

JOINING FORCES ACCOMPLISHMENTS OVERVIEW

COMMUNITIES ACROSS THE COUNTRY JOINING FORCES TO SERVE AND HONOR MILITARY FAMILIES

On April 12, 2011, First Lady Michelle Obama and Dr. Jill Biden launched Joining Forces to bring Americans together to recognize, honor and serve our nation's veterans and military families. The initiative focuses on improving employment, education, and wellness of America's troops, veterans and military families as well as raising awareness about the service, sacrifice, and needs of all who serve our country, both abroad and here at home. In just one year, Americans from communities across America – our businesses, schools, faith groups, non-profit organizations, and neighborhoods – have stepped up with an overwhelming amount of support for these heroes, not just with words, but with real, concrete actions to make a difference in their lives. Working with Joining Forces, these groups have helped thousands of veterans and military spouses find jobs, improved educational opportunities for military children, supported our nation's wounded warriors and their caregivers, and honored our nation's fallen and their families whose strength continues to inspire us all.

KEY JOINING FORCES ACCOMPLISHMENTS:

Through Joining Forces, American businesses have hired more than 50,000 veterans and military spouses, with a pledge to hire at least 160,000 more in the years ahead. More than 1,600 companies have been involved in this effort, including Microsoft, Comcast, Honeywell, Safeway and Sears.

Associations of doctors, nurses, psychologists, social workers and medical schools have committed to educating their memberships on diagnosing and caring for military families affected by post-traumatic stress and traumatic brain injuries – the invisible wounds of our wars in Iraq and Afghanistan. One hundred and thirty five (135) medical schools have committed to exchange leading edge research on PTSD and TBI; these same schools will train the nation's future physicians to better understand veteran health care needs. More than 150 state and national nursing organizations and over 500 nursing schools have committed to ensure our nation's 3 million nurses are prepared to meet the unique health needs of veterans and their families by educating the current and future nurses of America to have a better understanding of PTSD and TBI.

In the last year, Americans have honored veterans and military families with more than 13 million hours of volunteer service in their communities through Blue Star Families' Operation Honor Card program. Americans across the country have volunteered their time along with organizations like the Boy Scouts of America, the Girl Scouts of America and the American Legion Auxiliary.

The National Math and Science Initiative (NMSI) is expanding Advance Placement courses in high schools with large military populations. Military children in 29 public high schools across 10 states have benefitted from these AP courses and participating schools have already achieved a 57 percent increase in qualifying scores on AP math and science exams. Dr. Biden is encouraging teachers colleges across America to arm future teachers with the knowledge they need to more effectively understand the unique needs of military children.

First Lady Michelle Obama and Dr. Jill Biden have worked to support the 100,000 military spouses who serve in professions that require state licenses or certification. As a result of the frequency of moves associated with military life, these spouses bear disproportionately high financial and administrative burdens because credentials from one state do not always transfer to another state. The First Lady and Dr. Biden have encouraged the nation's governors to follow the lead of the 14 states that have passed license portability laws supporting military spouses. Thirteen more states have proposed legislation and Joining Forces is working to make this a priority in every state. In February, the First Lady and Dr. Biden asked the governors of all 50 states to support military spouses and sign license portability legislation by 2014.

Major League Baseball, the NCAA, NASCAR, Extreme Makeover Home Edition, Sesame Street, AOL, Disney and iCarly have used their platforms to share the stories of these families and encourage others to serve.

EMPLOYMENT OVERVIEW:

In August, President Obama announced a series of policies to increase veterans' employment. The President asked the First Lady and Dr. Biden to lead an effort through Joining Forces to challenge the private sector to hire or train 100,000 veterans and military spouses by the end of 2013. The response to the First Lady and Dr. Biden's leadership, calling on Americans to hire veterans and military spouses, has been extraordinary and impactful.

Across the country, more than 1,600 companies have joined forces with the First Lady and Dr. Biden and hired more than 50,000 veterans and military spouses.

These same companies – like Comcast, Enterprise Holdings, Microsoft, Safeway and Sears – have committed to hire more than 160,000 veterans and military spouses in the coming years – exceeding the President's challenge and helping veterans and military spouses connect to jobs throughout America.

The First Lady and Dr. Biden advocated for the more than 100,000 military spouses who serve in professions that requires a state license by urging governors to sign legislation supporting military spouse license portability by 2014. Defense Secretary Panetta and Joint Chiefs Chairman General Dempsey released a DoD/Treasury report revealing that military spouses move across state lines at a rate 10-times higher than civilians. To date, 14 states have passed license portability laws supporting military spouses. An additional 13 states have proposed supportive legislation.

Please visit "Employment Specifics" below for more information.

WELLNESS OVERVIEW:

The First Lady and Dr. Biden have connected with more than 30 major health professional and health education associations to promote improved care for service members, veterans, and their families, with a particular focus on Post-Traumatic Stress Disorder (PTSD) and Traumatic Brain Injury (TBI) – the invisible wounds of war and the signature wounds of our wars in Iraq and Afghanistan.

Although most veterans, service members and their families are resilient to the stresses of war, PTSD and TBI does impact 1 in 6 of those veterans and service members -- and their families --who fought for this country in Iraq and Afghanistan. Since half of our nation's veterans and many military families receive care outside the military and VA systems, the First Lady and Dr. Biden have worked with leading health professional associations and educators to engage physicians, nurses, psychologists, social workers, therapists, counselors, and others, in educating these professionals on what they need to know to effectively care for military families, service members, and veterans.

Through the leadership of these organizations, over 3 million health professionals, over 130 medical schools, more than 500 nursing schools, and over 80 physician assistant programs, will be committing, each in their own respective disciplines, to improving care for the military and veterans by sharing information and best practices, educating future providers on military culture and how to recognize and care for common health issues impacting veterans and families, and promoting research into new and improved treatments for conditions like PTSD and TBI.

The goal: for America's health care providers to serve our nation's veterans and military families as well as they have served us. No matter where a veteran or military family member turns for care, the current and future health care providers in literally every community in this nation should be prepared to effectively address veteran and military families' unique health care needs with respect, understanding and impact.

Please visit "Wellness Specifics" below for more information.

