
AWS
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Warriors at Amazon: Frontline leadership to innovation

Kristin Baker

Program Manager, AWS Worldwide Public Sector Nonprofit Healthcare

Board Member of Warriors at Amazon

Michelle Marchiano

Program Manager, Amazon Public Policy, Americas

President of Warriors at Amazon

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Agenda

Amazon’s Veteran Commitment

Our Warriors at Amazon Affinity Group

Our Global Military Affairs Team

Including our Military Spouses

Amazon’s Military and Government Fellowship Program

Our Military Hiring Programs

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Amazon's Veteran Perspective

"We actively seek leaders, who can **invent**, **think big**, **have a bias for action** and **deliver results** on behalf of our customers.

These **principles** look very familiar to men and women who have served our country in the armed forces, and we find that their experience leading people is invaluable in our fast-paced work environment."



Jeff Bezos
Founder and CEO of Amazon

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Warriors: Our Veteran Affinity Group

Our Mission is to provide our members a professional network, a means in which to organize community outreach programs, to aid veterans during their transition into the Amazon workforce and to be a resource for veteran and military spouse recruiting. Our 3Y Vision is: (1) A strong Warriors at Amazon group known for its values throughout all of Amazon as a driver for diversity and business improvements. (2) Continuous recognition as preferred employer of veterans and military spouses. (3) Strong internal career development programs recognized by others as a roadmap to follow.

Our Footprint:

- Warriors at Amazon is active across the globe: South Africa, Australia, Austria, Brazil, Canada, France, Germany, India, Italy, Japan, Luxembourg, Poland, Scotland, Spain, UAE, UK, and the US
- We currently have 530 Warriors Affinity Group Chapters across the globe

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Warriors: Our Veteran Affinity Group

Our programs and events:

- Celebrations of our global military veterans; internal events to build connections, support, inclusivity
- Support to local charities: Travis Manion Foundation, Pints for Pat (Tillman), food drives for Veterans' Homes, support to and coordination of blood drives, Toys for Tots, Partnering with organizations like "Stop Soldier Suicide" to raise money to help service members in crisis
- Fundraising for veteran groups
- India: Visit to the Paraplegic Center in Kirkee Pune for a day of sports, discussions with veterans and families
- Germany: Support to local food banks, wreath laying
- Canada: Charity runs, events at fulfillment centers
- UK: Remembrance Day, Poppy Day, blood drives, charity runs
- Remembering our veterans and their families
    - Placing flags on veterans' graves on Memorial Day/Remembrance Day,
    - Participation in Wreaths Across America (over 70 chapters participating in 2022)
    - Global flag planting and wreath laying (Armistice Day, Remembrance Day, Veterans Day, Memorial Day, 9/11)

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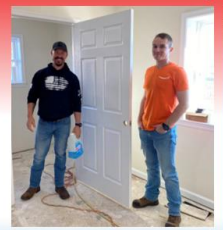
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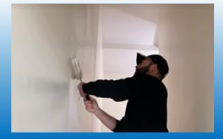
The PHL5 Warriors Affinity Group honored Veteran's Day this week by volunteering at York Habitat for Humanity working on the Chestnut Street Revitalization Project. They were busy helping to complete one of the townhomes so that it will be ready for the family to move in before the holidays! The team had the pleasure of delivering a $1,000 Amazon Gives grant, which was donated by the site!!!

The York Habitat Team thanked them for the generous donation! They also thanked them for their commitment to service; for serving our country and now serving our local community.

AWESOME DAY working with York Habitat for Humanity and thank you WARRIORS and PHL5 volunteers for all you do!!

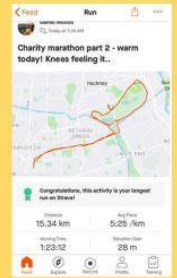




During UK Armed Forces Week 2020 Daniel Woods, (Amazon finance analyst and UK reservist) and his fellow Bullecourt Troop of the Honourable Artillery Company were challenged to run a marathon and raise money for a worthy organisation that has connections with Amazon - Veterans Aid (VA) .



