

# First Data Salutes

Through a company-wide military engagement strategy called First Data Salutes, we provide the military community with access to career opportunities and best-in-class education resources while offering premier business solutions to veteran-owned businesses.

The work we do is about so much more than jobs.

## Employment

- We have increased the percentage of veteran and military-spouse new hires by more than 10 percent in two years
- We have a dedicated Talent Acquisition team focusing on recruiting veterans, Guard and Reservists, and military spouses
- We have an enhanced Guard/Reserve policy that is one of the most robust in the private sector, offering peace of mind and reassurance that civilian careers will not be negatively impacted as a result of Guard or Reserve duty
- We are committed to retaining military spouses through military relocations by finding similar positions at the new duty station or providing assistance in acquiring a new position with a partnering organization

## Experience

- We believe our veterans and military-spouse owner-associates make us a better company, which in turn helps us to play a critical role in supporting economic growth and improving communities across the country
- We signed national and state commitments to hire and support National Guard and Reserve service members
- We have a dedicated Experience team to assist with transition, onboarding, integration and career progression
- We conduct in-house military awareness training focusing on building corporate awareness of the value of veterans and military spouses as owner-associates
- We developed the Military Affinity Group (MAG), a network of owner-associates who volunteer to support First Data's military initiatives through service, mentorship and participation in various community activities
- We provide customized welcome packets and onboarding for military-affiliated new hires, including welcome call, augmented onboarding packet, and 90-day and six-month check-in emails

## Entrepreneurship

- We are committed to the growth and success of veteran- and military spouse-owned businesses by offering expertise, resources and a national platform to support military-spouse and veteran business owners
- We founded the Coalition for Veteran-Owned Businesses, a coalition of industry leaders, government agencies and nonprofit organizations that provide economic opportunity to veterans, their families and communities across the nation | [www.veteranbusinesscoalition.org](http://www.veteranbusinesscoalition.org)
- We provide an exclusive offer of small-business solutions for veteran and military-spouse business owners
- Our partnership provides veteran and military-spouse entrepreneurs with exceptional education, training and resource opportunities to help build their businesses

**We are Diverse, United and Proud! We are First Data!**

Find out more at [firstdatasalutes.com](http://firstdatasalutes.com)

# Awards & Recognition



Disabled American Veterans'  
**2016 Outstanding Large Employer**  
of the Year Award



**Ranked #1** on *Military Times'*  
**"Best for Vets: Employers"**  
list in 2017



**Earned Top Ten designation**  
on DiversityInc's **"Best Companies  
for Veterans"** list 2016, 2017



**ESGR Freedom Award recipient**  
and signed Statements of Support in  
multiple states



**Designated Military Friendly Employer**  
2015, 2016 by *G.I. Jobs Magazine*



**Named #1 Military Spouse Employer**  
in Technology/Telecommunications by  
*Military Spouse Magazine*



Launched the **Center of Excellence  
for Veteran Entrepreneurship**,  
in partnership with the Institute for Veterans  
and Military Families at Syracuse University,  
a one-stop shop of resources to support  
growth and development of veteran- and  
military spouse-owned businesses



**Ranked #10** on Monster/Military.com's  
list of **"Best Companies for Vets"**

**First Data**<sup>®</sup>