EDUCATION OVERVIEW:

The First Lady and Dr. Biden have helped improve the school experience for military children going through parental deployment, parental separation and frequent transitions. Organizations are dramatically increasing the number of education professionals who are trained on issues impacting military children, so they can better support those children in their classrooms. They are bringing rigorous math and science courses to highly-mobile military students. And, they are disseminating best practices for supporting veterans in college – so they can graduate with the skills they need to succeed in the civilian workplace. From the National Math and Science Initiative (NMSI), to teachers' colleges across the country, organizations and institutions are expanding their efforts to ensure military-connected students get the world-class education they deserve

Dr. Biden challenged 2,000 elementary school principals to make their schools more comfortable learning environments for military children at their annual gathering.

In addition, Dr. Biden is working to help colleges implement best practices to improve learning outcomes for veterans. Last April, the Department of Education hosted a Community College Summit focused on ways colleges can create supportive learning environments for veterans. Community colleges from around the country shared their best practices and encouraged one another to institute policies that help veterans succeed in the classroom. Dr. Biden used this opportunity to challenge all 1,200 of the country's community colleges to share the ways they are supporting veterans on campus and in the classroom.

Please visit "Education Specifics" below for more information.

PROMOTING COMMUNITY SERVICE:

Answering the First Lady and Dr. Biden's call to encourage Americans to find ways to serve military families, **Blue Star Families**, **Points of Light**, the **American Red Cross**, the **Corporation for National and Community Service** and **Service Nation** are helping Americans honor veterans and military families by volunteering their time.

These service opportunities are enabled through a volunteer pledge initiative called Operation Honor Card. Operation Honor Card's original goal was to achieve 3,000,000 volunteer hours from Americans across the country on behalf of military families.

- To date, Americans have pledged to volunteer 21,000,000 hours and have already volunteered 13,000,000 hours in support military families – exceeding the original goal by 4-fold and demonstrating the clear desire of Americans throughout the country to serve our heroes and their families as well as they have served us.
- Major contributors to volunteer efforts on behalf of veterans and military families around the nation include the Boy Scouts of America, the Girl Scouts of America and the American Legion Auxiliary.

As part of the Joining Forces initiative, a new website – JoiningForces.gov – provides ways for Americans to show their gratitude to military families. Visitors can send messages of thanks, find opportunities to get involved and share stories of service. The website has more than 50,000 volunteer opportunities for Americans to step up and support military families throughout the country.

Recognizing the need to focus effort at the community level to address the long term needs of military families, as well as leverage the talent of American veterans to give back to their own communities at the local level, the nation's leading non-profits and veteran advocacy groups committed to expanding efforts across the country.

- **Points of Light (POL)** – one of America's leading national volunteer networks – has teamed with leaders of more than 10 national non-profits to expand existing models for veteran and family reintegration in cities like Fayetteville, North Carolina; Norfolk, Virginia; and Valdosta, Georgia, to more than 200 cities across America by 2014 using the "Community Blueprint." The Blueprint brings together community leaders, individuals, government agencies and nonprofits to bring collaborative, integrated solutions to addressing the most common challenges facing military families, from unemployment to education to behavioral health, housing, and reintegration. Volunteers, including veterans themselves, are the power behind the Blueprint which serves as a roadmap for anyone who wants to support the military community.
- Additionally, a collaborative partnership between the **Corporation for National and Community Service**, the **National Guard Bureau** -- and more than 200 local non-profit organizations -- will work with AmeriCorps and Senior Corps volunteers to improve the lives of veterans and military family members in communities throughout the nation.

PROMOTING COMMUNITY SERVICE (CONT):

The First Lady and Dr. Biden initiated a comprehensive effort to raise awareness about the service, sacrifice, and needs of veterans and military families.

Throughout the last year, the First Lady and Dr. Biden have worked with A&E Television Networks, AOL, Disney ABC, Major League Baseball, NASCAR, the National Collegiate Athletic Association (NCAA), Sesame Street, USO, and Viacom's Nickelodeon on ongoing public awareness campaigns about veterans, service members and military families. These efforts have been supported by the four Hollywood entertainment guilds and have included public service announcements from Tom Hanks, Oprah Winfrey and Steven Spielberg.

The First Lady and Dr. Biden have appeared on television, spotlighting veterans and military families including: ABC's "Extreme Makeover: Home Edition" highlighting veterans support of homeless veterans; Nickelodeon's popular show "iCarly;" to highlight the challenges of deployments on military children; NBC's Today Show as part of a collaborative effort with NBC to hire American veterans and their spouses; Piers Morgan Tonight from Marine Corps Base Camp Pendleton on what it's like to have a family member deployed; and the Late Show with David Letterman.

The First Lady highlighted military families by inviting them to the White House during the holiday season and focusing the White House holiday theme around Gold Star and Blue Star families. A Gold Star Tree paid tribute to those who gave their lives in service to our nation and to the families who continue to carry their proud legacy forward. Photos of these fallen heroes and messages from their loved ones honor their courageous service and remind us of the great sacrifices made.

Dr. Biden also highlighted military families during the holidays by hosting a fourth-grade class at the Vice President's residence for an event with United Through Reading to help children understand the unique challenges faced by military families during the holiday season.

Joining Forces efforts with the private sector have also been significantly enhanced through a collaborative effort with **The Center for a New American Security (CNAS)** and Joining Forces Advisors - General (ret) Stanley McChrystal, Mr. Richard Parsons and Mrs. Patty Shinseki. For more information on CNAS' efforts with Joining Forces, see: <http://www.cnas.org/JoiningForces>

Click here to access Joining Forces Commitments & Achievements

JOINING FORCES COMMITMENTS & ACHIEVEMENTS

Based on feedback received from veterans, military families and their advocates on how Joining Forces can make a meaningful impact, the program focuses on three priority areas: employment, education and wellness. Below are specific commitments the private sector and non-profit organizations have made in these priority areas to support veterans and military families.

EMPLOYMENT SPECIFICS:

Joining Forces highlights the workforce potential of veterans and military spouses, expands employment and career development opportunities for veterans and military spouses, and helps employers create military family-friendly workplaces.

The following companies committed to helping hire and train veterans and military spouses:

21st Century Jobs: A group of forward-looking businesses launched an ambitious effort to employ 15,000 military spouses and veterans in flexible and portable jobs.

