

# Commitment to military members, veterans, and their families

## Empowering our communities to succeed financially

Wells Fargo has been helping military members and veterans succeed financially for more than 160 years. Throughout the years, Wells Fargo has supported military members and veterans through initiatives to recruit and retain team members, and through foundation donations, countless volunteer hours, and event sponsorship.

In 2012, we created the Military & Veteran Affairs Program to expand our outreach to members of the military, veterans, and their families who may be facing financial hardships as part of our commitment to helping communities succeed by being a part of the solution.

Wells Fargo has:

- Donated more than 350 homes, valued at over \$55 million, to veterans in all 50 states.
- Hired more than 8,300 veterans, and participated in more than 1,050 job fairs since 2012. More than 200 team members are on military leave at any given time.
- Launched *Hands on Banking*® for Military, a financial education program that has been viewed by more than 440,000 since July 2013.
- Overall, donated more than \$100 million to military- and veteran-related nonprofits since 2012.

### Career transition

In the workplace, Wells Fargo values the leadership, discipline, and service record of military members and veterans, employing more than 8,200 team members today who self-identify as veterans.

The company is committed to increasing its veteran team member population to 20,000 by 2020 ([wellsfargo.com/about/careers/veterans](http://wellsfargo.com/about/careers/veterans)).

The company also helps veterans translate their military skills into job skills through a tool called “Hiring Our Heroes’ Military Translator.”

### VET Program

Wells Fargo expands its **Veteran Employment Transition (VET) Program**, which focuses on providing transitioned or recently transitioned veterans an eight-week, spring internship. In addition to on-the-desk training, the program provides an enterprise orientation, foundational networking, coaching, and supporting resources. Piloted in 2016 with a class of eight, the VET Program has expanded across the enterprise to 44 in 2017 and welcomed 55 in 2018. Visit the website ([myfuture.wf.com/veteran](http://myfuture.wf.com/veteran)) for more information.



### 2012 – 2017 Achievements

13th for 2017 on *Diversity, Inc.’s Top Companies for Veterans*

29th on *Military Times Best for Vets: Employers 2014*

G.I. Jobs: 2017 Military Friendly Employers®

G.I. Jobs: 2017 Military Spouse Friendly Employer®

No. 7 on the CareerBliss list of Top 20 Happiest Companies for Veterans in 2013

Secretary of Defense Employer Support Freedom Award 2011

### ApprenticeshipUSA

Wells Fargo currently offers an [apprenticeship](#) program for veterans. The program offers companies the tools they need to develop a highly skilled workforce and provides veterans the opportunity to earn a salary while learning additional skills to succeed in financial industry careers. Apprentices follow a learning path focused on closing any gaps for traditional roles in order to learn the financial industry and career development that will help them succeed in a second long-term career path.

### Veteran Startup Pitch

Wells Fargo hosted its first Veterans Startup Pitch event on October 18, 2016, in San Francisco. Veteran-founded technology startups were invited to pitch their technologies to a panel of judges. Two startups — ID.me and Efflux Systems — earned the opportunity to collaborate with Wells Fargo in its innovation lab for 90 days.

### Financial education

In July 2013, Wells Fargo launched its *Hands on Banking*® for Military ([handsonbanking.org](http://handsonbanking.org)) program to address the financial education challenges facing military members, veterans, and their families. The award-winning *Hands on Banking* program offers 10 individual lesson topics specifically for military, ranging from the basics of banking to planning for retirement.

Wells Fargo joined forces with the National Foundation for Credit Counseling (NFCC) to bring *Hands on Banking* for Military to service members in the continental United States. Military and veteran groups wishing to have a representative teach a class, or individuals interested in scheduling a session with a certified financial counselor, should contact the NFCC at **1-855-374-2773**.

### Philanthropic donations and sponsorships

Wells Fargo is proud to support organizations working to strengthen communities. To date, Wells Fargo donated more than \$47 million to nonprofit organizations serving the needs of the military, veterans, and their families. Organizations can learn more about Wells Fargo's giving and where to apply at: [wellsfargo.com/about/charitable](https://wellsfargo.com/about/charitable).

### No Barriers Warriors – Warriors to Summits

Wells Fargo has been the sponsor of Warriors to Summits since 2014. Warriors to Summits is one of many experiences No Barriers Warriors offers to empower veterans with disabilities to overcome barriers and unleash their potential. No Barriers Warriors is a program of No Barriers USA, whose mission is to unleash the potential of the human spirit. The Warriors' experiences serve as both an opportunity for growth and catalyst for change as these brave men and women stretch boundaries, build teams, innovate through adversity, and step up to lead and serve others. Complementing the reintegration process, this program provides quality transformative experiences that inspire warriors to grow and continue to contribute their absolute best to the world.

### Sustainable homeownership

Wells Fargo provides financing options and dedicated service to help service members and veterans looking to buy a home. We are a leading provider of VA home loans and military relocation mortgages (Permanent Change of Station transactions), with specialized teams who understand unique military needs. Wells Fargo also offers free homebuyer education resources tailored to the military.

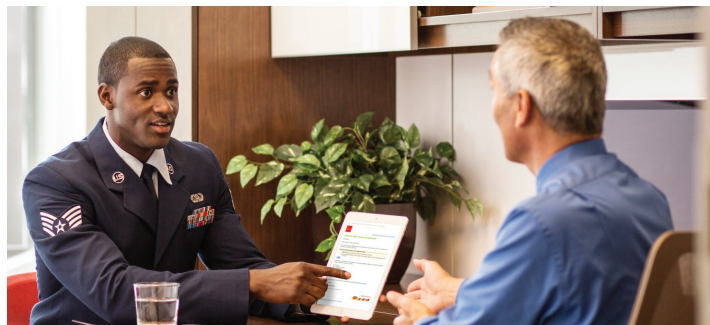
Wells Fargo's LIFT programs help people achieve homeownership through down payment assistance and homebuyer education. In markets where LIFT is available, a special military benefit helps qualified service members, veterans, and surviving spouses receive a home down payment assistance grant.

### Housing support

Since 2012, the Wells Fargo Housing Foundation has provided more than \$10.5 million in grants to veteran-related nonprofits addressing housing and neighborhood revitalization, homelessness, and homeownership counseling. Initiatives include VeteranWINS®, Priority Markets Program, Team Member Volunteer Program, Homeownership Counseling Grants, and NeighborhoodLIFT® Local Initiative Grants. In collaboration with the Military Warriors Support Foundation, Wells Fargo donates homes and vehicles to wounded veterans, who also receive financial mentoring.

### Military Property Care<sup>SM</sup>

Wells Fargo cares about our military team members and their families. Extended time away from family due to military training or deployment can cause major life adjustments and even hardships for families. Wells Fargo Home Lending is proud to offer and support the Military Property Care<sup>SM</sup> program to all eligible Wells Fargo Team Members Enterprise-wide. This program offers lawn mowing and/or snow removal as a courtesy to those serving our country while away from home on military orders for more than 30 consecutive days.



### Military leave benefits

For eligible team members called to active duty, Wells Fargo provides a period of supplemental pay designed to make up any difference between their Wells Fargo and military pay. During this period, they can continue to receive benefits coverage, such as medical, dental, vision, life insurance, and long term care.

### Veterans' Team Member Network

Wells Fargo has a Veterans Team Member Network (VTMN) that provides team members with personal and professional development, mentoring, leadership engagement, networking, and community outreach opportunities. Today, the VTMN boasts more than 7,300 members and 31 active chapters.