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TO: All U. S. Employees

Via: U. S. Steel Communications mailbox

Date: Thursday, November 9, 2023

[SERVE Masthead]

Subject: On Behalf of Ken Jaycox, Executive Sponsor SERVE: Saluting Our Veterans

As Executive Sponsor of SERVE and father of a West Point graduate currently serving as a second lieutenant in the U.S. Army, I feel privileged to be the one reaching out across our ranks on Veterans Day. This national observance is a solemn and meaningful holiday designated as a time for us to express our collective gratitude to the service people in our midst. Their dedication and sacrifices – along with those of their loved ones at home – are a debt we can never adequately repay. Their courage and selflessness are an inspiration to every American, all of whom benefit from their call to duty.

On Veterans Day, as we reflect on decades of war and peace, loss and survival, determination and triumph, I encourage all employees to honor the courageous women and men in our workplaces and communities by providing support through volunteerism. Whether done on a large-scale or a very personal one, it is a meaningful way to pay tribute to our veterans and their service. SERVE leaders will be working with veterans' organizations across communities to assist with holiday events, celebrations, and/or parades and reaching out to local American Legions and VFW chapters to offer aid to area vets. To see how you can participate, contact SERVE, and check out the resources at the bottom of this letter.

On behalf of everyone in SERVE, my sincerest gratitude to all current and former U. S. Steel military members. We are heartened and made better by your ever-increasing presence in our workforce. If you are interested in joining our ERG, I invite you most earnestly to do so. Together, we can continue honoring and supporting the brave people who protect our country and defend our freedoms every day.

Best,

Ken

Use the links below to connect with veterans in need:

- Check out [Ways to Volunteer](#) to identify service opportunities, particularly those related to aiding and supporting veterans:
 - [Wounded Warrior Project](#)
 - [Veterans Leadership Program of Western PA](#)
 - [Still Serving Veterans](#)
 - [The American Legion](#)
- Visit the **Community Engagement Calendar** under Useful Links on our [intranet](#) to find activities happening across the enterprise this year.

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Although the eligibility period for the 2023 United by Service Volunteer of the Year Award closed on October 31, any volunteerism you provide for Veterans Day can be applied to the November 1, 2023, through October 31, 2024, period.

Visit Oracle Employee Self Service to enter your volunteer service hours. For more information on how to track time in Oracle, click [here](#).

Finally, a brief history of our national Veterans Day holiday:

WWI officially concluded with the signing of the Treaty of Versailles in June 1919, but its four years of horrific hostilities ended seven months earlier thanks to an armistice that was put into effect on the 11th hour of the 11th day of the 11th month of 1918.

In the years that followed, as the world knit itself back together, observances sprung up in multiple countries to commemorate the end of fighting and honor the fallen soldiers of “the war to end all wars.” In the U.S., we called it Armistice Day, although it was not sanctified as a national holiday until 1938.

Sadly, as we all know, less than a year later, a second brutal global conflict was underway, and more men – women being excluded from combat – went off to war, bravely defending our country, democracy, people, and freedoms. Shortly after that, still another military action ensued.

In 1954, in the aftermath of these wars as our indomitable American and human spirit renewed, November 11 was renamed Veterans Day to honor all American war veterans – the ones who returned home as well as the ones who were lost to the ages.