- ✓ **Alpine Access** – committed to hire 3,000 military spouses and veterans in the next two years. This commitment triples the number of veterans and military spouses currently employed by Alpine Access.
- ✓ **Arise Virtual Solutions Inc.** – committed to hire 10,000 military spouses and veterans in the coming years to fill an ever expanding need for virtual call center employees.
- ✓ **DialAmerica** – committed to increase the number of its military affiliated employees to make up 20 percent of its workforce by 2014.
- ✓ **Etech Global Services** – committed to hire a minimum of 200 military spouses and veterans in the next two years.
- ✓ **Hilton Hotels** – committed to dedicate 3.5 percent of their new hires to military spouses in the next two years.
- ✓ **Prosperity America** – committed to hire 50 military spouses and veterans in the next two years at their Fort Benning, Georgia, site.
- ✓ **Quality Contact Solutions** – committed to employ as many as 150 work-at-home, business-to-business marketing and communication jobs for military spouses over the next two years. These jobs will be in the healthcare and telecommunications industries.
- ✓ **QCSS Inc.** – a Chicago-based Call Center and marketing firm ensured that a minimum of 10 percent of the forecasted 200 new hires from now through 2014 will be veterans and their families.
- ✓ **Agility Marketing** – committed to add 100 jobs for veterans and military spouses over the next two years.
- ✓ **SP Data** – committed to add more than 150 jobs for veterans and military spouses over the next two years.
- ✓ **Veteran Call Center, LLC** – committed to create an additional 1,000 jobs for military spouses and veterans over the next two years.

American Logistics Association (ALA) and their 270 affiliate companies: Committed to hire 25,000 veterans and military spouses by the end of 2013.

Associated Builders & Contractors, Inc. (ABC): In partnership with national military charity **USA Cares:** committed to provide training with an associated job guarantee for 1,000 veterans in 2012.

AT&T: Committed to establish a website to facilitate veteran hiring that includes built-in military occupational specialty (MOS) skill translation: <http://att-veterans.jobs/>. Additionally, AT&T committed to continued support of service disabled veteran business owners through Operation Hand Salute. Operation Hand Salute is a groundbreaking, national 12-month education and mentoring program for service-disabled veteran businesses. The initiative provides cutting-edge training and mentoring for up to 15 qualified CEOs with the goal of improving their business operations and enhancing their ability to win corporate contracts.

BAE Systems, Inc.: Committed to employ wounded warriors and veterans through the company's Warrior Integration Services.

EMPLOYMENT SPECIFICS (CONT.):

The Beacon Council and their 274 member companies: Committed to collaborate with the South Florida business community to collectively hire 4,000 veterans by the end of 2013.

Boeing: Committed to hire 1,000 veterans in 2011. This commitment was exceeded with Boeing hiring over 1,800 veterans. Boeing commits to continue its focused hiring of veterans in 2012.

Brink's: Committed to fulfill at least 10 percent of new hire openings with veterans.

Business and Professional Women's (BPW) Foundation: Recently launched Joining Forces Mentoring Plus™ to help thousands of women veterans and military wives navigate the civilian workplace by connecting them with volunteer working women mentors committed to providing guidance and support over a sustained period of time. The website can be found at: <http://www.joiningforcesmentoringplus.org/>

CACI: Committed to increase veteran hiring through the recently launched "Hire a Vet Today" campaign.

Chesapeake Energy Corporation: Committed to hire 500 veterans by the end of 2012.

Cisco/Futures Inc: Exceeded their initial commitment to connect 20,000 transitioning service members and veterans with available jobs throughout the country through a newly developed employment pipeline. To date, 75,000 veterans and transitioning service members have used the newly developed H2H.jobs platform to more closely connect to jobs. Futures has also developed an employment pipeline for the National Association of Manufacturers.

Citi: Committed to hire at least 1,000 veterans by the end of 2013. As of April 2012, Citi has already hired more than 800 veterans.

Code for America: Developed tools to serve military families and leverage the power of the Internet to serve military service members, their spouses and veterans with new tools for finding jobs and workforce development programs. Code for America hosted an "Apps for Heroes" in January where tech industry companies – such as **Fidelis** and **JIBE** – demonstrated the applications they have built to aid veteran transition to the civilian workforce.

CompTIA: Committed to train and certify 35,000 veterans and military spouses by 2013 with an IT-certification through their Troops to Tech Careers (T2TC) Program. This goal is part of CompTIA's long-term plan to provide 92,000 veterans and military spouses with valued-added IT-credentials by the end of 2016. To help reach this goal, CompTIA has launched www.troopstotechcareers.org a national aggregator of information and resources for veterans and their families. The site connects veterans and families to benefits information, helps locate educational institutions to prepare for CompTIA or other certifications, and includes a corporate registry which will link to companies that want to hire veterans and families.

Corporate America Supports You (CASY) and the Military Spouse Corporate Career Network (MSCCN): Committed to working with 10 Alliance partners to successfully place at least 300 military affiliated job seekers between March 2012 and March 2013.

CSX: Committed to hire 1,000 veterans in 2012.

The Disney Company: Committed to hire 1,000 veterans in the next three years.

Dollar General: Committed to promoting employment opportunities with the military community; in 2011, this commitment resulted in the hiring of more than 3500 veterans, ready reservists and military spouses.

DynCorp International LLC: Committed to hire 4,000 veterans in 2012.

EADS North America: Committed to expand its veteran recruitment program by creating a dedicated online employment portal to increase EADS North America outreach to current and former service members.

EMPLOYMENT SPECIFICS (CONT.):

Eastman Chemical Company: Committed to ensure veterans comprise 5-10 percent of new hires over the next two years.

G4S Secure Solutions (USA): Initially committed to hire 3,000 veterans by the end of 2013. Between August 2011 and April 2012, the company hired 2,650 veterans. As a result of their success in veteran hiring, G4S Secure Solutions (USA) committed to *double* their original commitment – and hire 6,000 veterans by the end of 2013.

General Electric (GE): Committed to hire 5,000 veterans in the next 5 years.

Hewlett Packard: Committed to expanding its original \$50,000 commitment to the American Corporate Partners (ACP), a nationwide mentoring program dedicated to helping veterans transition from the armed services to the civilian workforce.

