



SERVICE MATTERS

COMCAST NBCUNIVERSAL

MILITARY & VETERAN AFFAIRS OVERVIEW

BG (Ret.) Carol Eggert, Senior Vice President

*Service to Country
Service to Community
Service to Customer*

Overview

- **Hiring Mission**

- 12K+ Veterans, Guard and Reserve members and Military Spouses hired since 2010

- **Business Mission**

- National sponsor of Bunker Labs, a veteran-focused small business incubator with locations in 14 cities
 - This positively impacts small business growth in major cities across the U.S., including mid-sized markets like Raleigh, Kansas City, Nashville, Madison, and Austin
- Increasing private sector engagement to educate and empower employers to hire/retain military members
 - Comcast NBCUniversal School for Employers (in partnership with PsychArmor)
 - <https://psycharmor.org/employer-courses/>
 - Partnered with CNAS to develop study on the civilian-military divide, including suggestions for how businesses, government military can decrease the gap

- **Community Mission**

- Comcast Cares Day 2017: Nearly 90 military/veteran-focused projects with 9K+ total volunteers
- Hidden Heroes –program connecting military caregivers with Xfinity products that ease their burden
- Led 17 Employer Support of the Guard and Reserve Statement of Support events in 2016-2017
 - Connected regional Comcast leaders with their local/state military and community partners

How We Hire & Develop Military Employees

- **Engaging the Entire Military Community**
 - Including not just Veterans, but also those actively serving in the National Guard and Reserves, and Military Spouses
- **Partnership with Existing Company Resources in Talent Acquisition**
 - Nationwide commitment to talent attraction events w/Hiring Our Heroes and others
 - Marketing and social media – LinkedIn, Facebook, Twitter
 - Military Community Specific Employee Referral Bonus
- **Partnership with Existing Company Resources in Human Resources**
 - Benefits only for Guard/Reserve members and Military Spouses
 - Military Concierge Service
- **Building Military Acumen Across Comcast**
 - Veterans' Network Employee Resource Group – 5,500+ members nationwide
 - Comcast Military Community Roadmap (CMCR)
 - Military-related national partnerships (Bunker Labs, Hiring Our Heroes, PsychArmor, etc.)
 - Thought leadership in the corporate and non-profit environments

Resources For Our Employees

Comcast Military Community Roadmap

- A one-stop guide for all Comcast employees to learn about the military community



Awards and Industry Recognition

- **#1 Military Spouse Friendly Employer for 2017 as ranked by Military Spouse magazine**
- **#4 Military Friendly Employer for 2017 as ranked by G.I. Jobs magazine**
- **#8 Best for Vets Employer for 2017 as ranked by Military Times (a USA Today property)**
- **Recognized by U.S. Veterans Magazine as one of America's Top Veteran-Friendly Companies and Top Supplier Diversity Programs**
- **2017 Employer Support of the Guard & Reserve Secretary of Defense Freedom Award Recipient**
 - Award was presented by Deputy Secretary of Defense at Pentagon on August 25
 - One of just eight large U.S. companies to receive this award (15 companies receive in total, including small businesses and public sector organizations)
 - More than 2,500 U.S. companies nominated this year
 - Must be nominated by a company employee that is in the Guard or Reserve
 - Comcast NBCU had more than 30 employee nominations in 2017
 - Was also a finalist for the award in 2016 (Top 30)



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