



# Investing in Inclusion: Veterans

FedEx supports organizations that promote inclusion, celebrate culture, and provide advancement for individuals of all backgrounds. For our nation's service members, transitioning back to civilian life can be a challenge. FedEx helps veterans and their families find jobs that match their unique skills and backgrounds; access education that leads to new opportunities; and participate in programs that support home ownership, financial education, and family and personal wellness in collaboration with organizations including:

## HIRING OUR HEROES

### U.S. Chamber of Commerce Foundation's Hiring Our Heroes

Our nation's veterans, service members, and military spouses often face complex barriers to civilian employment. FedEx works with Hiring Our Heroes (HOH) to provide transitioning service members and their spouses with professional training, hands-on work experience, networking, and direct connections to employers through HOH Career Summits and the HOH Corporate Fellowship Program. These programs help veterans smoothly transition into the next phase of their career and have the added benefit of helping employers access top talent and better understand the veteran workforce.

**In 2018, Hiring Our Heroes hosted 729 fellows at 15 locations across the country:**

**92%**

were offered a job at or near their point of transition



Tech and IT were among the top positions filled



Average starting salary was **\$85,142**



### The United Service Organizations Inc.

For almost 20 years, FedEx has teamed up with the USO to deliver connections around the globe to our service members. Generous in-kind donations and discounted shipping rates have allowed the USO to do so much more for those serving our country, even in the most remote areas of the world. During the holiday season, FedEx sponsors the USO's Holidays for Heroes program to ensure deployed service members feel connected to family, home, and country. FedEx support also includes assembly of USO2GO kits, providing toiletries, snacks, and other necessities. Additionally, FedEx supports the USO Pathfinder Program where families receive one-on-one support from a Pathfinder Scout up to one year before re-entry and throughout their transition to help with every aspect of civilian life.



MARINE CORPS SCHOLARSHIP FOUNDATION

### Marine Corps Scholarship Foundation

The Marine Corps Scholarship Foundation helps make higher education a reality for the children of veteran and active duty Marines and Navy Corpsmen. FedEx support helps scholars attend four-year colleges and universities as well as accredited technical schools. Marine Corps scholars are some of the best and brightest in the country: 50% are first generation college students, 70% have a GPA of 3.0 or higher (compared to 50% nationally), and 90% graduate (compared to 53% nationally).



Learn more about how FedEx is delivering possibilities to transitioning service members, veterans and their families at [fedexcares.com](http://fedexcares.com).

