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MILITARY RECRUITMENT AND OUTREACH EFFORTS

TOMMY MYERS



AGENDA

Why Military Recruiting

Military Pipeline

Outreach Partners

Call to Action

WHY MIILITARY

Work Ethic

Organization

Accountability

Leadership

Diversity

Culture



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MILITARY PIPELINE



PIPELINE

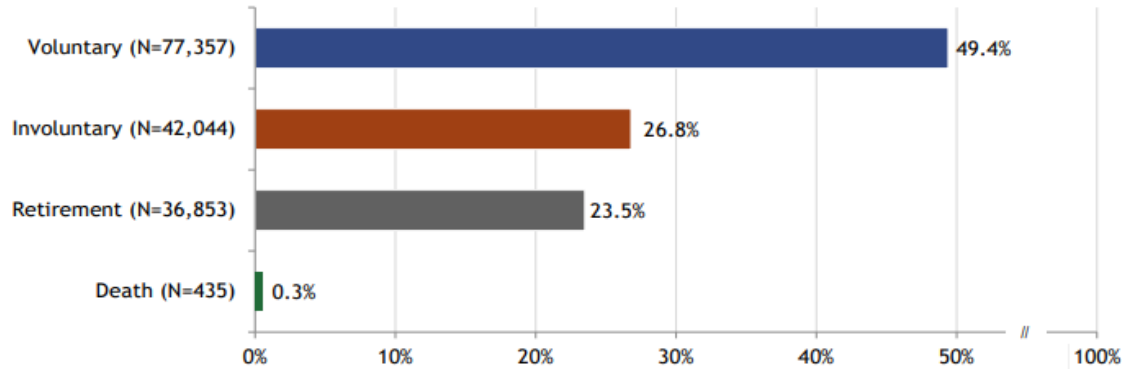
Service Member Data – All Branches

- Total Size – **2,133,912** Service Members across all components
- Total Separations – **270,277**
- Most Reserve and Guard Service Members can be employed while active
- **72.9%** of separations are Voluntary/Retirement

Personnel Separations

2.57 | Active Duty Separations (N=156,689)

In 2021, 156,689 Active Duty members left the DoD. Of these separations, 49.4 percent were voluntary, 26.8 percent were involuntary, and 23.5 percent were due to retirements.



| Active Duty Members Summary Table | |
|---------------------------------------|---------------|
| Total number | 1,335,848 |
| Ratio of enlisted members to officers | 4.7 to 1 |
| % women / % men | 17.3% / 82.7% |
| % racial minorities | 31.1% |
| % Hispanic or Latino | 17.7% |
| % located in United States* | 87.5% |
| % 25 years old or younger | 44.4% |
| % with bachelor's degree or higher | 22.8% |
| % married | 50.0% |
| % in dual-military marriages | 7.0% |
| Number of separations/losses | 156,689 |
| Retired personnel | 1,576,053 |

| Reserve and Guard (Selected Reserve) Members Summary Table | |
|--|-------------------------|
| Total number | 800,064 |
| Ratio of enlisted members to officers | 4.8 to 1 |
| % women / % men | 21.4% / 78.6% |
| % racial minorities | 26.9% |
| % Hispanic or Latino | 14.7% |
| % located in United States* | 99.3% |
| % 25 years old or younger | 32.8% |
| % with bachelor's degree or higher | 26.1% |
| % married | 43.8% |
| % in dual-military marriages | 2.6% |
| Number of separations/losses | 114,088 |
| Retired personnel | 785,285 (Ready Reserve) |



KIEWIT AWARDS AND RECOGNITION



RECENT RECOGNITIONS

- Secretary of Defense Freedom Award

- Kiewit is proud to be a recipient of the 2024 Secretary of Defense Employer Support Freedom Award, the highest U.S. government honor for employers supporting National Guard and Reserve employees. This recognition reflects our unwavering commitment to our employees who serve our country.

- Pro Patria Award

- Kiewit was recently honored by the Employer Support for the Guard and Reserves (ESGR) as one of this year's recipients of the Pro Patria Award for the state of Colorado. This prestigious award recognizes companies that best demonstrate support for military employees through leadership and policies that make it easier for them to participate in the National Guard and Reserve.





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MILITARY OUTREACH PARTNERS



OUR PARTNERS



MILITARY HIRING GROWTH

- 2022 – 2023 = **240%** Growth
- 2023 – 2024 = **47%** Growth
- 2022 – 2024 = **400%** Growth



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CALL TO ACTION



HOW TO GET INVOLVED

Contact Tommy Myers or Robert Persch



Notify your HRBP



Self ID on Talent Navigator



Get involved in a military committee



Other Outreach Programs