Honeywell: Exceeded its commitment to hire 500 veterans in 2011, and the company has already hired more than 100 veterans this year.

Humana: Committed to hire 1,000 veterans and military spouses by the end of 2013, and provide \$1 million to support the continued expansion of the Entrepreneurship Bootcamp for Veterans with Disabilities (EBV) program. Humana also committed to establish a new "Veterans Initiative" where the company will expand its efforts to recruit and hire military veterans and their spouses in a variety of roles at the health care company. The site can be found at: <http://www.jobs.net/jobs/Humana-Veterans>

Indeed: A resource for finding job listing fast, Indeed.com provided employers free access to veterans' resumes for one year.

International Franchising Association (IFA) and its 1,200 franchisors and 12,000 franchisee member companies: Committed to hiring as team members and recruit as franchise business owners 80,000 veterans and military spouses by 2014. Through its VetFran program, IFA is connecting veterans with opportunities in business lines as diverse as restaurants, hotels, commercial and home services, real estate and automotive with small business franchise ownership and employment opportunities. In the last year alone, more than 2,100 veterans have entered careers or become small business owners through VetFran.com.

The Joining Forces Travel Industry Coalition, led by the American Society of Travel Agents (ASTA): Committed to hire 3,000 veterans and military spouses by 2014. Coalition launch partners include **Amadeus North America, American Express Consumer Travel Network, Avis Budget Group, Dollar Thrifty Automotive Group, Enterprise Holdings, Hertz Corp., and Orbitz Worldwide.**

Kansas City Southern Railway: Committed to hire 200 veterans by the end of 2013.

Lockheed Martin: Committed to expand its targeted series of Wounded Warrior-focused hiring events, where veterans with disabilities are invited for face-to-face interviews with hiring managers.

Milicruit, Military Officers Association of America (MOAA), DirectEmployers Association and 20 private sector companies: Committed to hire 10,000 veterans and military spouses in 2012 via virtual hiring fairs and their "10,000 Jobs Challenge."

Military Spouse Employment Partnership and their 96 affiliate organizations and companies: Committed to hire 20,000 military spouses by the end of 2013.

Navistar: Committed that at least 6 percent of employees hired from August 2011 through December 2013 will be veterans.

NBC Universal and COMCAST: Committed to hire 1,000 veterans in the next three years.

Northrop Grumman: Committed to increase its outreach to veterans and military families in 2012 and beyond.

EMPLOYMENT SPECIFICS (CONT.):

JP Morgan Chase and 40 companies: Committed to hire 100,000 veterans by 2020 as part of the “100,000 Jobs Mission,” which can be found at www.100000jobsmission.com. JP Morgan Chase also committed to award 1,000 mortgage-free homes to deserving veterans and their families with nonprofit partners. With support from JPMorgan Chase, **Syracuse University’s School of Information Studies** offers a tuition-free Veterans Technology Program, a non-credit certificate program for post 9/11 veterans aspiring to careers in information technology in global corporations.

- JPMorgan Chase also joined efforts with Syracuse University to establish the “first-of-its-kind” **Institute for Veterans and Military Families**.

Institute for Veterans and Military Families (IVMF) at Syracuse University: This institute acts as a bridge between veterans, military families and industry, government, non-government organizations and programs positioned to create employment and vocational training opportunities. It provides resources and support services to veterans and their families to identify and pursue employment opportunities, leveraging skills and experiences gained in military service and new skills and knowledge gained post-service. The IVMF assists with strategies to recruit, assimilate, retain and advance veterans and military families in employment. Last November, the institute convened a best practices summit with business industry representatives including Joining Forces advisors Richard Parsons and Patty Shinseki.

Microsoft: Committed to offer 10,000 technology training and certification packages to U.S. military veterans over a two-year period. The technology training and certification will be available at intermediate and advanced levels and will be delivered through e-learning, with additional in person support. This partnership is an extension of the overall **Microsoft Elevate America** veterans initiative, which demonstrates a total investment of \$12 million product and related support for U.S. veterans.

Occidental Petroleum: Committed to continue to employ veterans across all levels of the organization. In 2011, approximately 10% of Oxy’s external hires for U.S. positions were veterans.

Orion International: Committed to find private sector employment for 2,000 veterans in 2012.

Oshkosh Corporation: Committed to expand efforts to hire veterans and help their families.

Panther Racing: Committed to encourage veteran hiring by hosting employers on military aircraft during training missions and to support U.S. Chamber of Commerce’s Hiring Our Heroes initiative.

Prudential: Committed to share best practices for veteran employment with the business community and to sponsor independent research of veteran employment challenges. Prudential has also committed to expanding its support through an enhanced Grants Program which includes support to nonprofit organizations that address veteran employment-related needs, as well as the needs of family members who support them.

Raytheon: Committed to a five-year, \$2.5 million grant to support the Wounded Warrior Project’s (WWP) Economic Empowerment Programs to expand WWP’s Transition Training Academies, educate more wounded warriors and caregivers, engage employees in volunteerism and fundraising and empower wounded warriors to compete for 21st Century technology jobs.

Rockwell Collins: Committed to expand the proportion of veterans in the company from 8 to 10 percent by 2013.

Ryder System, Inc.: Committed to hire at least 1,000 veterans by the end of 2013.

Safeway, Inc: Committed to hire over 900 military service members in 2012.

Schneider International: Committed to hire 1,300 veterans by the end of 2013.

EMPLOYMENT SPECIFICS (CONT.):

Score/Wal-Mart Foundation: SCORE/Wal-Mart Foundation Veteran Fast Launch Initiative: SCORE created the "Veteran Fast Launch Initiative" to help accelerate veterans' ability, along with their families, to succeed as a small business owner. The initiative will help launch and grow 3,000 new businesses in the next two years. Partners include: **The Wal-Mart Foundation**, as the primary sponsor, as well as: **American Institute of Certified Public Accountants, AVG, Cisco, Constant Contact, docstoc.com, HP, Intacct.com, Microsoft, Salesforce.com, Squareup.com, and Veterans Business Outreach Centers (VBOC).**

Sears Holdings: Joined the "PCS Promise," which eases transfers for all military members and spouses for Permanent Change of duty Station (PCS), retirement, or separation. Additionally, Sears conducted a virtual career fair for military spouses in the summer of 2011. Sears committed to increase hiring by 10 percent for military members and spouses in 2012. The company hired more than 1,800 military members and spouses in 2011.

