

CALL^{OF}DUTY

ENDOWMENT

HELPING VETERANS FIND JOBS

Grant Recipient Report

MAY 2011

ACTIVISION | **BILZARD™**

EXECUTIVE SUMMARY

\$2,000,000.00

ENDOWMENT FUNDING
COMMITTED BY ACTIVISION

\$635,000.00

ENDOWMENT DOLLARS IN
ACTION SINCE 2009

\$500,000.00

ENDOWMENT FUNDING
DELIVERED TO GRANT
PARTNERS IN MARCH 2011

2,008

VETERANS PROVIDED
CAREER TRAINING
AND ASSISTANCE

223

POSITIONS OF EMPLOYMENT
SECURED THROUGH GRANTS

\$2847.50

AVERAGE INVESTMENT
FOR EACH JOB SECURED

\$316.25

AVERAGE INVESTMENT FOR
EACH VETERAN HELPED

On November 10, 2009 Activision Blizzard announced the establishment of the Call of Duty Endowment, a non-profit public benefit corporation which helps soldiers transition to civilian careers after their military service. We launched the Endowment knowing we were about to enter into a different kind of battle. We were about to begin a fight to decrease the number of unemployed veterans, and ensure that some of America's bravest and most talented leaders would be given the careers they deserve. But like any battle, to be victorious our initiative would require the best partners, a strong spirit, and the support of thousands to join us in the fight.

In less than two years, the Call of Duty Endowment has forged ahead and made great strides to combat this grave issue. We have identified some of the most dynamic groups from across the country that are pioneering new ways to help prepare veterans for their life after service. Whether it is helping them write their first resumé, overcome their life altering injuries, providing them with sound mentorships, or introducing them to potential employers, these groups are doing it all.

In its brief history, Activision Blizzard's Call of Duty Endowment has given away hundreds of thousands of dollars in funding to numerous organizations that are with us in the fight.

Now, thanks to the dedication of these groups and the Call of Duty Endowment, hundreds more veterans have found rewarding and fulfilling careers for the 21st Century.

As the CEO of Activision Blizzard, Bobby Kotick also sees a goal for the Call of Duty Endowment to highlight the need for other corporate leaders to step forward and ensure that hiring veterans is a priority. According to Kotick, "We embarked on this effort as a grateful nation. [And to show that] business leaders have an opportunity to renew their commitment to the American spirit and reverse an alarming trend of not recognizing the sacrifices made by the men and women of our military service."

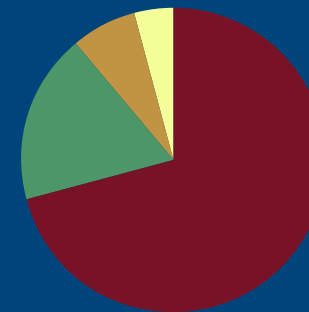
The Call of Duty Endowment is proud to be partnering with several groups who are making a difference in the lives of veterans, soldiers and their families. In the pages ahead, you will learn about these groups and their amazing work. Even more inspiring will be the veterans who are navigating a challenging job market with the same grit and determination they used to serve our country.

We are honored to serve those who have served us, and we hope that the public will continue to join us in this critical cause.

PARALYZED VETERANS OF AMERICA

\$250,000
GRANT AWARDED

11.10.2009
DATE OF ANNOUNCEMENT



- Staffing and Benefits
- Travel
- Office Equipment & Training
- Unspent Funds*

*A majority of PVA's funding remains unspent due to efforts needed to identify & hire key personnel, as well as launch the Boston office. With the opening of the office in May 2011, PVA estimates the remaining funds will be used by the end of FY2012.

Paralyzed Veterans of America (PVA) has been the nation's leading advocate for veterans with spinal cord injury/spinal cord disease (SCI/SCD) for over 60 years. Central to this group's mission is helping veterans with SCI/SCD achieve the highest quality of life possible.

PVA focuses on helping these veterans transition from the life they knew before their injuries to the reality of the life they live now. PVA partners with veterans as they navigate their future and helps them recognize that pursuing an education or a vocation is not out of their reach.

The staff at PVA has seen firsthand how it can improve life satisfaction, reduce chronic health concerns, and improve the financial stability for veterans and their family.

Currently 85% of our nation's veterans with SCI/SCD are unemployed. PVA's program has proven to be effective for improving employment opportunities for our nation's paralyzed veterans.

The program has five locations across the country including Washington, DC, Long Beach, CA, Minneapolis, MN, San Antonio, TX, and Richmond, VA. At these locations, PVA offers veterans help with overcoming the barriers they face in

trying to get a job. Now, thanks to the Call of Duty Endowment, PVA opened a new office in Boston, MA, on May 18, 2011.



PVA Boston Voc Rehab Grand Opening

Elias Rojas is grateful the PVA Boston office did not wait for a ribbon cutting ceremony to get started on their mission. A native of Boston, MA, Rojas was flown back home from San Diego, CA, after being in a car accident that left him paralyzed. At the time, Rojas was serving in the Marine Corps

as a Lance Corporal at Camp Pendleton. Rojas spent 2 months in the hospital in California before he was flown home to Boston where he spent another 8 months in the hospital.

