

Jim Lorraine, President & CEO
America's Warrior Partnership



Corporate Veteran Assessment



**AMERICA'S
WARRIOR
PARTNERSHIP**
EMPOWERING COMMUNITIES
TO EMPOWER VETERANS



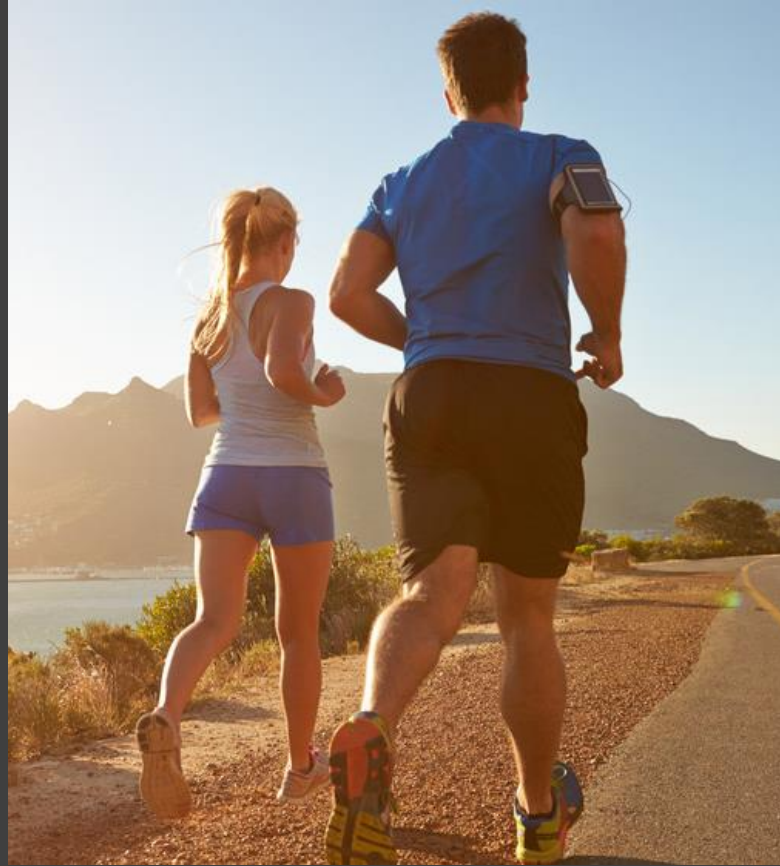
Assessment Overview: AGS Veterans

- Surveyed ~450 AGS employees (veterans and non-veterans) via email
- Holistic assessment of veteran quality-of-life issues
- 240 employees completed the survey, or 53% of population
 - 23 – veterans
 - 37 – immediate family members to veterans
 - 1 – caregiver to a veteran
 - 179 – employees not affiliated with military

Executive Summary

- 10% of AGS employees self-identified as veterans
- 81% veteran employees have been at AGS for more than one year
- On our assessment of hopefulness, AGS veteran employees scored 2 points higher than the veteran national average
- Pre-9/11 veterans are more satisfied at AGS than post-9/11 veterans
- The veterans identified are underutilizing their Veterans Affairs-provided education, healthcare, and disability benefits
- Non-veterans expressed a desire to volunteer more than veterans, but there is greater opportunity for community connections
- Veterans in Nevada feel more positive about their employer and are more satisfied with their job than those in California, Georgia, and Oklahoma





The Specifics: What We Found

- Veteran Overview
- Quality of Life
- Community
- Work
- Health and Wellness



AGS Veteran Overview

- Approximately 10% of AGS employees are military veterans
- Most of AGS' veterans are in Georgia, Oklahoma, or work remotely
- Most (48%) are from the post-Vietnam era
- The majority (70%) served in the Army or Air Force
- 4% are in the reserves
- 81% of AGS veterans have been with AGS an average of 1 year or more
- About 50% of AGS veterans have earned a bachelor's degree or higher

AGS Veteran Quality of Life

Although AGS veterans ranked 10% above the national average for veteran quality of life, there is still improvement needed.

