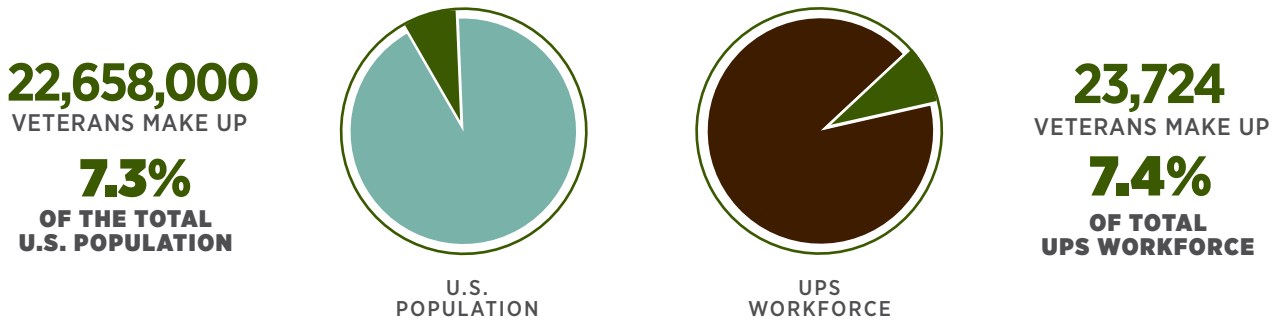


DOING WELL BY DOING RIGHT: UPS AND U.S. VETERANS

Hiring veterans is not only the right thing to do, it's good business. Veterans are dependable, motivated, and responsible. They have worked in a diverse environment under stressful conditions. Their military training and experience enables business success.



UPS REFLECTS THE COMMUNITY



Source: *UPS Veteran and Military Activity Summary - December 11, 2012
**UPS Veteran Engagement Project Review - November 12, 2012

HOW WE DO IT

With the drawdown in Iraq and Afghanistan, there will be 1 million service members leaving the military over the next 5 years.

Three of the many ways UPS reaches out include:

UPSJOBS.COM features a veterans outreach section

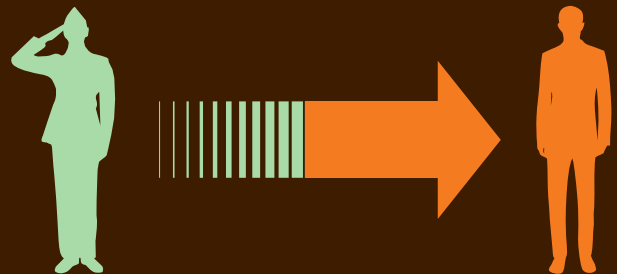
UPS jobs are uploaded **DAILY** to the Veterans' Job Bank

UPS has a presence on **12** veteran-connected websites



FRANCHISE OPPORTUNITIES

The **Veterans Transition Franchise Initiative**, known as "**VetFran**," was developed to help vets transition into civilian life by providing business opportunities.



\$10,000,000

Total franchise discounts provided to veterans

\$30,000

Waived fees with the **OPERATION ENDURING OPPORTUNITY PROGRAM**

\$10,000

Amount saved by qualified veterans on the franchise fee of a new **THE UPS STORE** location

150+

Number of **THE UPS STORE** franchises awarded to first-time veteran buyers through **VETFRAN** since 2004

