



2016 ANNUAL REPORT





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MISSION, GOAL & APPROACH

The Call of Duty Endowment identifies and funds the most efficient and effective organizations that help get unemployed veterans high quality jobs.


The Call of Duty Endowment uses a performance-driven approach to fund organizations delivering the highest standards of quality and cost-efficient veteran job placement services. Beyond funding, we partner with our grantees to provide an array of advice and support aimed at maximizing their impact.

The Call of Duty Endowment has set an ambitious goal of getting 50,000 veterans back to work by 2019.

Our grantee organization's average cost to place a veteran in a job was \$619, about 1/5th of the cost of U.S. Government efforts. This is made possible by a commitment to high performance standards that are measured on a quarterly basis, including:

- Cost per placement
- Average starting salary
- 6-month and 12-month retention rates
- Full-time vs. part-time employment

In addition to supporting its grantees, the Endowment is committed to highlighting high performance in the veteran employment space through its Seal of Distinction program, which provides both a \$30,000 prize and national recognition to winners of the award.





Dear Call of Duty Endowment Supporters,

2016 ended well for the Endowment and the veterans we serve! Due to the efforts of our grantees, corporate partners, Activision Blizzard employees and gaming community supporters, we funded the placement of 11,615 veterans into high quality jobs—our highest annual result to-date--and cumulatively, since the Endowment's founding, ensured good jobs for 31,766 former service members. As always, we could not attain this level of performance without the partnership of incredible organizations like Deloitte, Gamestop, Humble Bundle, Costco, BestBuy and, of course, Activision Blizzard! Thanks to these outstanding results, we're optimistic about reaching our goal of 50,000 high quality placements by 2019.

Sincerely,

Dan Goldenberg
EXECUTIVE DIRECTOR

2016 WINNERS



PRIMARY GRANTEEES



**2016
SEAL OF
DISTINCTION
WINNERS &
GRANTEES**



OUR IMPACT



VETERANS PLACED INTO
JOBS (CUMULATIVE)

31,766



VETERANS PLACED INTO
JOBS (2016)

11,615



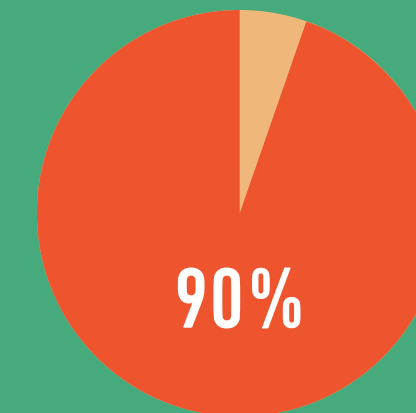
AVERAGE COST PER
PLACEMENT (2016)

\$619

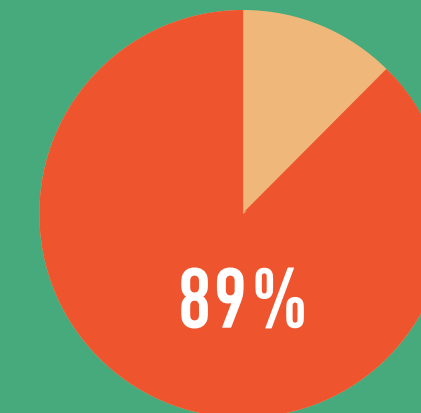


AVERAGE STARTING SALARY
(2016)

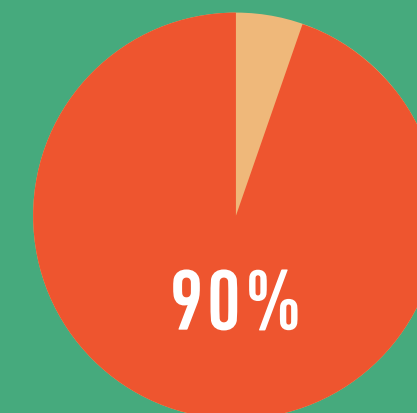
\$55,135



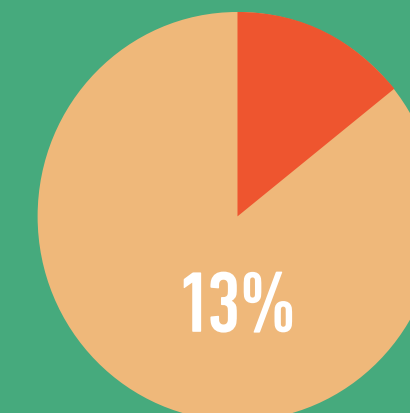
JOB PLACEMENTS
WERE FOR
FULL-TIME WORK



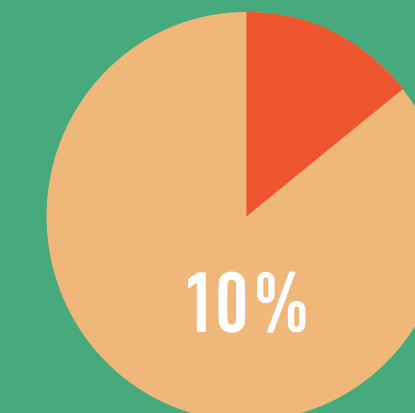
SIX-MONTH
RETENTION RATE



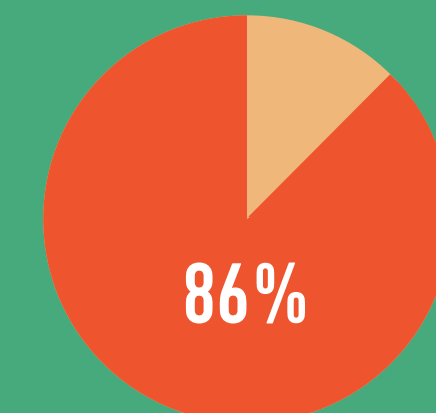
ENLISTED
(UK: RANKS/RATES/NCOS)
WHEN THEY LEFT
SERVICE



PROPORTION OF
WOMEN VETS
SERVED



PROPORTION OF
WOMEN VETS
PLACED



PROPORTION OF
POST-9/11 VETS
PLACED