

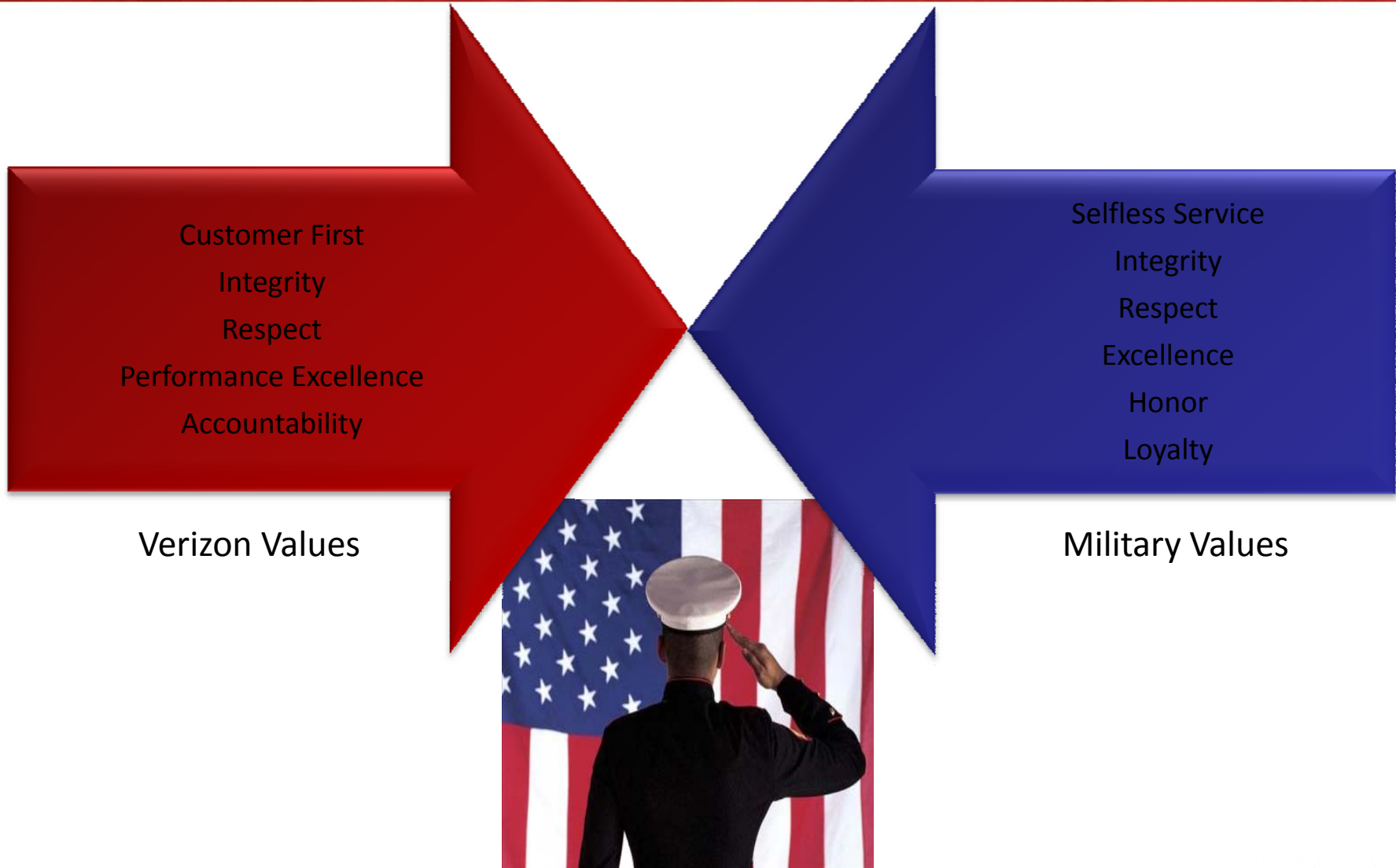
2012 Verizon Military Strategy



Kathy Bowman-Williams
Manager Corporate Diversity and Inclusion



Value Proposition





Verizon – Landscape



7% Veteran Employees



1st entry into application process; Voted #41



Superior Military Leave Policy
36 months of pay differential during deployment



Veterans' Advisory Board

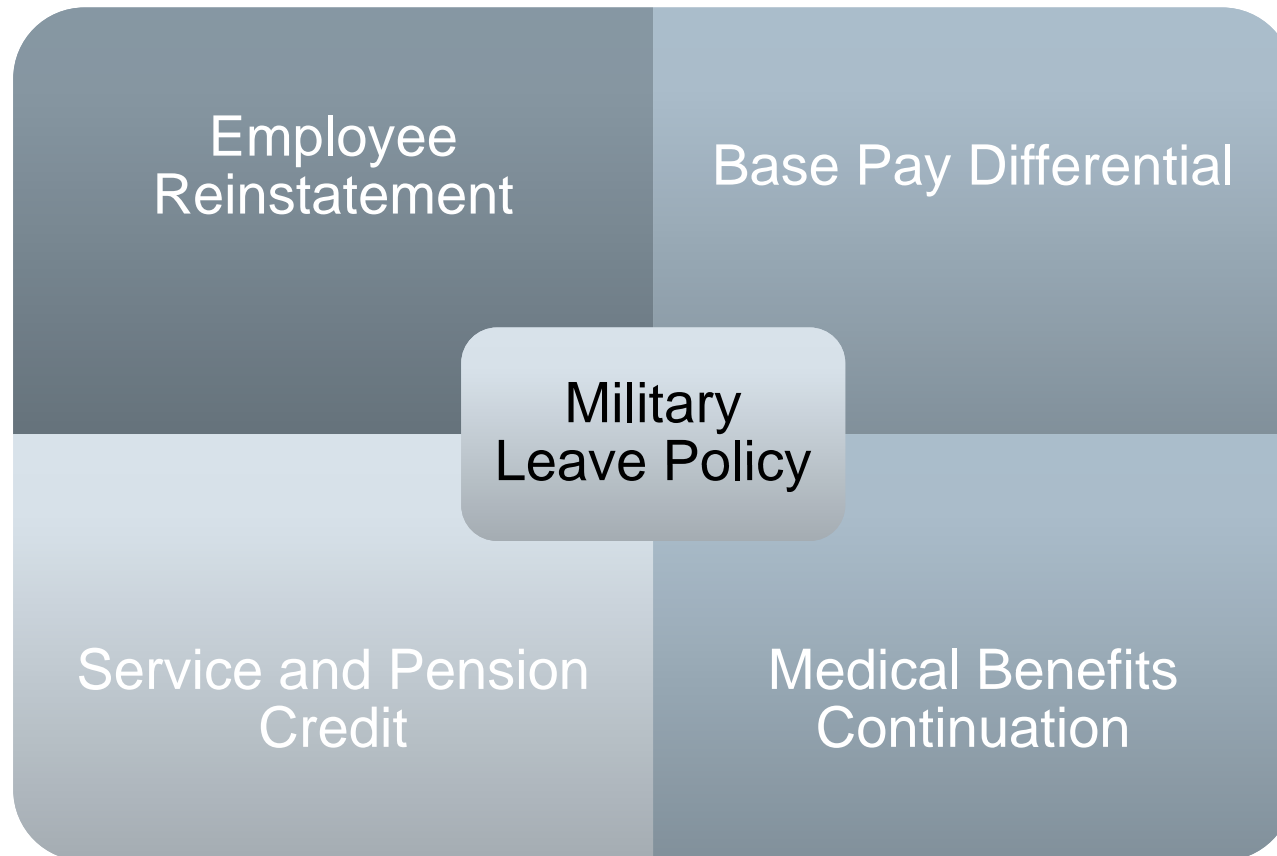
Provides recognition, mentoring & development - assists senior management with veterans' issues



2011 Winner



Verizon Military Leave Policy





Veterans Advisory Board of Verizon VABVZ

Overview:

Chapters – One National Membership

- Self-identified Veterans: 231
- Self-identified Women Veterans: 18
- Verizon employees Activated: 150

Mission:

The Mission of the "Veteran's Advisory Board of Verizon" is to provide assistance, council, guidance and representation, to the Executive Officers of Verizon regarding Veterans, and U. S. Military Reservist / National Guard issues. These issues include, but are not limited to: Employment, Emergency Military Leave, Health care, changes in health care as directed by the U.S. Veterans Administration, New legislation passed by U.S. Congress, amended legislation and Access to said information published. These issues are of special interest to Verizon Veterans, Reservists, and National Guard as dictated by the very nature of their service to our country.