"I was really depressed," said Rojas. As he started to recover, he started to look for a job. Over a two year period as he was looking, and as his savings dwindled, he saw firsthand how hard it was going to be find one.

"I would interview for jobs and find out they didn't have elevators or ADA compliant bathrooms," said Rojas.

Then, Rojas' insurance money was almost gone. The pressure was on. That is when Ken Lipton, the newly hired Director of PVA's Boston office came into Rojas' life.

As Director of the Boston PVA office, Lipton, who has 25 years of experience working with people who suffer from spinal cord injuries, is tasked with reaching out to unemployed veterans and potential employers in the area and matching the two.

Elias Rojas is very grateful Lipton is good at his job.

It was Lipton who helped Rojas find a job with the Federal Department of Justice in Massachusetts. Rojas has been working there for several months now.

Ken Lipton hopes he can create more opportunities for veterans like Elias Rojas.

"I've found through my experiences that employment is almost begrudgingly talked about," said Lipton referring to some programs that tend to focus solely on retrieving benefits.

"Our goal at PVA is to capture the motivation of the veteran who is recovering mentally and physically from their disability," said

Lipton. "We want to break down the barriers that exist between veterans and the possibility of them getting a job whether that is a ride to work or an interview or the training they need."



Rojas participating in a PVA event

"We did not have an office covering the New England region and as soon as we heard we had received the Call of Duty Endowment grant in November 2009, we started planning the Boston office," says Louis Irvin, program manager for the Vocational Rehabilitation

Service Program. "We worked with the Veterans Administration to find the right location and built the office from the ground up."

Since he has been working in his new job, Elias' whole outlook on life has changed.

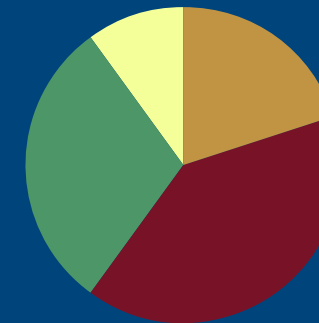
"Now, I am not just sitting around the house," said Rojas. "I am going home, coming to my wife to talk about my own day. Now, we make plans for our future."



WOUNDED WARRIOR PROJECT

\$100,000
GRANT AWARDED

2.3.2010
DATE OF ANNOUNCEMENT



Facility Expenses
Curriculum Expenses
Equipment Costs
Certification Expenses

The mission of the Wounded Warrior Project (WWP) is to honor and empower the men and women who have sacrificed so much for their country. WWP meets that goal by raising awareness and enlisting public support for the needs of injured service members, helping injured service men and women aid and assist each other and by providing programs to meet their unique needs directly.

Capt. Robert Steele found himself in need of WWP's services after his second tour in Iraq.



TTA academy in Fort Bragg, NC

A North Carolina police officer for 10 years and a National Guard soldier for over 20 years, Steele had experienced a lot. He loved his day job.

"There is nothing like catching a bad guy in the moment," Steele said.

As part of the National Guard, he had already served in Iraq once. Then, after 20 years of distinguished service, Steele retired. But when he heard his troop had been called up to go back to Iraq, Steele, who went by the call sign Bandit 6, decided to come out of retirement. He was company commander of a tank company operating in Baghdad. It was at the beginning of his second tour of Iraq when he was injured.

"I was upset when I realized my injury meant I couldn't be a policeman anymore," said Steele. "I had to find a new career."

Steele heard about WWP and the classes they offer from his fellow soldiers. That information set him on a new path.

WWP uses the Call of Duty Endowment grant to administer the Transition Training Academy (TTA) which provides innovative information technology training for U.S. armed service members who have been wounded on active duty and who face unique challenges as they transition to civilian life.

TTA helps participants develop core computer skills and explore Information Technology as a potential career field with real-world applications. In June 2010, almost 750 active duty military personnel completed the TTA program in four Military Medical Center Hospitals in the U.S.

Steele is just one of those soldiers who has completed the program.

According to his instructor, Charles McKellar, Steele was the "most improved student out of anyone I have ever taught."

"When I first met Captain Steele, he came up to me and said 'I don't know anything about computers but I want to learn.'"

Learning is exactly what Steele did. By the end of the class he could assemble a computer, disassemble and reassemble a laptop, and became the problem solver in the class helping other soldiers with their computers.

McKellar has seen soldiers' increase their confidence when it comes to computers.

"When the warriors first come to class, they are skeptical. [However] their confidence increases as they perform these tasks in the course and they begin to talk about what they are doing in a professional aspect," he added.

The class also has a healing effect for the students and the teacher.

McKellar was medically retired after serving in the Army for nine years. He spent two years in the Wounded Warrior battalion himself. After that, McKellar took his 15 years of experience with information technology, and became a teacher in the Wounded Warrior Program.

"I am grateful for the opportunity to teach. It allowed me to build myself back up again and to use the skills I have learned to help my brothers and sisters in the Armed Forces," McKellar said. "I tell my students every day: 'Your bodies may be broken, but not your spirit.'"

As for McKellar's most improved student, Steele says the class helped him to accept his injury and find a new direction.