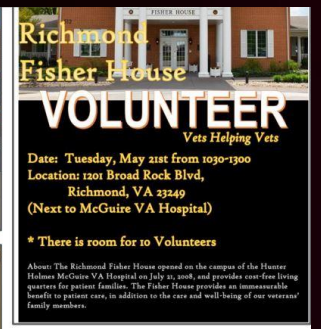


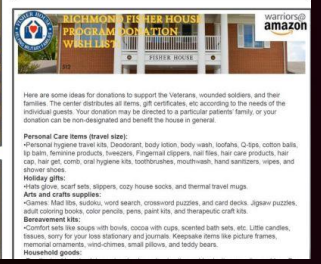
Daniel completed the challenge over a number of days, raising a staggering £11,386 at time of print – the page is still open @ -
https://www.justgiving.com/fundraising/hacmarathon













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Paraplegic Rehabilitation Center Kirkee, Pune



On 9th Nov 2022, Team of Four Amazon Warriors & 14 Amazon volunteers visited Paraplegic Rehabilitation Center Kirkee, Pune under Veterans week celebration by Amazon India Chapter. We met with 57 Paraplegic soldiers who are residing and engaged in multiple activities like sports, arts, motivational speaker, etc. These soldiers are having spinal cord injury and become either paraplegic or quadriplegic. They need regular medical support and this institute is boon for them, which take cares of them 247.We engaged with them in multiple activities and had very inspiring discussion with them.







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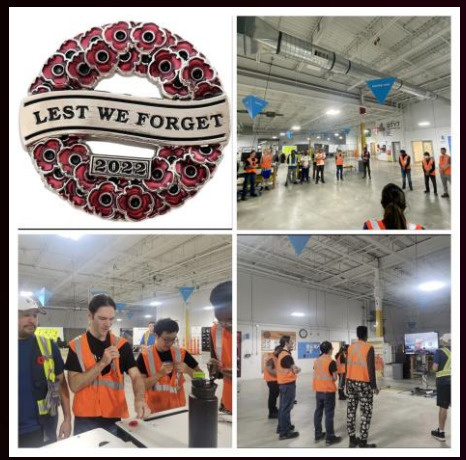
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MILITARY HERO

Not an Amazonian, but a great news story worth sharing across the globe!

Amid all the all the uncertainty in recent times a national Hero has stepped up to the plate in the UK. Captain Tom Moore, who is a WW2 Army Veteran, has raised (at time of writing) £29,000,000 for the National Health Service. His initial goal was £1,000!!!

He raised the money by walking 100 laps of his garden, whilst socially isolating. He completed his final 10 laps on Thursday 16th April captured live on the media around the world.

Tom is going to continue to walk, raise money for our NHS heroes, and spread some cheer around the world in these uncertain times.

Capt Tom joined the 8th Battalion, Duke of Wellington's Regiment at the beginning of the Second World War in 1939. He was selected for Officer training in 1940 and was posted to India and fought in the Battle of Ramree Island. He also served in Burma and Sumatra. He was promoted to Captain by the end of the war.

If you would like to make a donation here is a link to the JustGiving page:
https://www.justgiving.com/fundraising/tomswalkforthenhs

Tom turns 100 years of age on 30 April. Happy Birthday from Warriors@Amazon!!





As a former Gurkha officer, Mark Shephard is participating in the 2019 Trailwalker challenge, a 100km tab over the UK South Downs over 21-22 Sep, with all proceeds he raises going to the Gurkha Welfare Trust & Oxfam.

This will be Mark's third Trailwalker having completed the Hong Kong version in 1991 and 1992 whilst serving with the Gurkha Transport Regiment, and aims to raise £1000.