Siemens Corporation: Exceeded their goal of hiring 300 military veterans in 2011 by hiring more than 600 veterans. Siemens has committed to hiring an additional 300 veterans in 2012.

The **Society for Human Resource Management (SHRM):** Engaged its 255,000 human resources members on the value of hiring military spouses and creating workplaces supportive of employees with connections to the military.

Sodexo, Inc.: Committed to dedicate resources to maximize hiring efforts for veterans, provide tools for veteran employees to engage in networking and mentoring once on board, and offer job transfer and flexible work options beneficial to military family members.

SRA International: Committed to continued hiring of veterans and wounded warriors. SRA has created a special wounded warrior recruiting program and hired a dedicated Program Management Officer to partner with government agencies and non-profit organizations that support the wounded warrior community.

TriWest Healthcare Alliance and its owners, who will also be working with its customers and suppliers (including hospitals who deliver services): Committed to hire at least 10,000 veterans and military spouses by 2014.

Union Pacific: Committed to hire over 1,000 veterans in 2012.

U.S. Bank: Committed to hire at least 1,000 veterans by the end of 2013.

The **U.S. Chamber of Commerce Hiring our Heroes Program:** Committed to conduct 100 hiring fairs throughout the U.S. between March 2011 and March 2012.

- This commitment was met one month early.
- Additionally, the Chamber of Commerce will conduct hiring fairs for veterans and military spouses in 400 local communities across the country by March 2013.
- 20 of these hiring fairs will be exclusively for military spouses, as part of the Military Spouse Business Alliance, to include a hiring fair on May 18 that is exclusively for wounded warrior spouses and caregivers.

Walmart and Sam's Club Military Family Promise: The 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. In addition, through Walmart and Sam's Club's Military Family Promise, associates called to active military duty will continue to be paid any difference in their salary if the associate is earning less money during their military assignment.

Waste Management, Inc.: Committed to hire 750 veterans and military spouses by the end of 2013.

Werner Enterprises, Inc.: Committed to hire 775 veterans and military spouses by the end of 2012.

EMPLOYMENT SPECIFICS (CONT.):

Many companies have made it easier for Americans who want to hire veterans and military spouses to identify employment opportunities, communicate those opportunities to the veterans and spouses who need them and consolidate the listing of available jobs into a single site for ease of access.

The Military Spouse Employment Partnership (MSEP) – a Department of Defense partnership with more than 100 private sector companies and organizations, has a single, consolidated job site for military spouses at: www.msepjobs.com. MSEP was announced by Dr. Jill Biden in June 2011.

MSEP develops partnerships with local, national and international businesses to support the workforce needs of both the military spouses and partnership companies. Through MSEP, companies throughout America positively impact their bottom line by hiring talented military spouses – and those same spouses benefit by having the opportunity to pursue careers, retain jobs through military moves and add the peace of mind that comes with additional financial stability.

Through a collaborative effort between Joining Forces, the **White House Office of Science and Technology Policy (OSTP)** and the **Departments of Defense, Labor and Veterans Affairs**, a single-site resource for veteran jobs was established in November 2011 and is known as the “Veterans Job Bank.” The site can be found at: https://www.nationalresourcedirectory.gov/home/veterans_job_bank

Commitments from companies associated with building this site and populating it with more than 800,000 jobs available to veterans today include:

Google helped design a job-posting schema -- a process that allows any company in America to electronically “tag” available jobs for veterans -- and is supporting the Veterans Job Bank through its custom search engine.

Simply Hired adopted the job-posting schema and has tagged over 500,000 jobs from veteran-committed employers discoverable on the Veterans Job Bank. In addition, Simply Hired will educate veteran-committed companies on getting their jobs posted and visible to veterans nationally.

LinkedIn committed to adopting the job-posting schema and developing an easy-to-use tagging method to help facilitate the identification of veteran hiring commitments posted on their website. Additionally, LinkedIn is developing innovative applications to support veteran employment and developing a microsite to help veterans find jobs.

Monster and **Military.com** committed to adopting the job-posting schema and developing an easy-to-use tagging method to help facilitate the identification of veteran hiring commitments posted on their website.

Taleo committed to adopting the job-posting schema and providing a Quick Start guide to its more than 5,000 member customers to facilitate tagging of veteran commitment positions. Posted jobs appear on the customers websites, Taleo’s candidate marketplace, and other social networks such as LinkedIn and Facebook.

Indeed committed to adopting the job-posting schema. Additionally, Indeed has included military history on resumes to help support employer identification of veteran candidates. Finally, Indeed launched Indeed Military job search, allowing veterans to search jobs using their MOC codes by utilizing the O*Net crosswalk database to help translate military experience into civilian terms.

BranchOut committed to adopting the job-posting schema through a feature that allows companies to state a preference for hiring veterans when they post jobs on BranchOut. These special job posts are highlighted for veteran job seekers so they know which companies are looking for their unique skills. BranchOut will also offer job posts to veterans who have recently started their own businesses.

DataDoctors adopted the job-posting schema into its job postings that are now available in the Veterans Job Bank.

EMPLOYMENT SPECIFICS (CONT.):

TweetMyJobs developed a process that allows employers posting jobs to indicate if the job is specifically targeted to veterans. TweetMyJobs will distribute these jobs for free for the next 12 months. TweetMyJobs is also launching a suite of tools for veterans to find jobs on Twitter, including establishing veteran-specific job channels on Twitter for every state and major metropolitan area, a special landing page for veterans to find and follow these job channels, custom notification alerts for veteran-committed jobs and a channel for veterans to distribute their resume on Twitter.

Corp-Corp implemented the “Veteran Commitment” option for employer job posting. They will make the “Veterans Committed” jobs easily findable in search engines using recommended schema.org guidelines. They will also implement the “Blue Button” for veterans to post resumes at Corp-Corp.com quickly and enable them to reach the right employers.

Doximity enabled returning veteran medical personnel (including MDs, NPs, RNs, and EMTs) to incorporate the Veterans Job Bank markup to make job searches easier. By connecting returning veteran medical professionals with the larger U.S. medical community, Doximity provides access to former medical school classmates and co-residents, and allows veterans to securely discuss difficult patient cases.