"Now, with what I have learned, it even allows me to have opportunities that I didn't have as a police officer," he said.



Capt Robert Steele working in the TTA classroom

McKellar sees the opportunities as well for his students. "They are getting hired as soon as they leave the class."

Steele is pursuing a career in computer forensics and has signed up for more classes.

"I can't catch bad guys anymore by jumping out of cars, but now I can track them down with IT experience," says Steele. "Just look at Osama Bin Laden. You can catch bad guys in different ways."

WWP's use of the Call of Duty Endowment grant to administer the TTA has shown Steele and McKellar there are many ways to be called to duty.



WOUNDED WARRIOR PROJECT

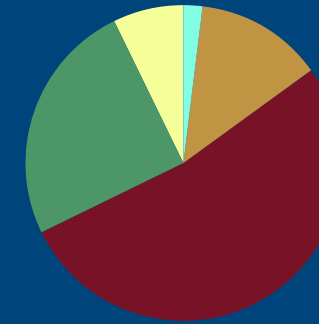
VETERANS VILLAGE OF SAN DIEGO

\$50,000

GRANT AWARDED

3.30.2010

DATE OF ANNOUNCEMENT



- Staffing and Benefits
- Participant Training
- Office Equipment & Misc.
- Participant Support & Transportation Svcs.
- Unused Funds to Date

Even though Sam Sprague knew he was about to leave the armed services after serving 20 years in the Navy, he still wasn't ready.

"You are never really prepared," says Sprague. "I did not save enough money and I needed to find a good job."

Sprague wasn't wasting any time. He attended a veterans job fair in San Diego right after his final tour of duty. Raised in Orange County, CA, Sprague wanted to stay in the area to be close to his family.

It was at the San Diego job fair that he was introduced to the Village Veterans of San Diego (VVSD), a nationally-recognized leader in providing prevention, intervention, treatment and employment services to military veterans, including men and women who have recently returned from Iraq and Afghanistan. VVSD was offering job training in a number of different fields thanks to the funding from the Call of Duty Endowment.

"We have always had grant funded programs," said Ken Rae, vice president and director of employment services at VVSD. "We never really had any type of endowment opportunity before and the Call of Duty Endowment gave us a little more freedom to create solutions."

What veterans like Sam Sprague needed was more training and an entry way into the job market. The job training VVSD helped arrange with the Endowment funding ranged from "A" Trucking, to Administrative and even Hybrid Car Repair.

VVSD also helps veterans get into the Troops to Energy Program at Camp Pendleton, which includes buying the equipment they need for the green electrician field. Overall, VVSD found that veterans needed help with transportation assistance, such as gas cards, work clothing and first year apprenticeship tools.

According to Rae, "Thanks to the Endowment we could really look at what these veterans needed to be helpful. It loosened the constraints on us."

Sprague, with a background in aviation electronics, was the perfect fit for Bergelectric. This company is one of the nation's top electrical contractors with offices coast to coast, with several offices based in California. Bergelectric was also awarded the California Veteran Employer of the Year Award for 2011.

The company has a longstanding relationship with veterans and offers graduates of the Troops to Energy Program a five year apprenticeship. During that time, they are paid on the job to learn how to become journeyman electricians. Frank Boecker, hiring manager for Bergelectric, knows when he hires through VVSD, these veterans are ready to hit the ground running and not just because they show up on the first day with the right tools. He sees just how prepared they are on many levels.

"VVSD takes care of these veterans physically and mentally as well," says Boecker. "That focus helps them readjust."



Sam Sprague on the job for Bergelectric

The Call of Duty Endowment, according to Sprague, "has made a huge difference."

"The money VVSD used to help me with a good pair of work boots, a set of starting tools and gas money helped me save money I didn't have," said Sprague.

It meant when he started the job he was ready to go on the first day.

"When I started at Bergelectric, it really helped my confidence," says Sprague. "It took a lot of stress off me and my family that I wouldn't have to make up that money to get started."

Sprague is starting over after 20 years in the Navy, even with his retirement pension, his combined salary is still less than what he was making on active duty. Although Sprague has a background in electronics he still needs to earn his civilian credentials before he can earn a wage comparable to his previous seniority in the Navy.

"We've really had to tighten our budget in our family. Knowing I had the start up tools was a great relief. I was grateful I would not have to figure out a way to have that come out of our family budget."

VVSD's plan to use the Endowment funding is working. Veterans and employers are navigating the program with great success.

"Our original proposal was to enroll 14 veterans and place 10," said Rae. "Now, since we received the funding in June 2010, we have enrolled 35 veterans, placed 28, with the average wage at placement being \$13.97 per hour."

Bergelectric's Frank Boecker knows a good thing when he sees it and has committed to hiring a veteran a week.

"I know these veterans are ready to work on day one," said Boecker.

