

A **VETERAN'S GUIDE** TO

ACTIVISION® | **BLIZZARD®**

YOU SERVED THE COMMON INTEREST EVERY
DAY. YOU BROUGHT **PASSION, CORE VALUES**
AND **TALENT** TO YOUR SERVICE. WE BELIEVE
THOSE ELEMENTS ARE **ESSENTIAL** TO
SUCCESS AT ACTIVISION BLIZZARD.

YOU CAN MAKE US BETTER.

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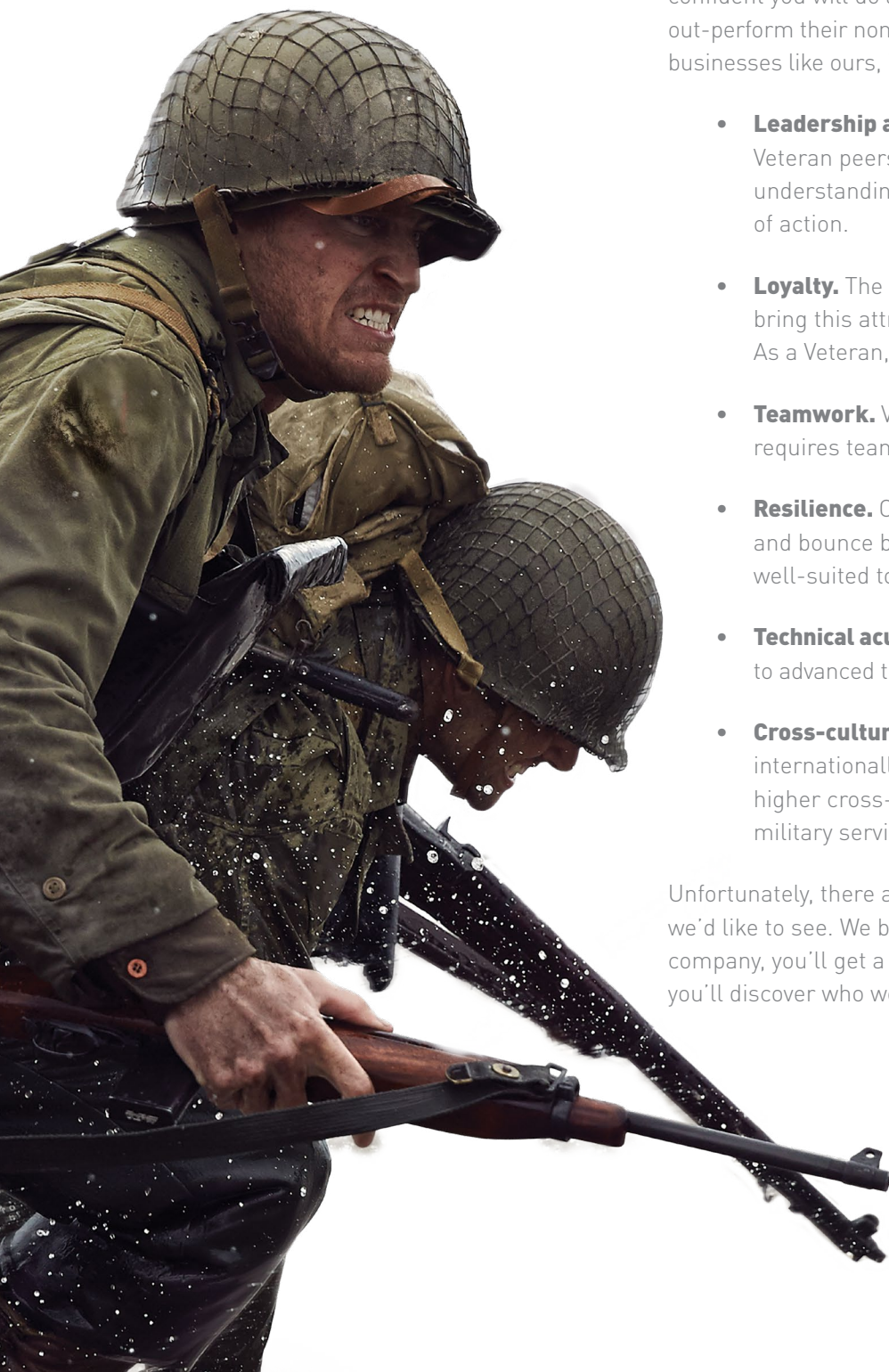
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Activision Blizzard believes in Veterans. You are not just patriots, you are assets to both our economy and society. We've learned this through our non-profit initiative, The Call of Duty™ Endowment, which funds the placement of veterans into high-quality jobs. As of April 2016, we've helped over 34,000 Veterans find employment.

