversations about a wide range of future possibilities and aspirations to include employment, education, and entrepreneurial outcomes, and then teaches them how to build a road map and the connections to achieve their goals.
- [Walmart SERVES Associate Resource Group](#) — Our SERVES ARG for veterans, military families and allies is the first of our Walmart ARGs that has expanded to include our veteran associates working in our stores, clubs and DCs. The SERVES leadership teams at the Home Office, Walmart U.S., Sam's Club and the Supply Chain are organizing and preparing for a variety of initiatives related to recruiting, onboarding, learning, leader development and supporting each other and our communities.
- [Corporate Fellowship Program](#) — We are expanding our participation in the U.S. Chamber of Commerce Hiring our Heroes program that provides transitioning service members and military spouses with a professional learning experience with Walmart US, Sam's Club, Supply Chain, and corporate opportunities.
- [LiveBetterU](#) — We continue to offer frontline associates the opportunity to work at Walmart and complete a debt free education through our \$1 a day education program. This enables veterans to pass along service-related educational benefits to their families, while upskilling for the future of work in a short amount of time.
- [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.
- [Military Leave of Absence \(MLOA\)](#) — Walmart provides fully paid leave for employees who take up to 30 days of military leave in a calendar year. When the employee takes more than 30 days of military leave in a calendar year, the employee may be eligible for differential pay for up to 12 months.
- [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.

Veteran and Military Spouse Hiring Commitments

On Memorial Day 2013, Walmart announced the **Veterans Welcome Home Commitment** and in 2018, announced the **Military Spouse Career Connection**. Through these programs, which provided hiring preference to veterans and military spouses with Walmart and Sam's Club, we were able to hire over 320,000 veterans and military spouse by the end of the commitment in early 2020.¹ In FY21, we have hired more than 49,000 veterans and 27K military spouses alone. Despite the conclusion of these two programs, we continue to provide preference to veterans and military spouses as part of the **Find-a-Future** initiative.

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:

[Education Design Lab](#) – In April 2021, Walmart awarded the Education Design Lab over \$1,000,000 to build systems and processes that will support transitioning military with validating their 21st Century Skills, or "soft skills". The Lab has several partners, including SOLID, which hosts the Learning and Employment Record System, MilGears, for the U.S. Military. They hope to pave the way for validating skills earned on the job.

[Hire Heroes USA](#) – In November 2020, Walmart Foundation awarded nearly \$1,000,000 to support the Hire Heroes' program response to COVID. In partnership with Operation Homefront, they provided critical employment assistance and barrier removal for those impacted by the pandemic in rural communities. In addition, this grant enabled both organizations to put a critical lens on racial equity within their own organizations, and in how they support those seeking services.

[Wreaths Across America](#) – Since 2008, Walmart and the Walmart Foundation have given over \$2.75 million in direct contributions from the Foundation and through store giving. These funds have contributed directly to the placement of wreaths on the graves of veterans from across the U.S. This contribution does not include the in-kind transportation support that the company has provided for many years. In 2008, the first year of Walmart's involvement, Wreaths Across America supported just over 90 national cemeteries with close to 95,000 wreaths. As of 2020, the charity has grown to support 2,200 locations worldwide by helping to donate, deliver and place well over 2.2 million wreaths.

[Boston University School of Medicine](#) – In May 2018, the Walmart Foundation granted over \$250,000 to the Women Veterans Network (WoVeN) at Boston University building upon a 2017 grant which helped launch the program. At WoVeN, 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.

[Swords to Plowshares](#) – In February 2018, the Walmart Foundation provided a \$638,000 grant to Swords to Plowshares to improve veterans' transition to civilian life. Swords to Plowshares developed [Toolbox.vet](#), a unique blend of research and training materials on veterans' needs and resources including text and audio chapters, presentations, and podcast conversations with real veterans and advocates. Nationally recognized for decades of experience and leadership delivering comprehensive programs for low-income, homeless, and at-risk veterans, Swords to Plowshares presents this content-rich yet user-friendly curriculum for social workers, counselors, educators, employers, health care professionals, advocates, providers, and community leaders. Swords to Plowshares' [Toolbox.vet](#) provides context and tools to connect with and assist veterans of all ages.

An Example of Walmart's Philanthropy: Helping Military Families Build Resilience

Nearly a decade ago, the Walmart Foundation granted the [American Red Cross](#) \$500,000 to launch *Reconnection Workshops*, a free, confidential program to help service members reconnect with their loved ones after deployment. Since it launched, this incredibly well-received program has reached over 85,500 people.

Based on growing demand and positive feedback from participants, over the years, the program has evolved into a suite of resiliency programming for service members, veterans, and their families. Today, these workshops speak to a range of topics related to the unique stressors of military life.

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

[Institute for Veterans and Military Families \(IVMF\) at Syracuse University](#), [Blue Star Families](#), [Goodwill Industries International](#), [The Henry M. Jackson Foundation for the Advancement of Military Medicine, Inc.](#), many local chapters of [Veterans of Foreign Wars](#), [Operation Homefront](#), along with many other organizations that continue to serve veterans and military families.

For more information on our philanthropic work with veterans and military families, go to [Walmart.org](#).