



## Allies Add to Ranks for Our Military Support

Express Scripts has made strong allies by joining forces with military support organizations to carry out our Five Star Strategy.

Developed in 2011 as a corporate initiative, the Five Star Strategy is a coordinated effort between Human Resources and the TRICARE Pharmacy division to support the military. The initiative — which includes five focus areas — guides our support for veterans and active duty guard and reservists. Express Scripts has been successful in forging partnerships with various groups to help strengthen our efforts.

“Partnering with other organizations that share our commitment to support those who have sacrificed and continue to sacrifice for our freedom is invaluable,” says Ann Stroud, director, Proposals. “These partnerships are the foundation of the Five Star Strategy. When we work together, we can do so much more.”

We have established strong corporate-focused and military-focused relationships centered on sharing ideas for employment outreach and support for military personnel. The partnerships allow us to determine best practices for recruiting, hiring, training, mentoring and retaining programs. Our network includes partnering with local and national organizations for all branches of service, including:



- Military Spouse Employment Partnership
- Midwest Marines Association
- Employer Support of the Guard and Reserve (ESGR)
- Show Me Heroes
- Veterans Workforce
- Employer Partnership for the Armed Forces
- USO

Aaron Jones, recruiter, Talent Acquisition, says these partnerships are a vital part of employment outreach, but they're worth much more than that.

“These are all avenues that we can use to attract candidates, but it’s also a way for us as a corporation to do our civic duty,” Aaron says. “I’m proud of the fact that so much of what we do supports those who serve or have served our country.”

Brandy Scheer, support manager for the Missouri ESGR, says the partnerships are mutually beneficial and the ultimate winners are the servicemen and servicewomen.



*Melanie Curtis, vice president, Talent Management & Organizational Development, speaks at a recent breakfast hosted by the Employer Support of the Guard & Reserve (ESGR). Partnering with organizations like ESGR is the basis of our Five Star Strategy.*

“We’re all trying to achieve the same goals — we want to give back to those people who have supported and protected us in their service. By working together, our successes multiply exponentially,” Brandy says. “ESGR’s motto is ‘we all serve.’ Not everyone is suited, able or qualified to put on the uniform, but everyone who supports those who serve is serving their country.”

Ann says the number of partnerships we have established has provided the foundation for carrying out the Five Star Strategy, but there’s still more work to be done. Ann reiterated, “We are committed and passionate about supporting military service members — both active and retired — and will continue to search for meaningful partnerships to help us carry out that mission.”