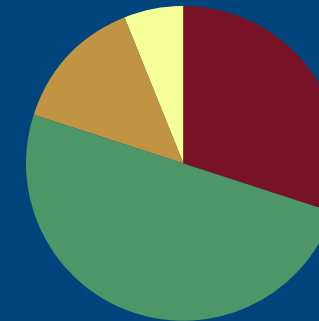
HIRE HEROES USA

\$50,000

GRANT AWARDED

5.27.2010

DATE OF ANNOUNCEMENT



- Site Facilities
- Misc.
- Staffing & Travel
- Unused Funds To Date*

*HHUSA will use the remaining funds to pay for 16 additional workshops and career fairs in 2011, including: Ft. Belvoir, VA (4); Ft. Carson, CO (3); Brooke Army Medical Center, TX (2), Ft. Gordon, GA; Camp Lejune, NC; Naval Hospital San Diego, CA; and other locations.

Veterans today tell firsthand accounts of their service that teach us by example about how to overcome fear and forge ahead, or how to follow instinct and decide the best approach.

Eventually their service on the battlefield ends. Then, some veterans have to confront another harrowing situation – how to find a job in today’s economy without a resumé, get experience with job interviews, and know what to expect from employers. Coming back to day-to-day life and navigating this civilian battlefield is no easy task.

With organizations such as Hire Heroes USA (HHUSA), these soldiers and veterans are not alone. Hire Heroes USA has developed a unique program called Wounded Warrior Transition Assistance Workshops. These workshops are now held at more military bases throughout the country, thanks to the Call of Duty Endowment.

“Most of these men and women who have served in the military have never looked for a job,” says Brian Stann, President of HHUSA. “The workshops are very interactive. We help these veterans learn how to quantify their military experience to appeal to the private sector.”

That all starts with a good resumé which HHUSA addresses on day one of the 2-3 day workshops.

“I walked into the workshop at the base in Fort Carson, CO, with no resumé whatsoever,” says Mack Griffin, a 28 year-old native of Georgia who served 9 years in the military. “By the end of the first day, Hire Heroes USA had helped me put one together.”



Jacoby Beene during his time in service

That was just the beginning. Then, Griffin went to the second day of the workshop which addresses how to handle a job interview by doing mock interview exercises. Griffin openly admits that was daunting.

“I was nervous doing interviews. What an employer expects from an employee is really different from serving in the Armed Forces. You can’t get fired in the military.”

Griffin overcame these challenges and came out with a different outlook.

“After the workshop, I felt very confident going through the interview process with the Hire Heroes USA training.”

Griffin has a new problem now, but it is a good one to have. He is currently trying to decide between two job offers.

Like Mack Griffin, Jacoby Beene had been in a similar situation and he knew how serious it was.

“I wore a suit every day to the workshop,” said Beene, who was also serving at Fort Carson in Colorado. “At that point, I just had a federal resumé that was thrown together with my military experience. Hire Heroes USA really took the time to help me pull my resumé together.”

He was grateful for the assistance.

“I found all three days to be very helpful but especially the first day. I did not know anything about resumé writing because I never had to do it.”

At the Fort Carson Army base workshop, HHUSA had made a great workshop even better. They arranged a job fair, called Career Opportunity Day, in conjunction with the United States Chamber of Commerce and the United Service Organization (USO). Sixteen potential employers including companies like Walmart, Sears, and Raytheon participated. In total, the

Wounded Warrior Transition Assistance Workshop in Fort Carson, CO, trained more than 21 soldiers and 7 were hired.

As for Beene, when he walked into the job fair on the third day of the workshop, he was armed with a suit, a resumé, and confidence.

He walked out with a job offer from USAA in San Antonio, TX. Beene will be a life insurance case manager starting in June.

“I will be the person soldiers will talk to right before and right after they are deployed about their life insurance,” says Beene. He knows exactly where they will be coming from.

Beene and Griffin are just two examples of veterans Hire Heroes USA has effectively helped. In just the first six months of their Endowment funding, HHUSA has helped 97 veterans find jobs, revised 755 resúmes, and held countless career counseling sessions with veterans. Five workshops have already been held in 2011 and another Career Opportunity Day will be held in Fort Belvoir, VA on June 9th.

Hire Heroes USA has an effective plan in place to help veterans find a job. Now, thanks to the Call of Duty Endowment, they can continue to build on what they have started.



SWORDS TO PLOWSHARES

\$25,000

GRANT AWARDED

7.1.2010

DATE OF ANNOUNCEMENT

After serving in the Army for 4 years, Benjamin Wigley thought it would be a good idea to move back to his hometown of Livermore, CA, figuring that the foundation he had there with his family and friends might lead to a job. Wigley had learned the heating and air conditioning trade in the Army. However, after 4-5 months of looking for a job and none in sight, Wigley realized it was going to be harder than he thought.

"I would interview for jobs and they all said the same thing," says Wigley. "Due to the struggling economy and cooler summer we are trying to keep a skeleton crew right now."

Wigley's stress level was rising. That is when the local Veterans Administration (VA) office told him about a job training program with Swords to Plowshares (STP), an organization based in California, that helps veterans transition from combat to community by helping them find a job, access disability benefits, and healthcare.

"Before I knew it, I was going to school every day," says Wigley who was enrolled in a three month long class learning how to install solar panels and brushing up on his math skills.

It was a field that was growing rapidly due to the increasing interest in renewable energy and solar panel leasing agreements which made it more affordable. After career counseling sessions with STP, Wigley realized he could build on his heating and air conditioning background and take it in this direction.