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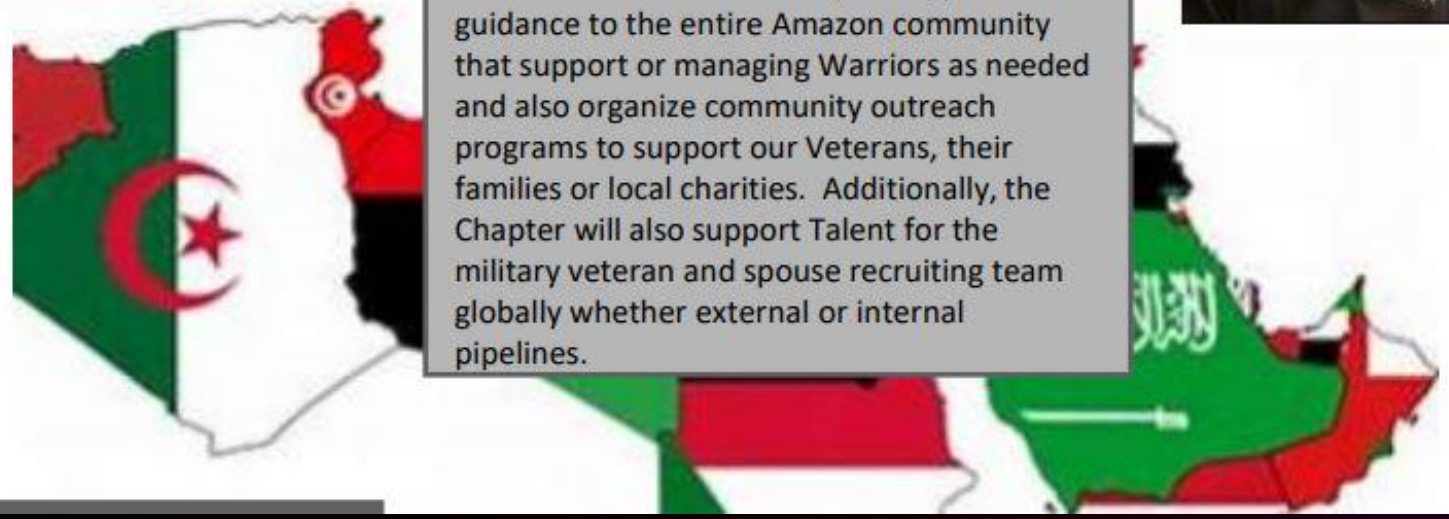
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Darren Gosling former Talent Acquisition Manager, AM Outbound Operations in LBA1 and now the Program Manager for Dangerous Goods in the MENA Region has stood up the MENA Warriors Chapter. This Chapter is there for all Warriors in the Region creating a community to provide its members with a professional network, a means in which to support each other during their time with Amazon or transition into the Amazon workforce. It looks also to give support and guidance to the entire Amazon community that support or managing Warriors as needed and also organize community outreach programs to support our Veterans, their families or local charities. Additionally, the Chapter will also support Talent for the military veteran and spouse recruiting team globally whether external or internal pipelines.





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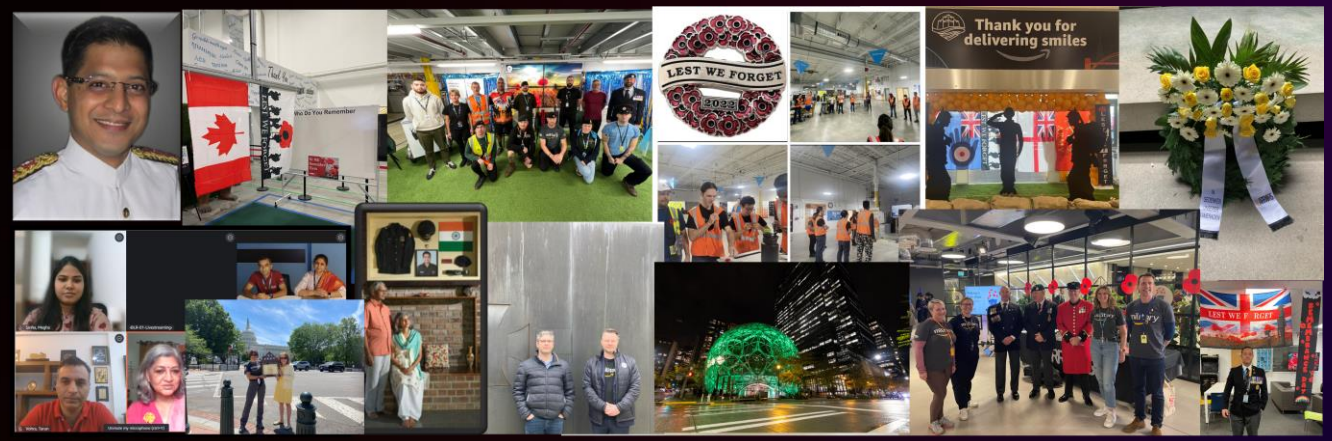
Amazon’s Global Military Affairs Team

1. We honor our customers' service. Our obligation to the military community—out of respect for their service and sacrifice—drives every decision we make.
2. Our best initiatives triangulate where Amazon can uniquely deliver value, the military need is the greatest, and there is clear Amazon business interest.
3. We think global, but deliver local. Our global solutions respect the need to tailor based on unique regional needs.

