



# Military Spouse Recruitment

## Military Spouse Employee Value Proposition

You are family! Working at the Exchange provides a connection with the military community and a place where you will always belong. We are a Family Serving Family.

## Why should Military Spouses work for the Exchange?

- You are a customer as well as a future associate, who better understands our military customer than you.
- Employment with the Exchange allows Military Spouses to have a career they can take with them as they PCS with their military member.
  - With 1,400 stores in 30 countries, your career does not have to end when you PCS. We strive to assist our military family members in securing a new position at their next duty location through our Associate Transfer Program.
  - Explore exciting career paths in over 20 career families, such as Retail, Food, Services, Logistics, HR, and Administration.
  - Take advantage of positions that allow you to work virtually within our call center.

## What do you get in return?

- The Exchange offers both a defined benefit plan (pension) and a 401K for full-time associates, and a 401k for regular part-time associates.
- The Exchange offers post-retirement medical insurance.
- In addition to the benefits mentioned above, the Exchange also offers a competitive total compensation package that includes Vacation and Sick Leave, a Health Plan, Paid Holidays (10 Federal), Paid Paternity & Maternity Leave, and Premium Pay.

## Our recruitment efforts get results.

- Since 2013, the Exchange has hired **37,000** Military Spouses.
- The Exchange has been recognized for its recruitment efforts.
  - Military Spouse Employment Partnership (MSEP) recognized the Exchange as a lead partner.
  - Military Times awarded the Exchange the Military Friendly Spouse Employer Award nine times.
  - LATINA Style ranked the Exchange a Top 50 Best Company for Latinas to work for 13 years.
  - Out & Equal, a nonprofit dedicated to workforce equality, named the Exchange People Respecting Individuality, Diversity & Equality (PRIDE) Resource Group a finalist for the 2019 New Employee Resource Group Chapter of the year, “The Outie Award.”

If you are interested in learning more about career opportunities with a leading retailer that serves the best customers in the world, apply at [ApplyMyExchange.com](https://www.applymyexchange.com).