The job training program Swords to Plowshares designed didn't stop there.

"I am terrible with resumés," says Wigley. "Together, with Swords to Plowshares, we put together something great."

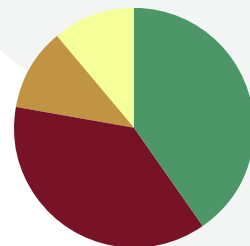
When Wigley graduated three months later at the top of his class, he felt much more optimistic.

"I felt like I was going in a direction that was going to be successful. The course was very extensive and Swords helped me with a lot of aspects that was not my strong point like writing my resumé."

When Wigley graduated from the class not only did he have an effective resumé, and advanced training in a burgeoning field, but he also had a list of every solar company in the Bay Area, many of whom held relationships with STP.

"The job training and career guidance I received pointed me in the right direction to get a job," says Wigley who has been working for 6 months now for a solar energy company in California.

"My job was to go to school every day, sit up front and learn. Swords did the rest," says Wigley.



- Web and Mobile Outreach to Veterans
- Certification and Training Courses to Veterans
- Staff Travel and Employer Outreach
- Administrative Costs

STILL SERVING VETERANS

\$25,000

GRANT AWARDED

10.27.2010

DATE OF ANNOUNCEMENT

Still Serving Veterans (SSV) is a Huntsville, Alabama, based veterans' service organization that empowers wounded veterans and their families to transition into meaningful new careers in post-military lives.

When awarded the Call of Duty Endowment grant, the organization directed the funding to a broad array of services. Each service focuses on helping more veterans find work.

Their first priority was to fund SSV's Workforce Development program. This program consists of a one-on-one intense interactive session between the Workforce Development case manager and a veteran to develop a job placement plan. This includes critiquing and/or developing resumés, job search strategies, and interview skills and strategies. It is followed by daily e-mail job leads and contacts, as well as articles and other resources which the veteran can use while pursuing a job. The end result is connecting an increasing number of veterans with suitable employers through SSV's expanding network.

Both Jeff Adams and Waitus Cain can attest to the program's effectiveness. Adams, an Operation Iraqi Freedom/ Operation Enduring Freedom Army veteran amputee now works in a test engineer position. Waitus Cain, an Army veteran with Post Traumatic Stress Disorder (PTSD), works at Redstone Arsenal as a Human Resources Specialist.

SSV also used funding from the Call of Duty Endowment to create a partnership with the Civilian Personnel Office on Redstone Arsenal, AL., for the Army's Veteran Employment Transition Initiative (VETI). The

result is the creation of an ever expanding database of SSV clients (over 100 to date) who can now be directly hired into Army civilian jobs on the military installation with non-competitive appointments.

SSV was also able to initiate information sharing with the Student Career Experience Program (SCEP) and the Student Temporary Employment Program (STEP). Both programs provide Federal employment opportunities to veterans while they earn their college degrees.

Another program partially funded by the Call of Duty Endowment is SSV's H.E.R.O. Mentoring Program with the North Alabama Chapter of the Society of Human Resource Management (SHRM).

This program provides one-on-one mentorships between local Human Resource Managers and a veteran. H.E.R.O. stands for Helping our veterans transition into the workplace, Experience the rewards of mentoring a veteran, Respond to the needs of our veterans, and Opportunities for veterans through networking.

Considering SSV's achievements, it is easy to see why they would be recognized. SSV opened 760 new Veteran cases, in 2010, and 205 of these were workforce development cases. Additionally, 555 were for benefits and services assistance. All total, the financial benefit for their clients in 2010 was \$9.1 million in new salaries, benefits, and services.

CALL OF DUTY ENDOWMENT SCHOLARSHIP WINNERS

\$100,000 GRANT AWARDED

9.15.2010 DATE OF ANNOUNCEMENT

The Call of Duty Endowment awarded \$100,000 in scholarships to students at Austin Community College and Madison Area Technical College. Four veteran students were selected from each school to receive \$2,500 a year in scholarships. Each school's scholarship program is endowed for five years.

Each student chosen for the scholarship is pursuing an education in video game design, graphic arts, or information technology fields.

According to Steve Robinson, a member of the Call of Duty Endowment advisory board, "We chose students in the field of graphic design and video game development, because it's a natural link to Activision Blizzard, the creators of the Call of Duty Endowment and the largest video game publisher in the world."



Alissa Andrus: Alissa has served in the National Guard for five years and was recently deployed to Kosovo. She is currently enrolled at Madison Area Technical College, where she is pursuing a degree in Graphic Design.

"Veterans make great employees because we are taught to do the job right the first time. We are taught to strategize. If something isn't done right the first time we will strategize and come up with a quick plan for the next attempt]."

"Graphic arts has always been an interest of mine. I love using my imagination and creativity everyday."



Lucas Braun: Lucas Braun spent ten years in the Army and earned a Purple Heart during his service. He is currently enrolled at Austin Community College, and is pursuing a degree in Game Design.

"Through my years in the military, we had a lot of training aids. The very first one when I was in basic training in 1999 was based on the original Nintendo platform where you learned how to shoot targets."