What AGS Veterans Are Seeking

1. Better employment conditions
2. Recreation
3. Physical health treatment
4. Volunteer opportunities
5. Better access to transportation



What's Important to Our Vets

1. Family
2. Making Money
3. Purpose in Life



AGS Veterans in the Community

- The majority of our veterans (70 percent) do not participate in community events
- AGS veterans are more active in community events in Nevada; veterans are less active in Oklahoma
- Our veterans have a more positive perception of their community in Nevada than our other locations; perhaps because the corporate headquarters are in Las Vegas and there is more organized activity



AGS Veterans at Work

- 78% of AGS veterans say they are satisfied with their job; vets in Nevada are the happiest at work
- A whopping 88% say that their job is a “career”
- Older vets (pre-9/11) are more satisfied than post-9/11 vets
- Our vets are planning to stay put; only 6% say they are seeking employment elsewhere
- 57% of AGS veterans have participated in AGS-sponsored events
- More employees participate in company/community activities in Nevada and Georgia than our other locations
- Although 74% of our veterans are satisfied with AGS’ ability to provide resources, only 52% say that AGS has provided connection or assistance, mostly on recreational and volunteer opportunities



AGS Veteran Health & Wellness

- Our veterans are sleeping in alignment with the national average of 5-6 hours of sleep each night. The recommended sleep is 7 or more hours.
- Nearly 20% of AGS veterans report having an injury or disability that prevents them from exercising
- And only 39% of our vets, compared to 59% of our non-vets, report exercising regularly
- 30% of our veterans are currently under medical care
 - 15% report they are unable to attend their appointments
- Of those 30% receiving medical care
 - 45% – bodily pain
 - 22% – chronic diseases and conditions
 - 22% – disabilities, sight or hearing problems, etc.
 - 22% – mental health conditions, such as anxiety, PTSD, depression, etc.
 - 22% – other
- The majority of AGS veterans (85%) do not receive a VA disability; 15% of AGS veterans receive VA disability vs. national average of 52%
- 95% report they do not have a VA claim pending; 5% of AGS veterans have claims pending vs. national average of 16%
- Nearly 89% of AGS veterans are enrolled in AGS' company-provided health benefits





Meeting AGS Veterans: What We Learned

- Identified more veterans and vets' family member than in survey (32 total veterans, three veteran caregivers)
- Veterans stated they want to volunteer and participate as a group to serve community
- Not all veterans are eligible for VA benefits claims; those that are eligible have complicated cases
- Veterans said they love the AGS culture
- Family member cases are complex in scope and need
- There is a great deal of potential among the veterans

Serving AGS Veterans: Four Case Studies

- **Initial Need: Mortgage assistance, foreclosure**
 - Action:
 - Worked with community housing partner, HomeSafe Georgia
 - Veteran completed application
 - Suspended foreclosure, HomeSafe Georgia to pay mortgage
- **Initial Need: Seeking activities for veteran and daughter**
 - Action:
 - Provided information about free community arts programs for vets and their families
- **Initial Need: Participate in volunteer opportunities**
 - Action:
 - Enrolled with Team Rubicon
 - Connected to The Mission Continues
- **Initial Need: Enroll with the Department of Veterans Affairs Healthcare**
 - Action:
 - Enrolled in Veterans Affairs E-Benefits
 - Provided online tutorial to obtain DD-214 (proof of service)
 - Received guidance on obtaining VA Identification Card



