

## **Our Commitment to Military Heroes and their Families**

At MDV, a Nash Finch Company, our mission is to serve our armed service heroes and their families whether at home or abroad. We understand that hiring veterans and their families offers us an opportunity to contribute to America's global competitiveness and help strengthen the economic base of our local communities. We provide service to military commissaries and exchanges. This dedication allows our company to achieve superior results for our military customer.

Our first company value is Patriotism. We care deeply for those who defend our freedom and protect our families.

Our responsibility and commitment can be seen in our:

- Outreach to all branches of the United States Military.
- Key partnerships with Military career services such as; JobCentral National Labor Exchange, America's Heroes at Work, Armed Forces Employer Partnership, Employer Support of the Guard and Reserve, HirePatriots.com, Military Spouse Corporate Career Network, National Marine Corps Business Network, RecruitMilitary.com, Save Our Veterans, VetSuccess.gov, .JobsMilitary.
- Relationship with the Wounded Warrior Project. Through the Warriors to Work program, we are able to participate in the effort to transition wounded warriors back into the civilian workforce. We use this service as a primary outreach effort for all positions within the company.
- Relationship with DirectEmployers. Nightly indexing of all our available positions to over 5,800 .jobs domains to provide programs that will help not only military personnel in all branches of our armed forces, but their spouses, caregivers and other dependents quickly and efficiently find employment with our company. Our goal is to help military spouses and dependents locate employment while their loved ones are actively serving our country. These very important family members provide invaluable and immeasurable support for our nation's deployed military forces.
- Recruitment Strategy - To hire and train military servicemen and women to fill new and existing positions in our organization. To provide warriors the support and resources they need to build a new career including; a culturally sensitive new hire orientation plan and Diversity Face-to-Face training, a company program for our associates to learn to celebrate diversity.
- Continue participation with community programs such as Steps & Stages Jubilee House, where we contributed to the effort of helping homeless female veterans get back to their lives.
- We are increasing our hiring and retention efforts through improved outreach, training, strategic recruiting plans and strategic alliances. Excluding current hiring and retention of military spouses, dependents and caregivers,

Our current, 2011 year-to-date numbers specific to military veterans are:

- ❖ Between our military and food distribution divisions; of the 298 hired YTD in 2011, 61 were military veterans (20.4%). Of the 3,030 active associates today, 407 are military veterans (13.4%).
- ❖ Company-wide (including military, food distribution, retail and corporate): of the 1,220 hired YTD, 87 were military veterans (7.14%). Of the 6,275 active associates, 527 are military veterans (8.4%).
- ❖ Our 2012 and 2013 company-wide goals are:
  - ❖ 2012 – Increase military hiring to 20% (244), increase active military veterans to 20% (1,255)
  - ❖ 2013 – Increase military hiring to 30% (366), increase active military veterans to 30% (1,882)