"[Veterans] are going to get the job done regardless of how long it takes or what it takes them to get it done...they are going to get the job done."



Joshua Carr: Joshua served five years in the Navy before becoming a member of the National Guard. He is currently enrolled at Austin Community College, where he is pursuing a degree in Game Art Design.

"[At the start] I did not know how to create or what went into the creation of a video game, but once I started doing the art side of it, I loved it. I didn't even know I was an artist."



Jesse Henderson: Jesse served in the Navy for six years after graduating from high school and served for a year overseas. He is currently enrolled at Austin Community College, where he is pursuing a degree in Video Game Production.

Through serving in the military, Jesse acknowledges he was learning how to be responsible for just about everything in life, "I went in at 18 like a lot of people did and did not have a lot of adult real word experience and definitely got that."

"Mainly I wanted to be able to have a job that I can enjoy going to... It's what I like to do and if I can make a living [at it] why not go for it."



Robert Howe: Robert is currently serving in the National Guard and recently returned from a tour in Iraq. He is enrolled at Madison Area Technical College, where he is pursuing a degree in Graphic Design.

"[My service overseas] allowed me to see that there was a different perspective to the world than just the one I was used to."

"In five years I hope to have a career in video game design. My dream job would be character design in video games and designing the atmosphere visually."



Matt Minnis: Matt served in the Marine Corps for seven and a half years and followed a long line of other family members to join the military. He is currently enrolled at Madison Area Technical College, where he is pursuing a degree in the IT field as a Network Specialist.

"Honesty and responsibility are two of the biggest things that you definitely learn in the Marine Corps. You have lives that you are responsible for...and you don't want to send that letter home."

"I really appreciate the fact that I am getting a scholarship. It is going to help me out tremendously."



Daniel Stevenson: Daniel served five years in the Marine Corps and was deployed twice overseas. He is currently enrolled at Austin Community College, where he is pursuing a degree in Video Game Art Design.

Asked about what it meant for him to serve in the Marine Corps, "It was a journey of self discovery for me. I learned who I am and what values I hold dear like honor and respect."



Eric Sutton: Eric joined the military right out of high school and served for eight years in the Army. He is currently enrolled at Madison Area Technical College, where he is pursuing a degree in Computer System Administration.

Regarding serving, "I learned leadership. I learned comraderie. I learned how to be assertive and how to take charge and how to overcome your fears. Just basically being a better person is what the Army gave me."

"Veterans make good employees because they are assertive. They have leadership skills. They know how to work well with others and they will basically get the job done."



MADISON
AREA TECHNICAL
COLLEGE



MILITARY TO MEDICINE

\$100,000

GRANT AWARDED

3.11.2011

DATE OF ANNOUNCEMENT

“The Endowment is dedicated to raising the American people’s awareness of the needs of our returning veterans – and to help these veterans directly.”

BOBBY KOTICK, ACTIVISION BLIZZARD CEO

Military to Medicine (M2M) is a national, non-profit military service organization of Inova Health System that provides online health care training that leads to entry-level health care careers. It provides this training and career opportunity assistance to all Veterans, National Guard, Reserve and service members transitioning to civilian employment as well as military spouses, wounded warriors and their caregivers.



Pease with her son, Skylar

When M2M was given the good news they were going to receive the Call of Duty Endowment grant, they knew just what they wanted to do with it.

“Finally, we were able to build a brand new course series focusing on clinical skill training,” said

Daniel Nichols, executive director of Military to Medicine.

Specifically, the Endowment funds are being applied to the development and testing of a new certificate program in medical

assisting, which is a keystone requirement leading to future career options in nursing and allied health. This grant enables M2M to test pilot the initial courses in Virginia, Texas, and Georgia with the intent to include them in M2M’s national catalog by year’s end.

M2M always wanted to offer this course due to the huge job growth in this subject area. The largest increase in job openings within health care through 2025 are projected to be in direct patient care occupations, with more than 1 million job openings than existing schools will be able to fill.

M2M is hoping to enroll 100 participants for the first year of the training curriculum, with a goal of 75 participants to be hired by employer partners in their network within one year of program completion.

Kristen Pease is thrilled to be one of the first 100 enrollees. This mother of four has been a Navy wife for 13 years, and Pease had dreamed this day would come.

“I had always wanted to get into medical training but the money kept me away,” says Pease. Indeed Pease had been taking online courses but stopped when she found it had maxed out one of her credit cards.

“That is when I knew I could not pursue my education anymore. I knew it was hurting my family,” she said.

Pease is not the only one struggling with this problem. There are more than 650,000 military spouses of active duty members stationed in the U.S. A recent survey found that nearly 80 percent of these spouses want a career, but frequent military relocations make it difficult. Kristen Pease fit that bill.

She found M2M when her local USO office sent her a “friend request” on Facebook.

“When I clicked on the request and started reading about M2M, I thought it was too good to be true,” she said.

It wasn’t. A month later, after completing the prerequisite forms, testing, and submitting a resumé, Pease was one of the first to be enrolled in the class.

When she is done with the course this October she will be certified as a front office medical receptionist which is a gateway to a future in the medical field.