Thank You | Contact Us

Jim Lorraine, President and CEO ■

jlorraine@americaswarriorpartnership.org ■ 706.434.1708

Kaitlin Cashwell, Director of Corporate Veteran Initiative ■

kcashwell@americaswarriorpartnership.org ■ 706.504.6672

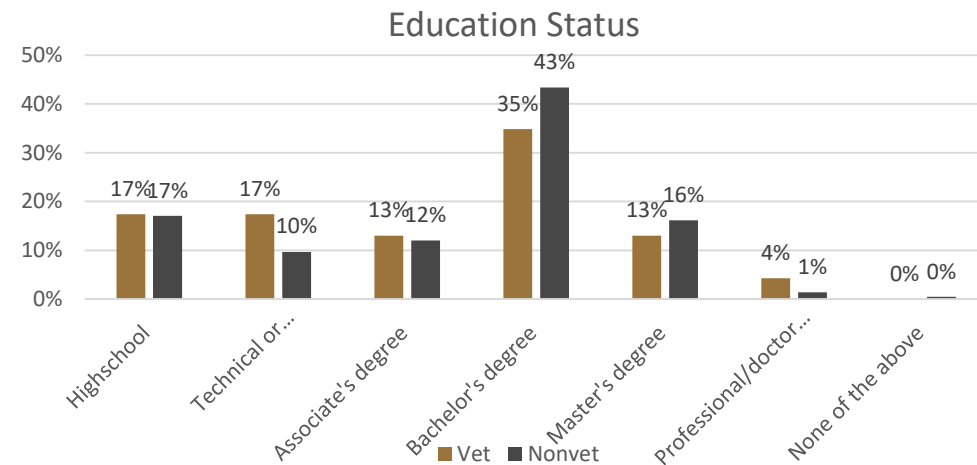
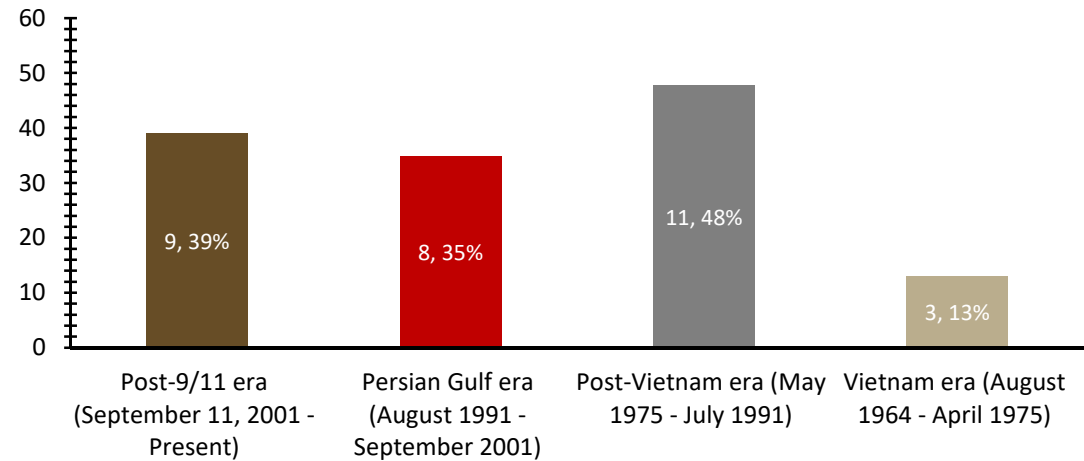




APPENDIX |

AGS Veteran Overview

- **15% of AGS survey respondents are veterans** and/or are a military family member
- The **majority of AGS' veterans (30%) are based in Georgia**, followed by **Oklahoma (26%)**
- Most of AGS veterans are **Post-Vietnam**, followed by **Post-9/11**
- AGS veterans **predominately served in the U.S. Army (35%) and U.S. Air Force (35%)**
- **Most have been discharged and are retired (74%)**, while 17% remain on active duty or in the reserves
- The majority (81%) of **AGS veterans have been employed** by the company for more than a year



