

Hiring Veterans and Strengthening Communities

The Vets @ Work program highlights the extensive range of talents and leadership abilities veteran hires can bring to private sector employers. It also strengthens KKR's efforts to promote veteran-focused career development and retention practices at our portfolio companies.

Vets @ Work, launched in 2011, is an initiative aimed at recruiting, hiring, and retaining veterans across KKR's U.S.-based private equity portfolio companies. Veterans possess specialized skills, extensive training, leadership experience, and strong character from their years of military service, making them welcome additions to our diverse companies across the United States. More than 35 of our current and former portfolio companies have taken part in this initiative during the past five years, focusing on all aspects of hiring veterans and military spouses. This program features two primary strengths: a strong focus on its goal and the ability for participants to customize its approach.

2015 Program Highlights



Hiring Progress: More than 41,750 veterans and military spouses have been hired by 37 of our U.S.-based portfolio companies since 2011.






Veterans Initiative Summit: KKR built on the Vets @ Work program by co-hosting the inaugural Veterans Initiative Summit in Washington, D.C., on October 7 and 8, 2015. The event was a collaboration with three private equity firms and emphasized how our collective portfolio companies can attract, retain, and promote veterans. Day two featured breakout sessions across four thematic areas: hiring, sourcing, integration, and career development/retention. Experts on veterans issues and government officials participated in the summit, including First Lady Michelle Obama, who both addressed the audience and led a working roundtable to more deeply discuss the issues facing veterans alongside leaders from KKR as well as from the other sponsoring firms.



Veterans Hiring 2.0 Pilot Projects: These projects analyzed retention, role- and site-specific trends, and the performance of military-affiliated employees at two portfolio companies.

VETS@WORK RESOURCES

As part of our commitment to the portfolio companies engaged in this initiative, we offer programs and resources to assist with common challenges.

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 Introductions to external and internal resources available such as peer contacts (veterans hiring experts within the portfolio) and external best-in-class practitioners
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 Semi-annual webinars with presentations from veterans service organizations (e.g., Team Red, White, & Blue; Hiring Our Heroes; and The Value of a Veteran) and leading companies within our portfolio
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 An ongoing partnership with Hiring Our Heroes to sponsor an annual, portfolio-wide, national Veterans Hiring Fair open to transitioning active duty military members, veterans, and military spouses



Where can I find additional information?

Collaboration and best practice sharing are keys to success. We welcome you to connect with the KKR Vets @ Work team (email VetsAtWork@kk.com) and explore these resources:

- Vets @ Work webpage: kk.com/responsibility/citizenship/vets-at-work
- 2015 ESG and Citizenship Report website: kkresg.com
- Creating Sustainable Value video: kk.com/global-perspectives/video-library/creating-sustainable-value

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