“The course is a great stepping stone for individuals,” says Nichols. “Having this background means you can segway into other areas of medicine such as surgical technology or nursing.”



Pease spending time with her family

Pease is grateful her life has gone in a new direction in the field she wants to pursue for her future and her family’s future.

“I was a restaurant manager for 4 years and the hours, working nights, were horrible for my family,” she said. “I was afraid I would have to go back.”

Now, Pease knows she is only going forward.

“My ultimate goal is to be a nurse, but I have got to start somewhere,” said Pease. “Now, I will be able to get a day job that I can take with us anywhere my husband goes in the military.”

AMVETS

\$100,000

GRANT AWARDED

3.11.2011

DATE OF ANNOUNCEMENT

The mission of America's foremost veterans service organization, AMVETS, is to enhance and safeguard the entitlements of all American veterans who have served honorably. AMVETS works to improve the quality of life for veterans, their families, and the communities where they live through leadership, advocacy and services.

Among the programs and services offered are AMVETS Career Centers which started nearly a decade ago. Then, it was AMVETS Department of Ohio which developed the unique idea of offering comprehensive career centers across the state to help veterans remain competitive in the job market.

These centers provide training and employment assistance for veterans, active-duty service members and members of the National Guard and Reserves who have served America honorably. The Career Centers provide a full range of career services, including career assessment and exploration, training, licensing and certification assistance, resumé writing and assistance with the job-search process.

Thanks to the Call of Duty Endowment, AMVETS will be able to add 6 locations around the country for new Career Centers modeled on Ohio's success. AMVETS Career Centers across the Buckeye State have served more than 5,000 veterans in the last few years, with more than 1,000 successfully making their way back into the job market.

Len Proper, a Marine Corps veteran and director of AMVETS Career Centers, views the program as a critical link to fill in gaps left by government programs for unemployed veterans. Proper compares the AMVETS career centers to the front-line Marines who served in the Korean War.

"During the early days of Korea, a Marine Corps brigade was continually shifted along the line, plugged into gaps where the enemy broke through it. It became known as the Fireman Brigade. I have a similar vision for AMVETS Career Centers." Proper said.



AMVETS Career Center in Ohio

"The employment needs of veterans haven't changed over the years, but if the government can't help, who will? What if we, the veterans' community, take care of our own? We can ask where the gaps are in employment and training services, and then provide the help that is needed."

AMVETS has 185,000 members and over 1,300 AMVETS posts across the country. Now, with the assistance from the Endowment, AMVETS will help active military members and veterans in six additional locations around the country pursue a career and a path to independence.



USO

\$100,000

GRANT AWARDED

3.11.2011

DATE OF ANNOUNCEMENT

The USO is not just taking small steps to help decrease high veteran unemployment, they are taking monumental steps. The organization is focused on building a \$100 million dollar campaign, Operation Enduring Care, to build two new Warrior and Family Support Centers at the new campus of the Walter Reed National Military Medical Center in Bethesda, MD and Ft. Belvoir, VA.

The Call of Duty Endowment grant is going to help the USO build upon this crucial multi-year campaign.

According to USO President, Sloan Gibson, the Call of Duty Endowment will go a long way to helping USO achieve their goal.

"This grant will enable us to increase the work that we are doing to support wounded warriors as they are making the transition from active duty, and their recovery as wounded warriors, into the civilian work place," says Sloan.



Rendering of new USO facility at Ft. Belvoir, VA

The new USO facilities are scheduled to be completed in 2012, and the Endowment will go towards the career training and education programs housed at these facilities which are made available to recovering wounded warriors and their families.

The USO will build a comprehensive program to ensure these wounded warriors and their spouses have a full range of support in their career pursuits. The USO has already partnered with Hire Heroes USA, to provide transition workshops for wounded, ill and injured troops across the nation.

Sloan says this is what makes the USO so unique. "One of the advantages that the USO has is we are able to reach out and build lots of partnerships. We work with other organizations like Hire Heroes USA, Wounded Warrior Mentor Program, and the US Chamber of Commerce on job placement."

These existing relationships, and the USO's access to military installations, along with the trust that troops and families have in them, will ensure that the Call of Duty Endowment funds will go a long way to helping veterans transition to the work place.

Sloan is grateful for the Endowment and what it means in the big picture.

"I think what Activision and the Call of Duty Endowment is doing is setting an example for other corporations. They understand the quality of the men and women coming out of our armed services today, especially the perseverance of our wounded warriors and the commitment they have to be successful in life."



STUDENT VETERANS OF AMERICA

\$100,000
GRANT AWARDED

3.11.2011
DATE OF ANNOUNCEMENT

“Unemployment among returning veterans is above 20%, roughly twice the national average.”
U.S. BUREAU OF LABOR STATISTICS

Even though some members of their generation only think of a video game when they hear “Call of Duty,” Matt Feger and Tyler Tuggle, both of whom work for Student Veterans of America (SVA), knew there was another aspect to those three words. SVA was one of five groups awarded a Call of Duty Endowment grant in March 2011 to help the group link SVA’s population of veterans in college with career opportunities nationwide.