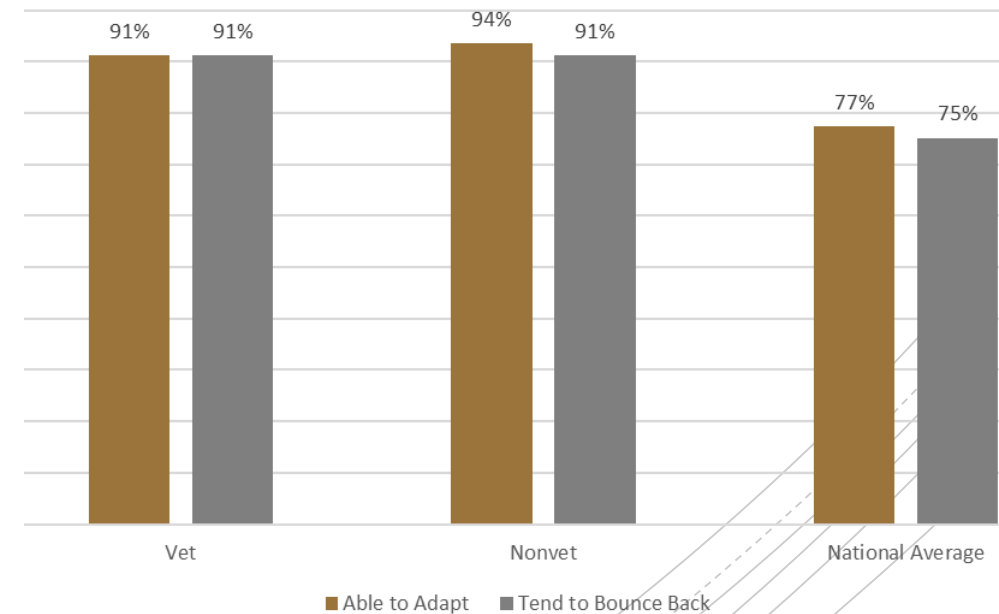
AGS' veterans are well educated, with 82% reporting higher levels of education beyond high school.

AGS Veteran Quality of Life

AGS veterans report a higher quality of life than the national average, with 91% reporting they are 'able to adapt', and 91% reporting they 'tend to bounce back'

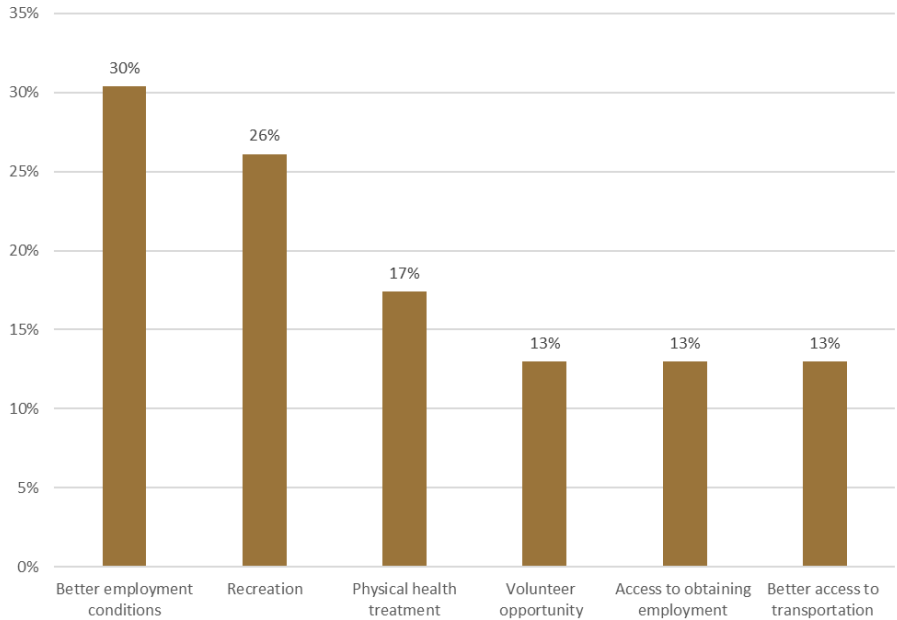


Quality of Life





Top 5 Resources Veterans are Seeking



Top Resources AGS Veterans Are Seeking