We're also looking to hire qualified Veterans ourselves because we're confident you will do an incredible job. Research shows that veterans out-perform their non-Veteran counterparts in many important areas to businesses like ours, including:

- **Leadership and cooperation.** Compared to your non-Veteran peers, you're better at organizing and defining goals, understanding roles and responsibilities, and developing plans of action.
- **Loyalty.** The military treasures loyalty, and veterans tend to bring this attribute to the workplace for the rest of their lives. As a Veteran, you are statistically more likely to stick around.
- **Teamwork.** Virtually every successful effort in the military requires teamwork and that's also critical in our business.
- **Resilience.** Compared to non-Veterans, you adapt to adversity and bounce back faster after set-backs. Because of this, you're well-suited to the fast-paced rhythm of our industry.
- **Technical acumen.** As a Vet, you're more likely to have exposure to advanced technology relative to your non-veteran peers.
- **Cross-cultural experience.** It's likely you've traveled internationally, developed some language skills, and have higher cross-cultural sensitivity than your peers without military service.

Unfortunately, there aren't as many veterans working in our industry as we'd like to see. We believe that by providing an insider's guide to our company, you'll get a leg-up in breaking into our world. In this guide, you'll discover who we are, what we do and how to join our team.



| WHO IS ACTIVISION BLIZZARD?

We are committed to hiring vets. Period. We hope by reading this, you'll be prepared to become one of our ranks!

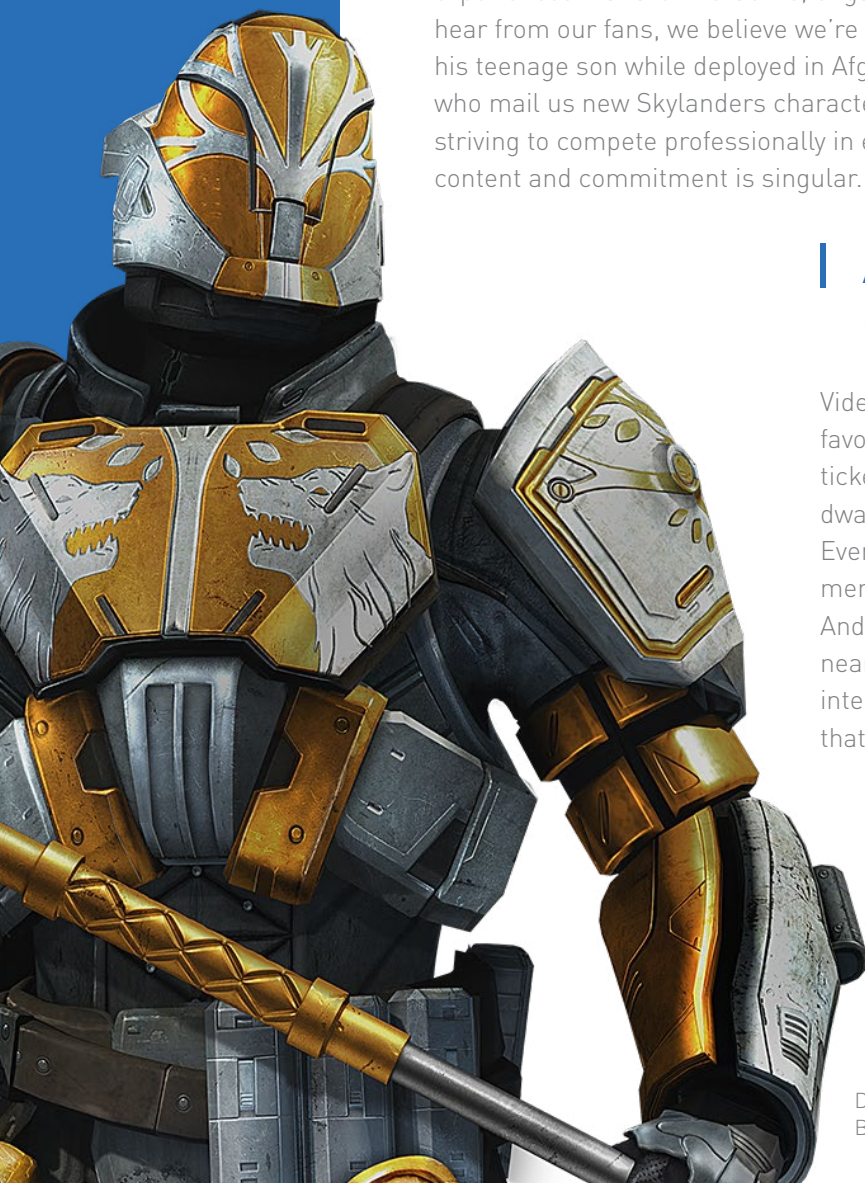
| WE GO BIG

Because of this record, we attract some of the best and brightest talents across entertainment, media and technology. Activision Blizzard is proud to have been recognized as one of **FORTUNE's "100 Best Companies To Work For®"** in **2015, 2016, and 2017**, moving 30 spots up the list since we first were recognized.

We're a global entertainment company operating with approximately **10,000 employees** in over **21 countries**. We strive to create a sense of belonging and community for our audiences through experiences that are interactive, engaging and can't be found anywhere else. Based on what we hear from our fans, we believe we're succeeding. Whether it's the dad who stays connected to his teenage son while deployed in Afghanistan by playing World of Warcraft together, the children who mail us new Skylanders characters meticulously drawn in crayon, or the millions of players striving to compete professionally in eSports across our titles, the experience created by our content and commitment is singular.

| AND IT'S ONLY GETTING BIGGER!