SVA receiving their grant from Activision leaders

SVA will be partnering with organizations to match student veterans with internships, mentorships, and job opportunities. SVA will also host internship and career fairs. Current and potential partners include, Bank of America, SAIC, Sony, Merck, the United States Postal

Service, the Department of Defense, the Department of the Treasury, U.S. Chamber of Commerce, the Office of Personnel Management, Military.com, American Corporate Partners, Military Officers Association of America, Association of the United States Army, and Veterans Across America.

According to the most recent Veterans Employment Summary from the U.S. Bureau of Labor Statistics released in March 2011, there are currently more than 1 million veterans who are out of work. The problem is worst for the youngest veterans between the ages of 18-24. Male veterans in that age range experience an unemployment rate of 21.9 percent, and women in the same age range experience an unemployment rate of 15.3 percent

Tyler Tuggle, who enlisted in the Army after high school at the age of 19, recalls how difficult his transition was from the military to college and then from college to the working world.

Tuggle was in the US Army’s Special Forces (Green Berets) and was deployed twice to Iraq with the 5th Special Forces Group. He worked out of Baghdad during his second deployment which took place during the 2007 troop surge.

“I went from being a staff sergeant to living in a dorm with 18 year-olds at Georgetown,” says Tuggle. “It was a difficult adjustment to be seen as any other 18 year-old after being in the military for 5 years.”

Knowing firsthand just how hard the struggle was for veterans in his peer group, Tuggle started getting involved in SVA at Georgetown. The chapter did not have a lot of members at the time. Tuggle made it his mission to help make Georgetown’s SVA chapter stronger,



SVA's Tyler Tuggle on campus

which led to a job offer with SVA National when they learned they had received funding from the Call of Duty Endowment.

Now, it is Tuggle’s mission, working for the national office of SVA, as program manager for the National Internship and Employment Program, to ensure those same peers can benefit from the Endowment.

“I am trying to match young veterans looking for an internship and gainful employment with businesses who are looking for accomplished potential employees,” says Tuggle.

According to SVA’s Director of Development, Matt Feger, one of the challenges is highlighting to potential employers that these veterans have “actually been doing the same job as corporate managers but in more difficult circumstances.”

“Corporate America may not know what being a platoon leader entails or what other various jobs in the military are,” says Feger.

Feger and Tuggle consider it part of their job to translate that message as they network and bring employers and these young veterans together.

Using the Endowment funds, they have plans to do just that with two job fairs in Madison, WI, and Las Vegas, NV. SVA had planned conferences in these two locations already and now, thanks to the new funding, they are able to tack on an extra day for job fairs.

The SVA team is also developing a web site which will match veterans with businesses with help from the Call of Duty Endowment. Either a potential employer or a student veteran will fill out forms online with basic information that SVA can match online.

“SVA has a national constituency and we believe we can be a natural connection between employers looking for high caliber employees and veterans looking for a future after they have served,” says Feger.



VETERANS GREEN JOBS

\$100,000

GRANT AWARDED

3.11.2011

DATE OF ANNOUNCEMENT

The Call of Duty Endowment would not be able to accomplish the work demonstrated in this report were it not for the dedication and hard work of so many.

When the team at Veterans Green Jobs (VGJ) learned they were receiving a grant from the Call of Duty Endowment, they got to work developing staff and infrastructure for a full-suite Outreach, Recruitment and Placement (ORP) program to serve veterans seeking employment in the green sector.

The firm's CEO, Dr. William Doe, says the grant comes at an advantageous time.



Colorado Governor Hickenlooper Recognizing VGJ

"Veterans Green Jobs will be able to network with employers to develop job needs and skill sets that are required for each position," Doe said. "The Call of Duty Endowment funding will greatly assist us in the initial development of this program."

The mission of VGJ is to connect military veterans with career opportunities that serve communities and the environment. The grant funding VGJ receives will be used to fund their "Vet Green Force" program that will link veterans to employers who have committed to hiring veterans in a variety of skilled jobs.

The focus of this group is to provide career guidance through the transition process including aiding in defining career direction and identifying appropriate educational

and on-the-job training opportunities through alliances with community colleges or through other VGJ programs such as weatherization and conservation projects.

The "Vet Green Force" will then aid in linking the veteran to employment opportunities through two primary channels: employment agencies and partnerships with industry. VGJ will network with partner employers to determine job needs and skill sets required and then to match employers with qualified veterans.

Since being awarded the funding in March 2011, the organization has not missed a beat ensuring veterans have help finding work.

In April, the team from Veterans Green Jobs was asked to testify before the U.S. Senate Committee on Veterans Affairs to discuss veterans' unemployment. Program Manager Garret Reppenhagen, an Operation Iraqi Freedom Veteran, testified on behalf of VGJ.

VGJ, based in Denver, is also one of the key non-profit employers which helped organize and execute the Colorado Military and Veterans Employment Expo from May 23-25. This was the largest job fair for soldiers and veterans ever held in the state. Colorado Gov. John Hickenlooper proclaimed May 23-27th as Colorado Military and Veterans Employment Expo Week. The VGJ CEO, Dr. William Doe, attended the proclamation ceremony at the Colorado Capitol.



The Call of Duty Endowment Advisory Board Members

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The Employees of Activision Blizzard

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