EDUCATION SPECIFICS:

Military children move frequently due to their parent's reassignment. These moves can make it difficult to transfer records, secure spaces in courses, participate in extra-curricular activities, and complete required testing on time.

Joining Forces supports the academic achievement of military children by helping schools become more aware of and responsive to the unique needs of military children and families. Joining Forces promotes and supports higher education institutions and programs that expand education opportunities and ease transferability for military-connected students.

Operation Educate the Educators: The American Association of Colleges for Teacher Education (AACTE) and the Military Child Education Coalition (MCEC) have begun an initiative to enlist 100 colleges and universities for the benefit of military-connected students and their families. This effort will facilitate processes focused on building and sustaining supportive school cultures; promoting training for pre-service and graduate education professionals; and establishing six partnerships between institutions of higher education and military academies and/or senior military service institutions.

National Math and Science Initiative: At the launch of Joining Forces, the National Math and Science Initiative (NMSI), in partnership with federal agencies, corporations, and non-profit partners, announced a commitment to bring rigorous Advanced Placement math and science classes to 29 public high schools serving children of military families in ten states. Participating schools have achieved a 57 percent increase in qualifying scores on AP math and science exams. By fall 2012, the program will impact 30,000 military students across 14 states.

Best Buy: Committed through Best Buy's tech support task force Geek Squad to host customized education seminars at military bases throughout the U.S. to help troops and their families use technology to stay connected during deployment. Additionally, Best Buy committed to conduct two-day Geek Squad Summer Academy sessions at five military bases to educate military children about the inner workings of technology and inspire interest in technology careers. In 2012, Best Buy's Geek Squad will begin holding a series of on-base educational training seminars at 14 bases throughout the country.

Better Business Bureau's (BBB) Military Line and McGraw Hill: Developed and delivered financial literacy and consumer protection programs specifically geared toward addressing the unique needs of military families.

Intel: Committed to expand the Intel Computer Clubhouse Network to Military Families. On November 9, 2011 Intel launched their Intel Veteran Employment Training (VET) Initiative. This initiative is providing veterans and military spouses with access to the Intel Computer Clubhouse Network (a collaboration with the Museum of Science, Boston and MIT Media Lab). The pilot program concludes in May 2012 and will offer the underpinnings for Intel to determine locations for additional clubhouses where veterans and their spouses will be able to receive training on resume writing, interview skills and basic computer skills before and after school hours. Intel will work with external organizations to get resources and trainers to attract Intel employees to serve as mentors and assist with training in the clubhouses.

Reach Out and Read: Committed to double the positive impact they have on military families. Currently, 47 U.S. military bases participate in Reach Out and Read, serving 90,000 children and families. By the end of 2013, Reach Out and Read will expand to 100 U.S. military bases serving 200,000 children. Reach Out and Read prepares America's youngest children to succeed in school by partnering with doctors to promote reading and parental involvement.

United Through Reading: Committed to doubling its pledge to Army and National Guard service members and families by 2014. Through collaboration with key organizations and focus of resources, United Through Reading will double the number of units that are briefed and trained to take the program downrange, which will lead to an increase in participation and beneficiaries.

American Council on Education (ACE): In March 2012, the American Council on Education launched an online Toolkit for Veteran Friendly Institutions with suggestions for how institutions can create or enhance programs, policies and services for student veterans.

WELLNESS SPECIFICS:

The stress of war and multiple deployments can affect the wellness of veterans and military families. Children and spouses can also experience anxiety, changes in relationships with family and friends, isolation or emotional challenges in dealing with deployments, illness or injury, and high mobility.

In January 2012, the **Association of American Medical Colleges (AAMC)** and the **American Association of Colleges of Osteopathic Medicine (AACOM)** led a commitment from 135 medical colleges and teaching institutions to train the future physicians of the country in PTSD and TBI. This commitment included an effort by the AAMC to establish a collaborative network to exchange critical research and cutting edge discoveries in PTSD and TBI. This network – called iCollaborative – is already in service and has more than 50 meaningful educational resources posted. AACOM is focusing on creating faculty leaders to teach and champion issues related to the health of military personnel.

American Nurses Association (ANA) committed to reaching 3.1 million registered nurses in America by 2015 to raise awareness of PTSD, TBI and post-combat depression among veterans, military service members, and their families. ANA is coordinating a major campaign involving over 150 nursing organizations and 500 nursing schools that will reach millions of nurses on health issues relevant to the military and veterans. Partnering organizations reaching out in the unification of nurses around this important topic include the **American Association of Colleges of Nursing, American Organization of Nurse Executives, American Academy of Nurse Practitioners, American Psychiatric Nurses Association, American Association of Neuroscience Nurses, Association of Rehabilitation Nurses, the National League for Nursing**, federal nurses of the military and public health services, and the **Department of Veterans Affairs**.

American Academy of Nurse Practitioners (AANP) committed to providing workshops to promote the wellness of veterans and caregivers at its conference, creating continuing education programs focusing on issues facing veterans and military families, publishing a special edition on veterans health in their journal, highlighting veterans' health during NP week, and supporting research on veterans' health through their foundation. AANP has already formed an ad hoc committee, composed of Veterans Affairs and Department of Defense leaders, to focus on promoting this initiative throughout the year.

The American Association of Colleges of Nursing (AACN), in coordination with the **National League for Nursing (NLN)**, is leading a nationwide campaign that has recruited over 500 nursing schools who have committed to educating nursing students on how to care for military service members, veterans, and their families dealing with PTSD, TBI, depression, and other clinical issues. By 2014, partnering schools will integrate into their curricula the unique health challenges, as well as best practices, associated with caring for service members, veterans, and their families.

Medscape LLC worked with leading experts in military health care to create 10 new online education programs for health care professionals on topics ranging from military culture to screening for post-traumatic stress disorder and helping families connect with VA services. The free modules include links to resources from the government, warrior advocacy groups and medical associations. More than 120,000 physicians, nurses and other healthcare providers have viewed these education courses in the past year. For consumers, WebMD created a resource page highlighting links to resources for military families from the Department of Defense, VA and other organizations. Both websites plan to continue their commitment to Joining Forces in 2012.

