



February 10, 2025

The Honorable Douglas A. Collins  
U.S. Department of Veterans Affairs  
810 Vermont Ave., NW  
Washington, DC 20420

Re: SHRM Foundation Support of Your Appointment to Secretary of Veterans Affairs

Dear Secretary Collins,

I write on behalf SHRM Foundation—the 501(c)3 nonprofit affiliate of SHRM—and SHRM’s 340,000 HR and business executive members to express our heartfelt congratulations on your confirmation as the Secretary of Veterans Affairs. SHRM Foundation works with partners across the political and business spectrum to equip and empower employers as forces for social good so that both workers and workplaces can prosper and thrive. We work closely with SHRM, a leading research, advocacy, and thought leadership organizations around work, workers, and workplaces.

SHRM Foundation recognizes the significant overlap between our mission and the objectives of the Department of Veterans Affairs: veteran, caregiver, and military spouse employment; mental health support; and support for corporate cultures of care that maximize potential for all workers. In 2024, SHRM Foundation collaborated with SHRM on the release of two landmark research reports, including one specifically focused on [veterans’ value in the workforce](#). Among other findings, the research showed that nearly 2-in-3 HR professionals believe veterans outperform civilian employees in key areas including work ethic, teamwork, and leadership, and that the top key to successful recruiting, hiring, and supporting veterans at work is the creation of formal programs to address the population.

SHRM Foundation’s [Military Community at Work](#) initiative raises employer awareness of the talents and needs of transitioning veterans and the military community. We drive employers to hire and support veterans and their families, integrate all military-connected talent into the civilian workforce, and ensure they can thrive in mentally healthy, supportive work environments.

Your experience in military and public service and dedication to the well-being of our nation's veterans make you an exemplary choice for this critical role. We are confident that under your leadership, the Department of Veterans Affairs will advance and improve the support provided to our veterans. Congratulations again on your well-deserved appointment. SHRM Foundation looks forward to meeting with you soon to identify opportunities to work closely with you and your team to advance our shared commitment to the military community.

Sincerely,

A handwritten signature in black ink, appearing to read "Wendi Safstrom".

Wendi Safstrom  
President, SHRM Foundation