



What is your new mission after your duty ends?

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The better the question.
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EY
Building a better
working world

Our country's veterans have earned our support and commitment as they return from service and begin the transition back into civilian life. Finding employment outside the military is just one of many steps in this journey.

At Ernst & Young LLP (EY), we know that hiring veterans and providing them with career opportunities is not only good for them, it's good for us too. Veterans make great employees – their military experience provides them with leadership skills, confidence and teaming abilities that can be gained in few other places.

They are part of the diverse EY workforce that includes and values all differences to bring out the best in our teams – helping us to innovate and deliver great service to our clients.

We're proud of the work we're doing to support veterans and their families. Through the Veteran Jobs Mission, we're working with other leading corporations to both hire and promote the hiring of veterans in American industries. We emphasize the development and continued support of veterans when hired, and we participate in think-tank initiatives and collaborate with thought leaders to work on a broad spectrum of veterans' issues.

The EY Veterans Network

Inside the firm, the cornerstone of our efforts is our Veterans Network. The Veterans Network was created by our veterans to help them connect and support one another. During the past several years, it's grown substantially – from a local community to a national group with 1,200 members across 79 offices that have representation throughout all of our service lines and Regions.

With executive sponsorship from our EY Americas Vice Chair – Advisory, Hank Prybylski, our Veterans Network pillars include:

- ▶ **Recruiting:** We attract talented veterans through an employee referral program and participation in veteran career fairs.
- ▶ **Mentorship and career development:** This program matches new veterans to a peer mentor to help with transition and acclimation to the firm. Peer mentors help with career guidance, professional development resources, networking, navigating the firm and getting acquainted with the local area.
- ▶ **Outreach and education:** Members attend networking events, career fairs and panel discussions focused on sharing the value of veterans in the workplace.
- ▶ **Strategic retention and community-based initiatives:** At monthly meetings, members plan communications, community projects, networking functions and professional development initiatives.

Communicating in the marketplace

Our support of veterans does not stop at our office doors – we want to help veterans across the country find employment and succeed in the corporate world. That's why we participate in several think tanks and work with leaders focused on identifying and solving veterans' employment issues:

- ▶ Service Academy Career Conferences (SACC)
- ▶ Military MOJO Conferences
- ▶ Annual Mortgage Bankers Association (MBA) Conferences
- ▶ On-campus student veterans efforts
- ▶ Institute for Veterans and Military Families
- ▶ Student Veterans National Conference (SVA – NatCon)
- ▶ Posse Veterans Career Workshop
- ▶ Hiring Our Heroes Resume and Interview Preparation Workshop
- ▶ Veterans Affairs Interview Preparation Workshop
- ▶ FourBlock

We support the Disability Supplier Diversity Program, which is the leading third-party certifier of disability-owned business enterprises, including service-disabled veteran-owned business enterprises promoting their utilization and growth in the public and private sector. To further our connections with veterans, we build alliances with professional organizations, such as Veterans on Wall Street and our clients' internal veterans' groups. We also help our veteran professionals connect and network outside EY by encouraging them to participate in corporate mentorship groups, such as American Corporate Partners, which provide opportunities for career counseling and networking.

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EY is committed to our veterans, who make an immense positive impact on our organization every day. I have always been impressed by how the leadership and team-building capabilities — evident in so many of our veterans — have enriched and strengthened the skills and experiences of the entire EY community. As the executive sponsor of our Veterans Network, I am truly honored by the opportunity to serve the EY veterans who have served our country and EY with great distinction and strength.

Hank Prybylski
EY Americas Vice Chair – Advisory

Connecting through a commitment to continued service

As we continue to navigate through the age of disruption, we look to our EY military members to bring a new frame of reference, challenge the status quo and make our engagement teams even stronger. In support of our ongoing commitment to providing valuable opportunities to our country's veterans, we are honored to be recognized on the *Military Times*' Best for Vets: Employers 2019 list.

We focus on assisting veterans in our local communities and across the country through sponsorship of a variety of veteran-related activities and causes. Many of our people also regularly volunteer their time with local and national organizations dedicated to the concerns of veterans. Our EY Veterans Network members are active in many organizations, including:

- ▶ **USO:** Focuses on lifting the spirits of US troops and their families through morale and welfare activities
- ▶ **Veterans on Wall Street (VOWS):** Focuses on recognition and support for our country's service members to include enforcement of the Uniformed Services Employment and Reemployment Rights Act (USERRA)
- ▶ **Wounded Warrior Project (WWP):** Helps empower injured veterans and their families; we are proud to be a sponsor of the WWP and pledge to continue support through 2020
- ▶ **The United States Department of Veterans Affairs (VA):** Offers interview preparation sessions for disabled veterans to support them as they transition to civilian employment
- ▶ **Patriot Military Family Foundation:** Honors our veterans for their service by supporting service-disabled veterans
- ▶ **FourBlock:** Supports veterans by providing education, mentorship and relationships needed to transition from the military to civilian careers
- ▶ **Clearance Jobs:** Serves individuals with active federal security clearances and provides a secure forum for employers to recruit cleared employees; it is the largest career site focused exclusively on candidates with active or current US government security clearances
- ▶ **Hire Heroes:** Provides free, expert career and job sourcing support to thousands of US military members, veterans and military spouses



Commitment to the EY Veterans Network

We are committed to developing the highest-performing teams, which are strengthened by the power of different opinions and cultural perspectives. We encourage the recruiting, hiring and development of veterans, which help us better serve our clients, develop our people and play a leadership role in our communities. We are committed to supporting the Veterans Network, which provides support and career development to all veterans.

EY and the Veteran Jobs Mission

In March 2012, Ernst & Young LLP made a commitment to hire veterans as a part of the Veteran Jobs Mission, a coalition composed of leading corporations committed to hiring 100,000 transitioning service members and military veterans by 2020. We are proud to have played a part in achieving this goal. The coalition is responsible for hiring more than 590,000 veterans since 2011.



Through the Veterans Network, we empower our veterans, support them through their transition to civilian life and help develop their careers at the firm. And we help those in the wider world through our commitment to the Veteran Jobs Mission, our sponsorship and support of veterans' activities and causes at the national and local levels, and our volunteerism and collaboration with think tanks and thought leaders.

We're dedicated to leveraging and promoting the valuable skills and experiences that veterans bring to business.

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About EY

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.

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