Our Footprint:

- 1.4 million employees globally
- Over 50k veterans and military spouses currently work at Amazon

military



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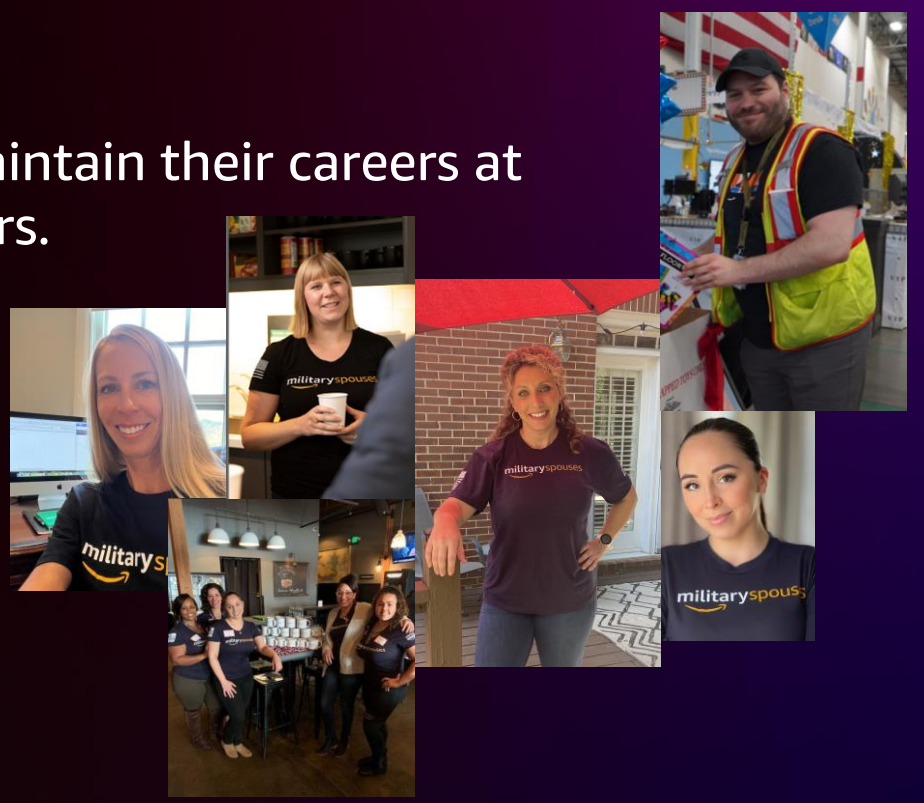
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Military Spouse Resources at Amazon

Deployment Leave: In addition to the Family Medical Leave Act (FMLA), Amazon's Deployment Time Off Policy provides additional time off so that Amazon military spouses can handle family affairs and connect with their servicemember before and after deployment.

Remote Work: Amazon is one of the only employers who have created a remote work policy exception specifically for military spouses to allow them to work remotely to further support the military lifestyle.

Project Juno: A tool to help military spouses in Operations maintain their careers at Amazon when their partners needed to move on military orders.



militaryspouses

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Amazon's BRIDGE Fellowship Program

Broadening Research and Innovation for Defense and Government Employees

A comprehensive training and education program for servicemembers, leaders, and civilian personnel in the defense, national security, and federal government communities to enhance capabilities, inspire collaboration with industry, and sharpen the competitive edge.

BRIDGE includes:

- **Fellowships and Exchange Programs:** Ideal for Individuals | LONG | 1 week-1 year (flexible)
- **Workshops and Innovation Days:** Ideal for Small Teams | MEDIUM | 1-3 days
- **Strategic Tours and Engagement:** Ideal for Larger Teams/DVs | SHORT | 4-8 hours

Opportunities range from 1 week to 12 months at Amazon

- Training with Industry Program (Army, Marine Corps, DLA, MDA, and more)
- Education with Industry Program (Air Force)
- Secretary of the Navy Tours with Industry Program (Navy)
- Secretary of Defense Executive Fellowship Program (SDEF)
- DoD CIO Cyber Information Technology Exchange Program (CITEP)
- Naval Postgraduate School Officer Fellowships
- Service Academy Summer Fellowships (West Point Cadets)
- Developing programs with several federal agencies

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Our Military Hiring Programs

- Skillbridge (Hiring our Heroes and Individual)
- Virtual and On Base Engagement (Tailored Events)
- Amazon Technical Apprenticeship Program (ATAP-military spouses)
- AI Based Talent Matching Tool (Oplign)
- Student Veteran Programs
- Military Spouse Programs (Fellowships)
- Military Apprenticeships

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Thank you!

Kristin Baker
kkrib@amazon.com

Michelle Marchiano
marchiam@amazon.com



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