WELLNESS SPECIFICS (CONT.):

Additional commitments:

American Physical Therapy Association (APTA) committed to educate all 82,000 of its members by 2015 in the identification of PTSD, TBI and post-combat depression, with a specific emphasis on resources to help members identify mild cases of PTSD and TBI. APTA has scheduled a focus session on military mental health issues at its annual conference, and is developing a website and a toolkit to be made available on its website to assist members in the identification of PTSD, TBI and post-combat depression. APTA will engage other therapy groups in coordinating and sharing military health educational and training resources and is developing an association-wide work plan for the use of technology to help educate and train providers and students in identification of PTSD, TBI and post-combat depression.

American Academy of Physician Assistants (AAPA) committed to educating all physician assistants about PTSD and TBI in military service members and veterans, the unique needs of military families, and military culture. AAPA has created a website of dedicated resources and has reached out to all Physical Assistant (PA) state chapters and specialty organizations to ask them to bring awareness to the needs of military families and veterans within their PA organizations. A team of PAs and physicians who are in the military or veteran community have been identified to help AAPA lead these activities throughout the U.S. AAPA is also partnering with the Physician Assistant Education Association (PAEA) to make sure that this material reaches students in PA schools.

National Association of Social Workers (NASW) is educating its 145,000 professional members about the challenges facing service members, veterans, and their families. Social workers are frontline providers of key mental health, behavioral health, and social services to thousands of veterans each day. As part of their educational efforts, NASW is creating standards of practice, a professional credential, and enhanced education opportunities.

National Board for Certified Counselors (NBCC) committed to training all 49,000 National Certified Counselors to provide culturally and clinically appropriate mental health care to service members, veterans and their families and establishing and promoting strategies to infuse military issues into the practice of mental health, addictions, couple and family, school and career counseling. NBCC is also waiving fees for all continuing education programs that are military-related and is issuing military scholarships for counseling students.

American Medical Association (AMA) committed to ensuring that service members and their families receive the quality care they deserve. To help educate physicians about the neurological and psychological health issues affecting our nation's military and veterans, the AMA established a website, www.ama-assn.org/go/joiningforces with resources to assist physicians who treat and assess our nation's veterans and their families. As the owner of the largest continuing medical education (CME) credit system in the U.S., the AMA will encourage CME providers as well as state and specialty medical societies to highlight these important issues. They will also emphasize these issues at their conferences and will continue to disseminate educational information to members to increase physician awareness of critical mental health issues affecting the military.

National Board of Medical Examiners (NBME) will work with other Joining Forces partners to reflect the health issues affecting service members and veterans in the broad range of examinations it prepares for the education and licensure of medical students, practicing physicians and other health care providers.

American College of Physicians (ACP) committed to raising awareness among its 132,000 internal medicine physician members about the neurological and psychological needs of the military and veterans. ACP will disseminate information about military and veteran health needs through social media, web sites and publications. ACP will highlight related educational sessions at its national scientific conference, disseminate materials, and will run a Joining Forces advertisement in its flagship journal, Annals of Internal Medicine. ACP will also add a module on managing PTSD, TBI, and post-combat depression to the Medical Home Builder, a popular online tool that helps physicians improve patient care. ACP is also planning to update a clinical module in PIER (the Physician's Information and Education Resource), a point-of-care, web-based decision support tool for physicians.

WELLNESS SPECIFICS (CONT.):

American Academy of Family Physicians (AAFP) committed to improving care for military families post deployment by providing clinical resources for its more than 100,000 member physicians and educational materials for their patients. The AAFP has already launched a website, www.aafp.org/joiningforces, which features continuing medical education opportunities on diagnosing and treating PTSD and TBI, screening tools and relevant articles.

American Academy of Neurology (AAN) committed to advocating for programs to support veterans and their caregivers, publishing articles for members on the need to increase their capacity and expertise in these conditions, developing further continuing educational programs on diagnosing and treating veteran patients, and developing tools and resources on TBI and concussion medicine.

American Academy of Pain Medicine (AAPM) presented 5 symposia dedicated to military and veterans pain management at their annual meeting and initiated a special interest group for military and VA professionals. This group will work to help plan curricula for future meetings and collaborate with Medscape to develop a curriculum for training pain doctors and primary care providers on how to care for military personnel suffering from chronic pain, including evaluations for co-morbidities often associated with pain such as PTSD and TBI.

American Academy of Physical Medicine and Rehabilitation (AAPM&R) and its more than 8,000 physicians specializing in physical medicine and rehabilitation is committed to developing relevant articles and educational tools related to concussion and TBI, including educational sessions conducted at its national meetings. AAPM&R has developed an online resource that highlights clinical topics such as TBI and has posted a self-assessment tool on concussion and mild traumatic brain injury. AAPM&R members routinely share information on TBI and other military and veteran's health issues through their online peer forum.

American Psychological Association (APA) partnered with the University of Utah's National Center for Veterans Studies to convene a military and veterans suicide prevention working group to identify "best practices" for the assessment and clinical management of suicide risk with military service members and veterans. APA is co-sponsoring the 15th Annual VA Psychology Leadership Conference, which brings together the VA psychology community to focus on education and training, career development, and key veterans' health care issues. APA coordinated a workshop for faith-based providers on the mental health needs of military service members, veterans, and their families. APA developed and disseminated a resource guide highlighting some of the resources available for assisting service members, veterans, and their families.

American Psychiatric Association is working to develop a suicide screening tool for mobile devices for use in military settings. APA is collaborating with the military services and Walter Reed National Military Medical Center on a study to disseminate evidence-based care for PTSD, depression and substance use disorder in military treatment facilities. APA created "PTSD: Helping Our Troops" for the Healthy Minds PBS series, developed numerous sessions on military mental health at their annual meetings and developed physician practice self-assessment tools designed to translate conceptual information from evidence-based practice guidelines into practical steps for clinicians. APA is partnering with Give an Hour and has helped recruit over 5,000 providers to provide free mental health services through the APA's subsidiary, the American Psychiatric Foundation.

American College of Surgeons (ACS) established a website for surgeons with links to resources for surgeons who want to learn more about how they can assist returning veterans and their families <http://www.facs.org/trauma/joiningforces/index.htm>. ACS develops the widely used Advanced Trauma Life Support® manual, the foundation of care for injured patients, taught in nearly 60 countries. The next edition of the ATLS manual will contain information on PTSD. ACS will host a panel session on military and veteran health issues at its national conference.

