

A photograph showing two men in work attire (vests, caps, and sunglasses) on a rooftop, raising a large American flag. The flag is spread out across the foreground, with the stars and stripes clearly visible. The background shows a modern building and a clear sky.

Expanding Your Veteran Talent Pool

APPA Business & Financial Conference | Sept. 18, 2018

SMUD Chief Workforce Officer Gary King



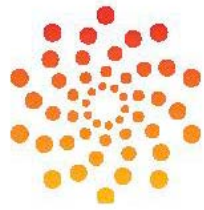
About SMUD



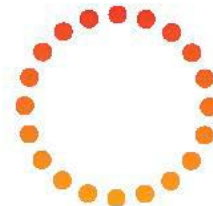
- Nation's **6th largest** community-owned electric service provider
- **70+ years** serving a diverse community in the greater Sacramento area
- **2,300+ employees** with diverse backgrounds and roles
- **\$1.5B** revenue
- **626,000** customers

SMUD Vision

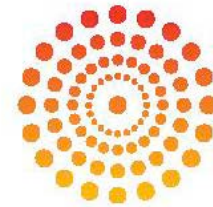
Be the trusted partner with our customers and community, providing innovative solutions to ensure energy affordability and reliability, improve the environment, reduce our region's carbon footprint and enhance the vitality of our community.



Ingenuity



Community



Integrity

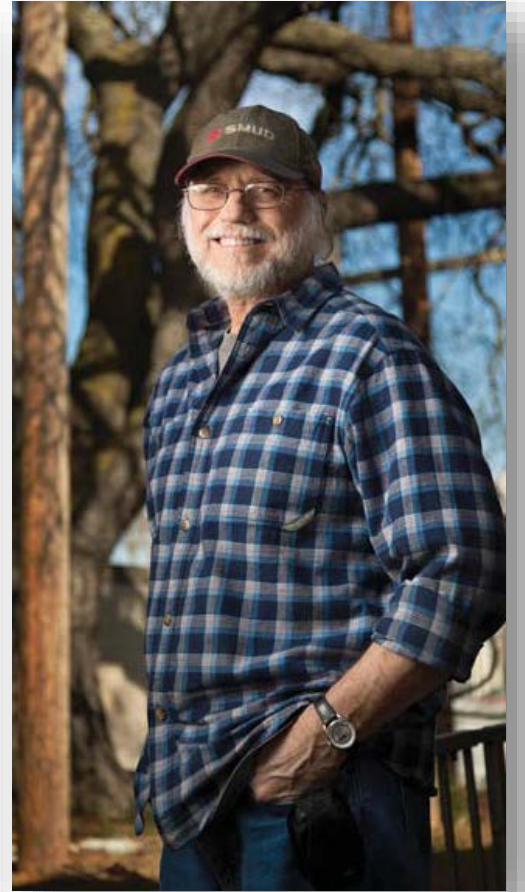
Benefits of Workforce Diversity

- Improved **understanding** of those you work for, with and around
- Multiple **perspectives** for problem solving
- Better performance **outcomes**
- Increased employee **productivity, morale and engagement**
- Environment that allows everyone to reach their **full potential**



Why Veterans?

- Disciplined
- Self-aware
- Team players
- Resilient
- Adaptable



Why Veterans?



“In my experience our veteran workforce is disciplined, has a great approach to teamwork, and most importantly, is open to change and drivers of change.”

Attracting Veterans

- Career and education fairs
- Veterans assistance pipeline programs
- Military job boards



Engaging and Supporting Veterans



- Military Veteran and Reservist Employee Resource Group
- Workforce demographics oversight
- Formal recognition
- Policies & programs

Closing

- We believe in the strength of diversity in the workforce.
- Veterans are a part of that diverse workforce makeup.
- There are a number of attributes we believe veterans contribute to our company.
- There is a wide range of programs, services and strategies available to both attract & retain veterans.

