

## JPMorgan Chase is committed to serving the unique needs of America's military, veterans and their families through employment, housing and education programs

### Employment

- In 2011, JPMorgan Chase and ten other companies launched the 100,000 Jobs Mission. In just under four years the coalition has hired 190,046 veterans through Oct. 2014 and grown to 183 companies that represent almost every industry in the U.S. economy.
- Building on its early momentum, the 100,000 Jobs Mission doubled its hiring commitment in 2013 to 200,000 veterans. For more information, visit [jobsmission.com](http://jobsmission.com).
- JPMorgan Chase has hired more than 8,200 veterans since 2011, supported by the firm's Military and Veteran Recruiting team. Many members of the team are veterans or still serving in the Guard or Reserve. They help military job seekers remove many of the obstacles they face in translating military skills into corporate jobs.
- In 2013, JPMorgan Chase joined the Department of Defense Military Spouse Employment Partnership. Recognizing the many employment challenges facing military spouses, the bank has partnered with Military Officers Association of America to provide workforce development training specifically designed for military spouses.
- JPMorgan Chase developed *Military 101* -- a training program for hiring managers and recruiters about the U.S. military and the unique skills veterans gain through military service -- and *Body Armor to Business Suits* -- a training program that teaches recently transitioned employee veterans about corporate culture. A new mentoring program, *Pathfinder*, pairs new employee veterans with seasoned employees to bridge the gap between military and corporate cultures.
- JPMorgan Chase has been among the top ten employers on the Military Times EDGE "Best for Vets Employer" list for three consecutive years; received the Families and Work Institute's VET Award in 2014 as well as its Work Life Legacy Military Award in 2012 and 2013; recognized as a 2014 and 2015 Top Military Spouse Friendly Employer; recognized as one of G.I. Jobs Top 100 Military Friendly Employers® from 2012 through 2015, named a Most Valuable Employer (MVE) for Military® by CivilianJobs.com for three consecutive years; named in the 2013 and 2014 Best of the Best lists top veteran-friendly companies by U.S. Veterans Magazine; recognized in 2013 and 2014 as a top supporter of veteran-owned businesses by the National Veteran-Owned Business Association (NaVOBA); honored in 2014 with the BEYA Corporate Leadership Award; and the recipient of the 2013 Corporate Silver Star Award given by Volunteers of America.

### Housing

- In 2011, Chase pledged to award 1,000 mortgage-free homes to military families by 2016. Since then, the bank has provided nearly 750 mortgage-free homes, amounting to more than \$120 million, to military families through its non-profit partners. Chase refurbishes each home to meet the unique needs of the veteran.
- The bank's non-profit partners are Building Homes for Heroes, Military Warrior Support Foundation and Operation Homefront.
- JPMorgan Chase provided more than \$750,000 in support of Community Solutions' 100,000 Homes Campaign to strengthen communities and permanently house 100,000 homeless Americans, including 30,000 homeless veterans.

## Education

- JPMorgan Chase co-founded Syracuse University's Institute for Veterans and Military Families (IVMF), the first national center of excellence in higher education focused on the social, economic, education and policy issues impacting veterans and their families.
- IVMF and JPMorgan Chase launched the Veterans Career Transition Program, a tuition-free career development program for post-9/11 veterans and military spouses. The online program offers three tracks: Professional Skills, Tech and Independent Study. More than 2,300 veterans and spouses have taken advantage of this resource.
- JPMorgan Chase is investing \$1 million to fund higher education programs for veterans, including grants already awarded to the University of South Florida, Florida State College at Jacksonville, University of Texas at Arlington and San Diego State University. The goal is to help improve the veteran education experience and publish leading practices resulting from the program.

## Military Survivor Program

- Chase launched the Military Survivor Program in 2013, which offers debt forgiveness benefits to surviving family members and beneficiaries on the debt of military customers who were killed in combat action or while deployed in a combat theater of operations. For eligibility requirements and more information, visit [ChaseMilitary.com](http://ChaseMilitary.com).

## Collaboration, Philanthropy & Volunteerism

- Last year, the bank pledged \$20 million over five years in support of servicemembers, veterans and their families in local communities as part of the Philanthropy-Joining Forces Impact Pledge. This builds on more than \$25 million in grants and sponsorships since 2011 already provided to organizations and programs focused on the military and veteran communities including Tragedy Assistance Program for Survivors, Homes for Our Troops, The Mission Continues, Student Veterans of America, Community Solutions, National Organization on Disability, Neighborhood Partnership Housing Services, The Elizabeth Dole Foundation, U.S. Army Women's Foundation, Team Rubicon, the USO and Marine Corps Law Enforcement Foundation.
- JPMorgan Chase promotes the economic growth and development of veteran-owned businesses and reviews veteran status as part of the selection criteria for participating suppliers.
- Members of the firm's veterans Business Resource Group, VETS or "Voices for Employees That Served," and other employees have contributed thousands of volunteer hours to support veteran-related initiatives within their communities, including disaster relief assistance, job skills assistance for transitioning soldiers, welcome home events and care package drives.
- The firm initiated a Pro Bono Veterans Assistance Program to support nonprofits nationwide by providing legal assistance to veteran clients to help them with benefit and compensation-related issues.
- In 2014, Chase partnered with Starbucks and HBO to sponsor the Concert for Valor on the National Mall in Washington, DC, and for the fourth consecutive year sponsored the New York City Veterans Day Parade, the largest U.S. to honor veterans and raise awareness of key issues impacting them. In addition, each Veterans Day JPMorgan Chase employees participate in dozens of parades and events honoring veterans across the nation.
- JPMorgan Chase's Military and Veterans Affairs Advisory Council is comprised of bank and military community leaders who understand firsthand the many challenges servicemembers face as they transition back to civilian life. Current members include JPMorgan Chase's Matt Zames, Chief Operating Officer; John Donnelly, Head of Human Resources; and Col. Jim Cummings, USAF (Ret), Chief Security Officer, Head of Global Security and Military Affairs; as well as Col. Michael F. Canders, NYANG (Ret); Brenda Hall, USN veteran; West Point graduate Laban P. Jackson, Jr., Sgt. Maj. Carlton W. Kent, USMC (Ret); Gen. Stanley A. McChrystal, USA (Ret); Command Sgt. Maj. Cynthia A. Pritchett, USA (Ret); Capt. Peter J. Sammis, USCG (Ret); and Roger T. Staubach, USN veteran.