WELLNESS SPECIFICS (CONT.):

American College of Emergency Physicians (ACEP) is highlighting veterans' issues at their annual Government Services Symposium and formed a task force charged with expanding PTSD and TBI awareness through leadership, education, research, and collaboration.

American Congress of Obstetricians and Gynecologists (ACOG) is publishing a Committee Opinion titled Women Veterans Health to guide practicing ob-gyns in understanding, recognizing, and treating medical, mental health, and sexual abuse issues in women veterans.

American Association for Marriage and Family Therapy (AAMFT) which represents the interests of over 50,000 marriage and family therapists in the US, is helping lead the Alliance of Military and Veteran Family Behavioral Health Providers whose members are behavioral health providers working to enhance the resilience, recovery and reintegration of service members, veterans, and their family members and communities throughout the military, post-military, and family life cycles. AAMFT helped develop several resource guides with valuable educational information for behavioral health providers working with service members, veterans and their families.

Physician Assistant Education Association (PAEA) has received commitments from 87 of their member physician assistant programs to teach their students about PTSD, TBI and post-combat depression as well as military cultural competence. PAEA has committed to utilizing webinars to disseminate new information on military and veteran health and will highlight the Joining Forces initiative in their upcoming annual education forum.

American Osteopathic Association (AOA) has committed to providing educational sessions on military and veteran health at its conferences, disseminating articles on PTSD, TBI, and post-combat depression to their membership, and linking to educational information on military health on its website.

National Area Health Education Center Organization (NAO) has committed to supporting educational programs with health care experts to educate the community about the sacrifices and needs of the military, including PTSD and TBI, and to dispel myths. NAO has worked with the Department of Health and Human Services to conduct a series of monthly webinars that focus on the mental health and substance abuse needs of veterans, returning service members, and their families. NAO has also conducted 10 regional Train-the-Trainer Workshops to equip participants to be facilitators for continuing education programs for civilian health care providers.

National Federation of Licensed Practical Nurses will provide a Mental Health First Aid certification class in 2012 to help attendees identify those who may be exhibiting signs of emotional distress. NFLPN has supported education and training of military nurses yearly at their annual convention and has also provided a certificate for Care at the End of Life for veterans for the past 3 years.

National Association of Community Health Centers (NACHC) provided a resource guide at their 2012 conference to over 2,000 health center staff representing the 8,000 health centers across the nation. The guide outlined how to access the Citizen Soldier Support Program to find out how many veterans are in the health center's service area. The guide and attached VA pocket card provided resources and tools to help clinicians improve their skills in caring for warriors and their families.

WELLNESS SPECIFICS (CONT.):

In addition to efforts by many of the nation's leading medical and health care associations, a wide variety of organizations and initiatives have made commitments to address military family health and financial wellness. National organizations and military family advocacy groups are also partnering to support military children throughout America. These commitments include:

In 2012, the **USO** is partnering with **Sesame Workshop** to bring the latest phase of "The Sesame Street/USO Experience for Military Families" to more than 70 stateside military installations. The tour kicks off in April at Scott Air Force Base in Illinois and will perform at bases across the country until mid-November. This family-focused show tailors the Sesame Street message to military children in the two to six year old age group.

American Heart Association (AHA): Committed to working with the Department of Veterans Affairs (VA) to promote awareness and education about heart and stroke risk factors, warning signs, and prevention and treatment among military and veteran communities, especially women. This builds on the AHA's "Go Red For Women" campaign and may include activities such as coordinated communication via social media sites or mailing lists, distribution of educational materials and resources, and collaboration around key events such as conferences or awareness days.

FINRA Investor Education Foundation committed to offer up to 50,000 eligible military personnel and spouses free access to their FICO® Score and the educational information in the FICO® Standard service. Access to these tools is at www.saveandinvest.org/creditscore. The FINRA Foundation's Military Spouse Fellowship Program is providing military spouses with the education and training needed to earn the Accredited Financial Counselor® (AFC®) designation.

The National Military Family Association (NMFA) and **YMCA** partnered with the Sierra Club to provide summer camp opportunities for 7,000 children of deployed military parents in 2011 in 35 states. In 2012, NMFA is partnering with the **Sierra Club** to conduct six Operation Purple Family Retreats, designed to help families to reconnect after experiencing the stresses surrounding a deployment.

The Sierra Club: Committed to conduct research on the benefits of time outdoors for military service members, veterans, and their families, as well as leadership training sessions for service members to keep the outdoor experience a year round possibility. All told, the Sierra Club is committing to getting over 4,500 service members, in 35 states outside in 2012.

Campaign for Tobacco-Free Kids: Committed to combat tobacco use among military kids. The Campaign for Tobacco-Free kids held "Kick Butts Day" events on over 40 military bases, involving over 5,000 young people in fun, engaging events that educate them about the deadly effects of tobacco use. Events also encouraged them to take a stand against big tobacco for themselves, their peers, and their families.

U.S. Tennis Association (USTA): Introduced 4,000 National Guard and Reserve service members and families to tennis through festivals at Yellow Ribbon pre-deployment events around the country. USTA hosted 13 events in 2011, connecting 10,000 service members and families to tennis. USTA also sent 300 kits of recreational tennis equipment to troops deployed overseas and conducted tennis therapy at 6 locations throughout the country, impacting 1,000 wounded warriors and their families. In 2012, the USTA commit to continuing its existing six wounded warrior tennis therapy programs across the country and add programs an additional six locations. The USTA will target the following installations: Fort Carson, CO; Walter Reed; Fort Bragg, NC; Fort Benning, GA; Fort Campbell, KY; Camp Pendleton, CA; Camp LeJeune, NC; and Schofield Barracks, HI.

The **University of Southern California (USC)** and the **United Kingdom's King's College** have committed to expand the existing relationship between USC – a leading innovator in veteran and military family care and research – and King's College London, the leading Centre for Military Health Research.

- Jointly, these institutions have agreed to focus on a five-year plan for collaborative military research and related initiatives. This plan will improve the quality of research, interventions, and workforce development related to veterans and their families, with an emphasis on problems in transition to civilian life and combat-related stress.