Video games are a \$98 billion dollar business that compares favorably to the world-wide film industry. Apples to apples in ticket sales versus box office revenue; the gaming industry dwarfs the film industry, grossing approximately twice as much. Even when factoring in the revenue streams from licensing and merchandise, the gaming industry is still highly competitive. And the consulting firm PwC expects our industry to grow nearly 5% annually through 2020. All of this is to say that the interactive entertainment industry is very robust and we expect that our tremendous growth will only continue.



WE BUILD AWESOME

Interactive entertainment has become part of our global culture. Games challenge us, inspire us, and bring us together. Here are some interesting facts to consider:

- **More than 100 billion Call of Duty multiplayer matches*** have been played. That's like everyone on earth having played 13 times!
- In 2016, audiences spent **more hours watching and playing our games** than the national viewership of the NFL, NBA, MLB, NHL, and MLS combined (**42 billion hours**)
- People play King games **1.4 billion times daily**—that's like everyone in China playing a King game each day.
- Major League Gaming (MLG) has hosted over **45 million online matches** and awarded over **\$15 million in prize money** to video game competitors.

* As of March 2015

At Activision Blizzard we pride ourselves on creating the best interactive entertainment in the world:



WE ARE DRIVEN BY OUR VALUES

The secret sauce of Activision Blizzard – which is something that cannot easily be duplicated elsewhere – is our unified core values combined with a unique set of distinct operating units and studio cultures.

Our core values should make you feel at home as a military veteran. These values keep us aligned in how we do business, while our distinct cultures drive our creativity and strong esprit de corps. And while we are a company of many cultures, passion for our products is universal. This is true to the point that we like to say, “Our biggest fans come to work every day!”

Without a doubt, this is the most promising time in Activision Blizzard’s history. We now can deliver our products to virtually every country in the world, on every device including desktops, mobile and console. Our employees have a wider range of opportunities to embark on new challenges, build new skills and play a role in charting the course of the company and our industry. As we move forward with this transformation, one thing remains consistent—our enduring commitment to our people: the most talented, passionate, and dedicated team in all of entertainment.

We have a casual work environment where committed people work seriously hard to make world class entertainment.

CORE VALUES

Activision Blizzard’s success relies upon the application of our core values, from the CEO down to the most junior employee. While each business unit and studio operates independently and maintains their own unique culture, we are all bound by the Activision Blizzard core values:

RESPONSIBILITY

See it, do it, own it.

Take the lead, jump in, lend a hand, own both the problem and the solution.

CREATIVITY

Find the best way.

Ours is a business of ideas. In every aspect of our business we seek to create new and meaningful value.

INTEGRITY

Do the right thing.

Achieve our goals honestly and ethically. Treat all people with respect.





Working for Activision is like working no place else. This is fun. This is passion. This is debating. And listening. And caring. And never giving up. This is creating something breakthrough. Something awesome. This is changing pop culture on a mass scale. We approach our work with tremendous rigor. And we believe that the more we love what we do, the more our fans will love what we make. This is working at Activision, where our success comes from people like you creating the most engaging entertainment experiences on earth.



We're on a quest: bring our dreams to life and craft the most epic entertainment experiences, ever. Hard work, iteration, and polish go into the Blizzard "secret recipe," but the most important ingredients come from talented people who share our vision. We believe the ability to collaborate is critical. We do not create in a vacuum, and great ideas are worked out, polished, and executed as a team. The next amazing idea can come from anywhere in the company, and keeping an open door, and mind, is crucial to exploring options and ultimately doing what's best for Blizzard.



Seriously Playful is how we approach everything. Applying intelligence and data and always looking for ways to shake things up. Mixing craft and passion. Taking pride in everything we do and sharing what we love with our players; giving them as much challenge and fun as we have, and creating long lasting relationships. It's the world as we see it and the way we want the world to see us. It's about being in control and having the freedom to venture into the unknown.



We're devoted to excellence in creating film and television content based on Activision, Blizzard, and King's iconic, globally-recognized franchises. Utilizing an all-hands approach, each member of the Activision Blizzard Studios team contributes distinctly to the department's mission of telling resounding stories on a global scale.



Our team of experts' mandate is to leverage our iconic content across Activision, Blizzard and King to create new ways for our communities of millions to experience our franchises and characters in their everyday lives. We have the franchises of the future, and our vision is to give our fans the greatest gear so they can Wear It, Display It, Play It, and Live it. We accomplish that through our mission: exceeding our fans' expectations daily, through products that are high-quality, relevant, cool, and epic.



Celebrating the unique skill, dedication and passion of our community of gamers and sharing that with the world is our goal. From our live events, to leagues, to premium and engaging broadcast content, we take a community-first approach to bring the best of the world of esports to hundreds of millions of fans all over the world. In the rapidly changing world of esports, we take time to listen, learn and improve every aspect of what we do to make each event, moment and broadcast more memorable than the last.



