

C.O.D.E.

CALL OF DUTY ENDOWMENT

ADVISORY BOARD

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The Call of Duty Endowment (CODE), a non-profit public benefit corporation, helps soldiers transition to civilian careers after their military service. CODE focuses its resources on assisting organizations that provide job placement and training to veterans, as well as engaging the media and public forums to raise awareness about the issue. Activision Blizzard launched the organization in October 2009, with a commitment to donate and raise millions of dollars for the cause. To help guide the endowment, CEO Bobby Kotick has recruited an advisory board composed of respected veterans representing the various service branches. Just as our men and women in the armed forces fought to protect our nation and liberties, CODE will fight to ensure that they find a career they deserve on leaving the military.

The Problem:

A generation ago, American soldiers risking their lives in Southeast Asian jungles returned home to a nation ambivalent to their sacrifice. Good jobs were scarce. Educational opportunities were limited. Too often sidewalks and parks served as home. This national shame cannot be repeated. Many of our soldiers who risked their lives patrolling the streets and villages of Iraq and Afghanistan and other conflicts are met with closed doors unless we pry them open today. Rather than be rewarded for their service, they are effectively penalized. Amid the greatest economic uncertainty since the 1930s, today’s veterans by some accounts endure a jobless rate that is nearly twice the national average. Starting pay is as much as \$10,000 a year lower for veterans than it would be had they never served. Health care, housing and child care drain their savings. They don’t deserve to return home from one battle, only to be thrust into another.

The Solution:

Our goal is to give veterans returning from Iraq, Afghanistan and other military conflicts the opportunity and tools to find 21st Century jobs. Establishing a civilian life after military service requires more than a paycheck or a job interview, but a meaningful chance to build the foundation of a career. Military veterans should rank among the top candidates when companies fill job openings. In addition to having their composure and discipline tested under fire, veterans enter the workforce having received invaluable training. CODE will use its resources to support organizations that help former service members find jobs, obtain additional training, match veterans with jobs and educate companies about the benefits of hiring a veteran. In addition, CODE will encourage employers to follow a set of “best practices” to boost the number of military veterans in their job candidate pools. CODE is being established now because the issue has reached crisis proportions, with even more troops returning home soon. Our veterans risked their lives with commitment and without complaint. They answered their “call of duty.” Now we must answer ours.