Key Activities:

- Send Verizon bears with letter of support to families of deployed Verizon Veterans.
- Support the USO Metropolitan New York.
- Support the Vietnam Veterans Memorial Wall, Washington DC – Memorial Day 2009
- Visit wounded troops Walter Reed Army Hospital.
- Provide guidance Verizon Veterans that call in on 800 number with questions.
- Provide guidance to Verizon Veterans concerning e-mailed questions about Verizon activation policy & return policy

Veterans Advisory Board of Verizon VABVZ

National Board Members:

Chairman – Joseph Gathers
Vice Chairman – Michael Sheridan
Treasurer – Christopher Gordon
Secretary -
Communications Chair – Neville Mckenzie





Verizon - Foundation and Community Participation

American Corporate Partners



- Founding member; Verizon Foundation has also enlisted 43 Verizon employees to serve as mentors to military veterans

United Service Organization (USO)



- Verizon provides free phone calling anywhere in the world via Wi-Fi wireless phones in Washington DC's area airports

Telephone Operators of America



- 120,000 current & former Verizon employees/families contribute millions of hours of community service each year; annually provides care packages (books, knitted caps, hygiene supplies, food items, puzzles, clothing, etc.) and special supplies to wounded soldiers

Hire Patriots

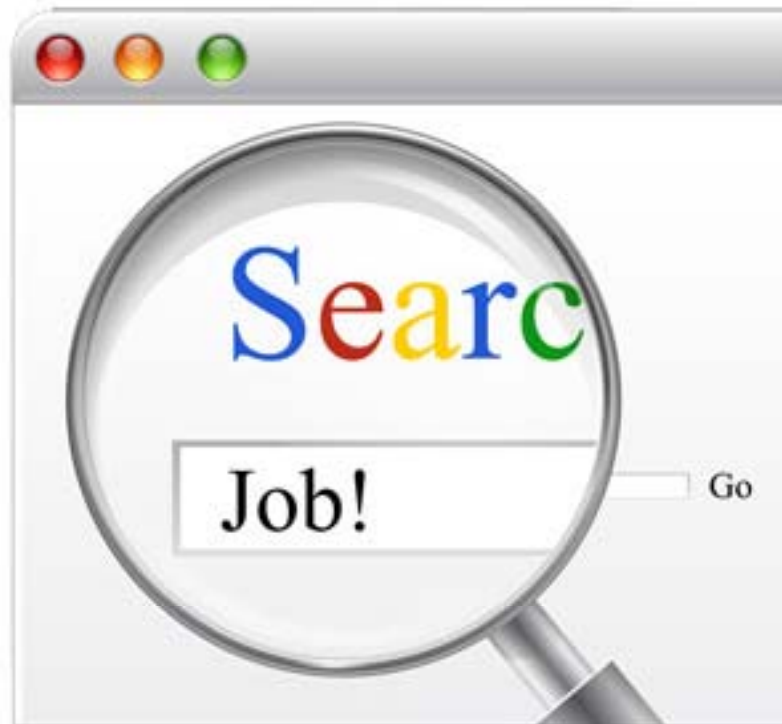


- Helps veterans find “day jobs” while they search for full-time employment; currently supporting veterans at the community level to find temporary work for local veterans



Verizon – Recruitment Efforts

- Monster/Military.com
- CareerBuilder
- GI Jobs
- Wounded Warrior Project
- Search & Employ
- Service Academies Alumni Association
- Be a hero-Hire a hero
- Recruit Military
- Cleared Jobs
- Top Secret
- Corporate Gray
- Hire Patriots
- Hire Disability Solutions
- The Retired Enlisted Association
- Corporate Gray





Verizon – Career Fairs

- Recruit Military
- Corporate Gray
- Be-a-hero - Hire-a-hero
- Hiring Our Heroes
- Service Academy Career Conference





Verizon - Partial / Key Partnerships

- Employer Support of Guard & Reserve (ESGR)
- Military Spouse Employment Partnership (MSEP)
- DOL – Veteran Employment Training Services (VETS)
- Hire Disability Solutions
- Wounded Warrior Project (WWP)
- Service Academy Career Conference (SACC)
- Military Officers Association (MOA)
- JP Morgan – 100K Jobs Mission
- Tip of the Arrow – (Enlisted referral service)
- Hiring our Heroes
- WrightChoice, Inc
- MilitaryTask Force
- HR Works, VA Office
- American Military University
- Dallas Veterans Opportunity Expo
- Lucas Group in SoCal (military transition)
- Hilltop Times