WE ARE A TEAM

Activision Blizzard is a community of people who love to have fun together, and our employee camaraderie is fueled by our passion for creating thrilling entertainment experiences.

Similar to the “why we fight” notion that unites service members on active duty, our employees come to Activision Blizzard to make great games, but stay because of the esprit de corps. Much like we do for our consumers and fans, Activision Blizzard cultivates a place where our people experience the very best of play, competition, and community. Our culture is the reason we have some of the highest employee referral and retention rates in the industry.

Make no mistake, the work is challenging and sometimes the hours are long... but much in the way that service members are mission-focused and fight for one another, so too do our employees embrace a common purpose and form tight bonds with one another.

It’s common that our employees form friendships for life, even when some of them move onto other workplaces. This is why we place such a high premium on cultural fit during the hiring process – and this is also why we believe Activision Blizzard is a perfect place for many Veterans to start (or continue) their second career.

| OUR OPPORTUNITIES

There are two broad career tracks at our company – Content Development and Business Operations (or corporate roles). This breakdown is analogous to maneuver and support, fleet and logistics, or expeditionary and HQ. At Activision Blizzard, studios and operating units produce the game and media content while other offices handle functions like marketing, finance, legal, supply chain, IT, infrastructure, and support.

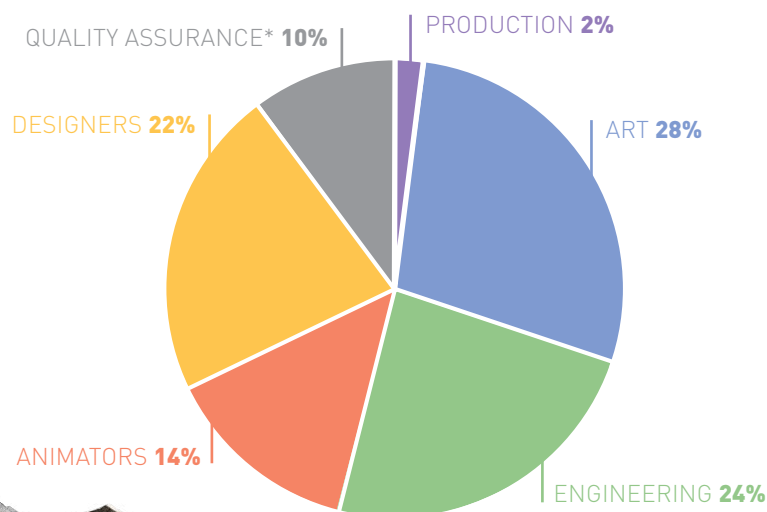
It's at our studios where the rubber meets the road in creating entertainment franchises. This is where some of the highest grossing and most iconic contemporary interactive video games are created. There are no set paths towards obtaining a studio job, though it does take technical expertise, passion, commitment, and, in some cases, a devastatingly good portfolio.

We have Veterans in every area of Activision Blizzard, from entry level to senior executives (for example, our vice chairman is a veteran of the Austrian military helicopter corps). That said, we've noticed that we tend to see clusters of veterans in the following areas:

Art | Information Technology | Production | Quality Assurance

Where the jobs are

The chart below provides a good idea of the types of positions within our studios.



* Full-time Quality Assurance roles are not available in all studios



If you are artistic...we have lots of roles you may find interesting. Our artists take a game's aesthetic concept and convert it into 2D or 3D computer art. In the concept stage, artists sketch storyboards to evoke the designer's ideas. Artists draft the artwork from spec, including characters, worlds, weapons, and icons. Animators will then add their skills by bringing our worlds to life. All artists work under the direction of an artistic lead. Here are some examples of specific roles in this realm:

- **Character artist and animators** – this person creates the appearance of characters in the game. The animators bring these drawings to life. Sometimes, the character artist is also the animator – and handles both tasks.
- **Background artist or modeler** – Be it a battlefield or outer space, the background artists build the world of each game.
- **Concept Artist** – Sketch, ideate, and iterate visually cohesive concepts with fellow artists. Collaborate closely with writers, animators, game engineers. Research story tropes, archetypes, and narrative devices of all kinds.

