

Service to Country
Service to Community
Service to Customer



SERVICE MATTERS

MILITARY & VETERAN AFFAIRS



MILITARY COMMUNITY ENGAGEMENT

The Bottom Line

- As one of America's most military-friendly and military-ready employers, Comcast NBCUniversal is committed to hiring 21,000 members of the military community.
- Comcast NBCUniversal supports our employees who choose to continue their service to country in the National Guard and reserve by offering exclusive benefits and policies.
- We have a Military Appreciation Offer, which shows our company's gratitude to all of our military customers by giving them a \$100 Visa® Prepaid Card and \$25 Xfinity coupon.
- Comcast NBCUniversal supports low-income veterans by bridging the digital divide with our Internet Essentials program. More information can be found at InternetEssentials.com/Veterans.
- Since 2011, we've supported hundreds of military community organizations by donating \$142 million in cash and in-kind contributions.

Comcast NBCUniversal Recognition

Top Employer Awards

- Top 10 Military Friendly Company from Victory Media, 2021
- #1 - *Military Times* Best For Vets, 2020
- #5 - *DiversityInc.* Top Companies for Veterans, 2020
- *U.S. Veterans Magazine* Best of the Best List, 2020
- *Chief Executive Magazine* Patriots in Business Award, 2020

Corporate Engagement

- *Variety* recognized Carol Eggert, SVP, Military & Veteran Affairs, on their 2020 Salute to Service Impact List
- *We Are The Mighty* named Eggert to their 2018 Top 25 Influencers Supporting the Military Community list
- 2017 Secretary of Defense Employer Support of the Guard & Reserve (ESGR) Freedom Award recipient
- 2017 Hiring Our Heroes Colonel Michael Endres Leadership Award for Individual Excellence in Veteran Employment awarded to Carol Eggert

Military Community Hiring Culture

- Comcast NBCUniversal is proud of its commitment to hiring military community members, which includes veterans, National Guard and Reserve members, and military spouses. We exceeded our goal of hiring more than 10,000 military community members between 2015 to 2017 and have set a new goal to hire a total of 21,000.
- We are focused on the long-term success of our military community employees and help foster their personal and professional growth through our Veterans Network (VetNet), an Employee Resource Group with more than 9,500 members across the company.

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Industry-Leading Benefits For The Military Community

Benefits For Those Still Serving (National Guard and Reserve)

- Comcast NBCUniversal supports our employees who continue their service to the country while pursuing a career with Comcast NBCUniversal. We offer 15 days paid time off annually for National Guard and reserve employees for military training in addition to normal paid time off.
- We make up the difference between our Guard and reserve members' military pay and their Comcast NBCUniversal salaries and provide continued benefits.
- We have a dedicated Military Concierge Service Team to help our managers, National Guard and reserve employees and their families better understand our enhanced benefits and policies.

Benefits For Military Spouses

- If our military spouse employees must relocate due to a military-related reason, we help them find a new job. If they are moving outside of our footprint, we work with our partners throughout the private sector and government programs like the DoD's Military Spouse Employment Partnership to connect them to a military spouse-friendly employer in their new location.

Business Partnerships

Mentoring Student Veterans

- Comcast NBCUniversal is a national partner with Student Veterans of America. With SVA chapters at more than 1,460 colleges across America, our partnership delivers career opportunities for America's growing population of military veterans pursuing higher education following their service.

Supporting Veteran Entrepreneurs

- Comcast NBCUniversal is the first National Sponsor of Bunker Labs, a military community small-business incubator headquartered in Chicago and with offices in 18 other U.S. cities.

Private Sector Leadership

- Comcast NBCUniversal is the founder of PsychArmor's School for Employers Who Invest in Military Talent, which provides educational content to America's employers on how to recruit, develop and retain the unique talent pool the military community represents.

Empowering HR Professionals

- We sponsor the SHRM Foundation's Veterans at Work Certificate Program, which provides free training for HR professionals and hiring managers who are committed to attracting, hiring and retaining veterans in their workplaces.

Increasing Awareness of Military Caregivers

- Comcast NBCUniversal is the presenting sponsor of the Elizabeth Dole Foundation's Hidden Heroes Cities Program, which brings vital attention to our nation's 5.5 million military caregivers and seeks solutions to the challenges they face.