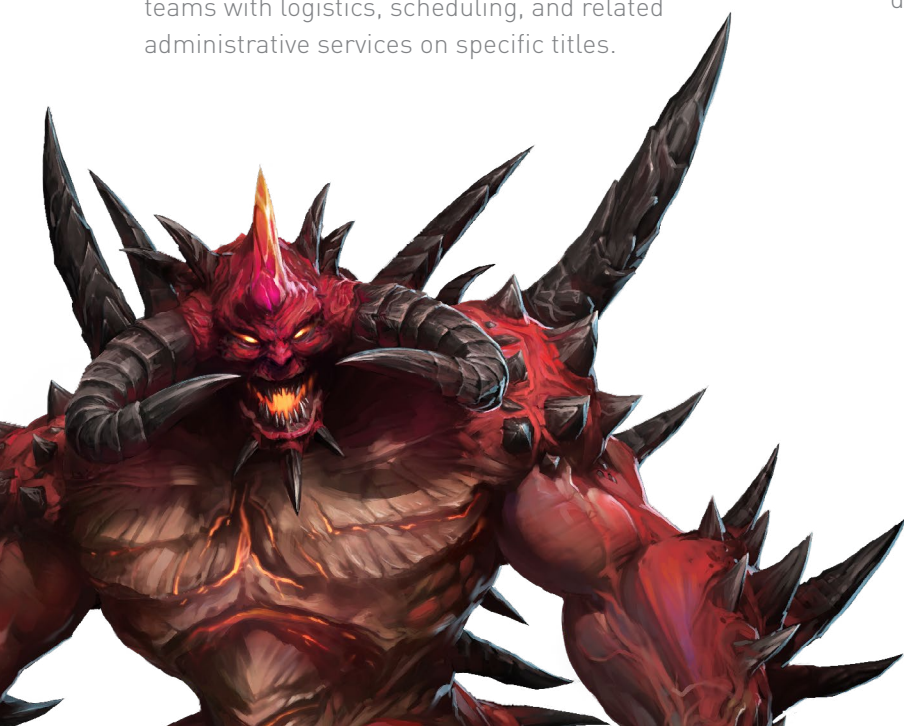
If you are a leader and jack of all trades...you might look into Production. Here are some of the typical roles you'll find here:

- **Production Assistant** – supports the development teams with logistics, scheduling, and related administrative services on specific titles.

- **Product Manager** – manages game development through all key phases of the product lifecycle.
- **Producer** – keeps the trains running on time and provides interface with other departments. Ensures project milestones are being met and team has resources it needs to succeed. Also manages outsourced vendors to the project schedule.
- **Engineers** – Engineering roles can vary depending on project focus. An Engineer can create the interactive elements of the game a player can see or engage with (gameplay, graphics, UI, and audio). Engineers can also work behind the scenes and develop the building blocks of the game (tools, core systems, network, and engine programming).
- **Designers** – Designers are involved in the level lay out and the implementation of gaming functionalities.
- **Quality Assurance (QA)** – QA team members continually test different technical aspects of the game throughout the development process, so that any issues within the game are caught before it reaches the public.

If you're seeking a broader role...you might consider Business Operations/Corporate roles. These jobs mirror other Fortune 500 organizations, with a premium on formal education, experience, and sector certificates. Below are a few examples of our corporate job titles—detailed descriptions can be found [here](#).

- Marketing Manager
- Social Media Manager
- Communications Manager
- Public Relations Manager
- Marketing Communications Manager
- Web Content Manager
- Social Media Coordinator
- Controller
- IT Manager
- HR Manager
- Purchasing Manager
- Associate Legal Counsel



CHAPTER 03

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YOUR PATH TO ACTIVISION BLIZZARD

Do your homework....

In some cases,
education is key...

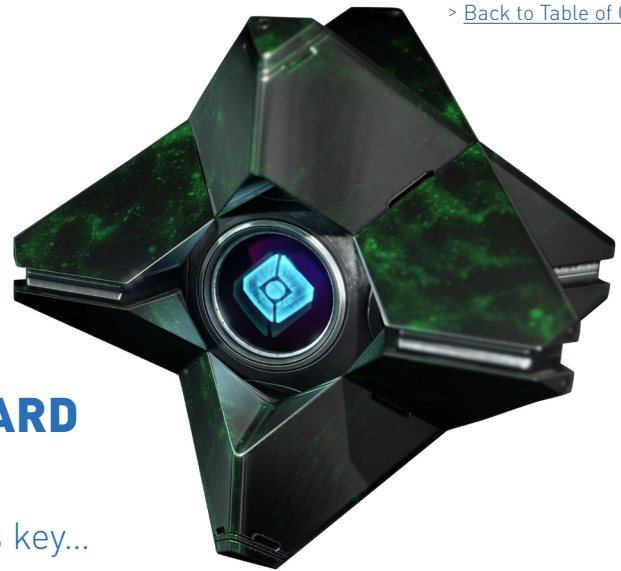
BUILD YOUR RÉSUMÉ AND/OR PORTFOLIO

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Tips for your interview

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HOW TO READ A SAMPLE JOB DESCRIPTION



| YOUR PATH TO ACTIVISION BLIZZARD

In some cases, education is key...

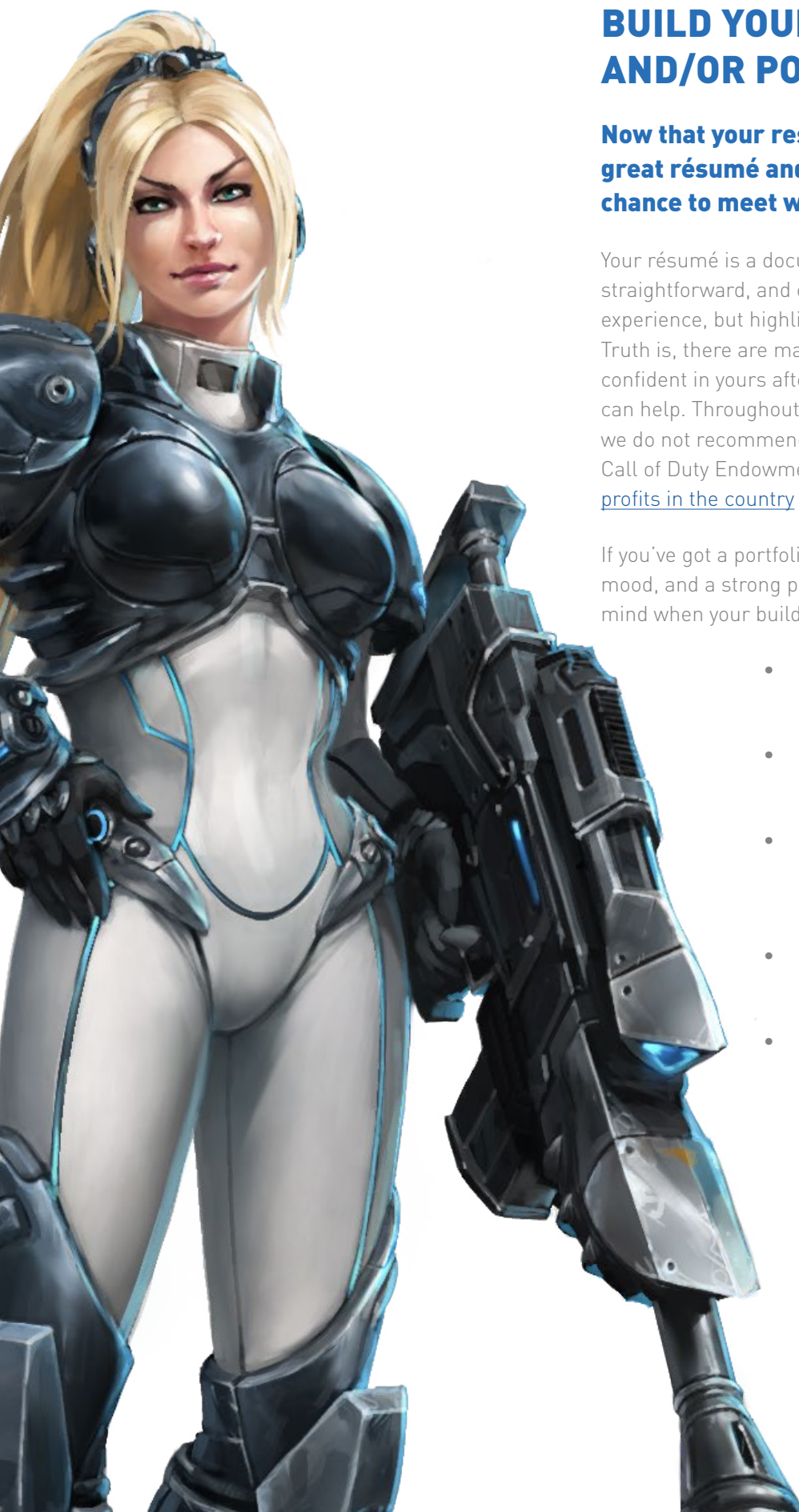
For our studio positions, we've found lots of success with the schools listed below. As much as we value education though, for some roles, our studios have hired self-taught talent without formal industry education because they exhibited truly exceptional skills through other companies, mods and/or portfolios. Also, be advised that higher education art programs fall in and out of favor depending on ebb and flow of their administrations and priorities. If you choose to attend an art program with the expressed goal of working at Activision Blizzard, it's a great idea to ensure that your program maintains contact with the Activision Blizzard Recruiting Team. Doing this will ensure you're on the right track and will expedite an interview/portfolio review upon completion of your program. In alphabetical order, here are some schools that we frequently work with:

- Carnegie Mellon
- Columbia College
- DigiPen
- Drexel University
- Full Sail University
- Hampshire College
- Massachusetts Institute of Technology
- Parsons The New School For Design
- Rensselaer Polytechnic Institute
- Rochester Institute of Technology
- Savannah College of Art & Design
- University of Central Florida
- University of Utah
- Worcester Polytechnic Institute
- University Southern California

Do your homework....

There is no one "right way" to get a job at Activision Blizzard. That said, there's plenty that you can do to make sure you're moving in the right direction and learning about the gaming/creative industries. Here are some of the books that our employees recommend:

- **Masters of Doom** by [David Kushner](#)
- **Game Over** by [David Sheff](#)
- **Reality is Broken** or **Super Better** by [Jane McGonigal](#)
- **Console Wars** by [Blake Harris](#)
- **Creativity, Inc.** by [Ed Catmull](#) and [Amy Wallace](#)
- **The War of Art** by [Steven Pressfield](#)



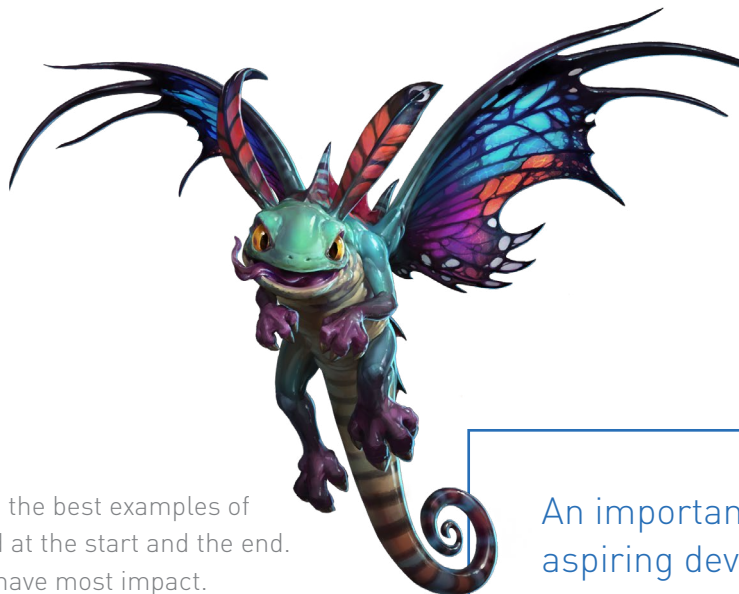
BUILD YOUR RÉSUMÉ AND/OR PORTFOLIO

Now that your research is complete, it is time to put a great résumé and/or portfolio together and earn the chance to meet with us.

Your résumé is a document representing you. It should be clear, straightforward, and comprehensive. Be proud of your military experience, but highlight what's pertinent to the role you're seeking. Truth is, there are many ways to write a résumé – but if you're still not confident in yours after you've done your best, take it to someone who can help. Throughout the country there are free resources to get help—we do not recommend paying for these services. Our foundation, The Call of Duty Endowment, will happily [connect you](#) with the [best non-profits in the country](#) that do this work.

If you've got a portfolio, we want to see it! We're looking for anatomy, mood, and a strong perspective. Here are some guidelines to keep in mind when your building your portfolio:

- Don't make your reel too long – show off your best work in a well-edited manner.
- 90 seconds is great...certainly no longer than 2 minutes.
- Have a good understanding of the principles of animation, weight, timing, anticipation, squash and stretch.
- Don't forget to have your contact information clearly detailed.
- If showcasing a big complex scene including others' works, make sure to clearly delineate your contribution.



- Ensure you edit your reel with the best examples of your work strategically placed at the start and the end. Those are the areas that will have most impact.
- Try to show a variety of work, not just the same-looking animation over and over again.
- If you are applying for a particular role, don't be afraid to tailor your reel to those examples of work that best showcase your skills in that area. You may need multiple reels.
- Having a website is a great way to direct people to your work and highlight your skills. Also, get your work on public sites such as:

An important note for aspiring developers:

Candidates should be prepared to answer questions on topics like data fundamentals, C/C++/compilers/data representation, algorithms, computational geometry, code optimization and computer architecture, and demonstrate an ability to write code (that won't crash). This helps us understand your approach to coding as well as your decision making skills.

COROFLOT

BEHANCE

CARBONMADE

CARGOCOLLECTIVE

DRIBBBLE

For more, check out these resources from Cinematics Director, Martin McBain:



MARTIN MCBAIN

Showreel

Article: Wowing the Audience

PROCESS

Tips for your interview

When you're ready for us, we're ready for you.

When you interview with us, be prepared to speak in detail about your accomplishments and hard-won knowledge. We are interested in understanding not only your specific skill set, but how you execute those skills. We'll dig into career decisions and your motivations for applying with us. We appreciate it when you come prepared by researching us a bit too. Come with a couple questions that will clarify what the most successful people do here, where we see this position's greatest impact, and perhaps the make-up of the team.

Activision Blizzard recruits talent, not just diplomas. It doesn't necessarily matter where you learned to draw, crunch numbers or code, if you have the talent to create great content. The best part about successfully applying for a position here is that there is no singular "right" path. So, do your homework, make sure your resume is comprehensive and clearly represents you, practice interviewing, and have fun. Here are a few other tips to keep in mind before you submit:

- **Passion.** If you're not genuinely passionate about the job, that will become evident, and if this is the case, it's unlikely you'll be hired. We throw ourselves into this work, and we want people by our sides who are similarly motivated.
- **Demeanor.** Be an active listener. As the old military saying goes, "listen, think, then talk."
- **Networking.** Use LinkedIn, YouTube, Ladders, Glassdoor to find employees with shared backgrounds or interests. Referrals can be helpful.
- **Translation.** You need to translate your military experience for the non-veterans at our company who may not understand the relevance to our business of what you did while in the service. Make no mistake, we are a very military friendly company, but as the saying goes, "make it easy for them to say yes!" If you're uncertain whether you've done this well, the Call of Duty Endowment's partner non-profits will be happy to help you strengthen your resume and/or interviewing skills. Click [here](#) for help.

Common Pitfalls

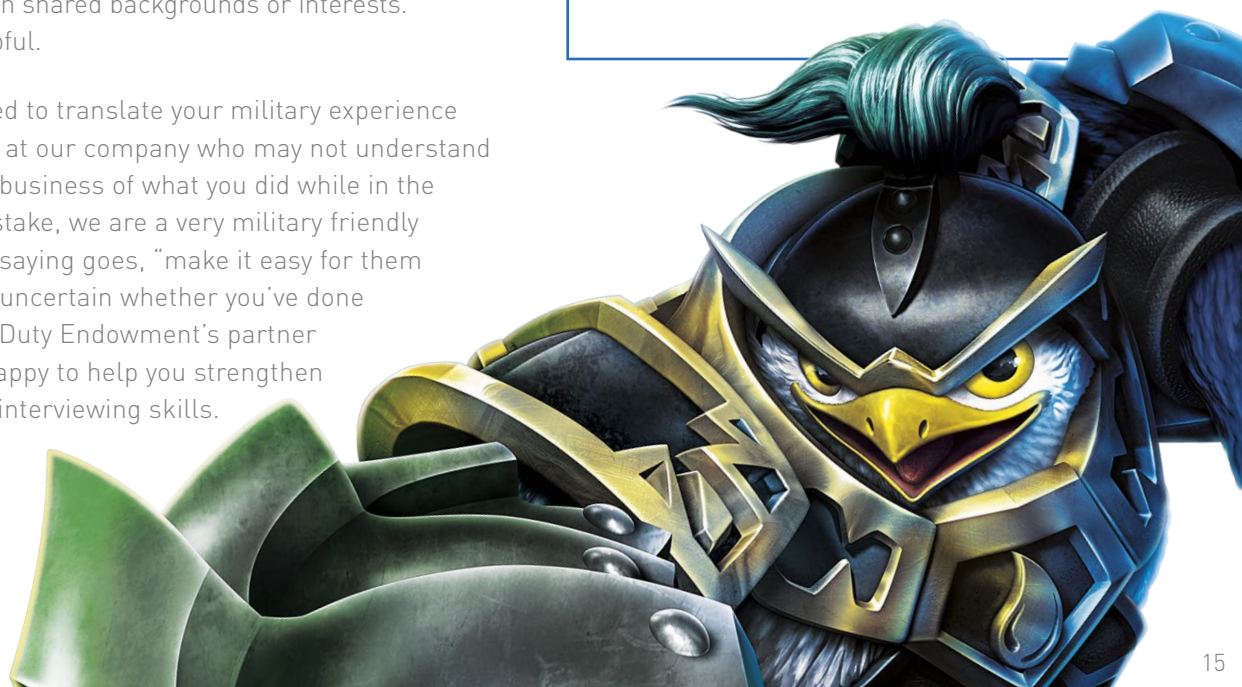
Procrastinating. Treat your job search as a full-time job. You've got to be as serious about finding the right role as we are about finding the right employee.

Online Reliance. It's easy to make the mistake of conducting a totally virtual job search. While this is tempting, we still work in a real world and it's your ability to connect with actual people that will get you a real job.

Lack of Specificity. In politics, it's said that, "If you stand for everything, you stand for nothing." This also applies to your job search. It's easy to spread yourself too thin...and crucial that you demonstrate focus and depth in what you actually want to do. Saying, "I'll do anything" is the wrong answer.

Desperation. Desperation never looks good. You might be in a tough spot, but it's not a good idea to bring this up in an interview. Stay calm, collected and focused on what you can do for the team.

Only Chasing Long-shots. While you should never sell yourself short, it's smart to go after jobs that are reasonable fits.



Tips for your interview (Cont.)

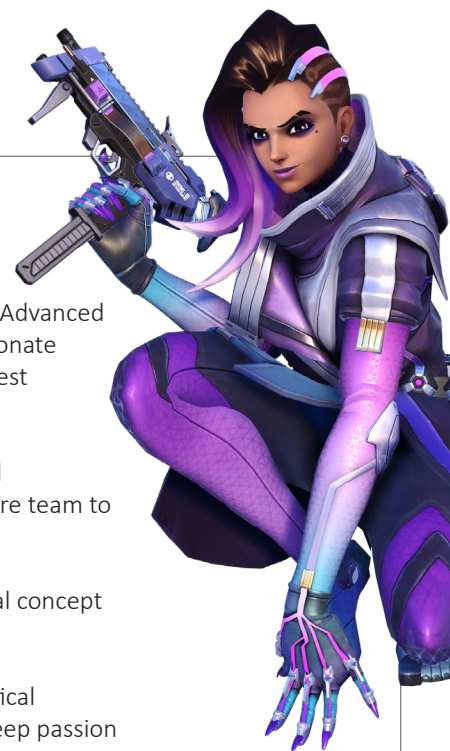
- **Don't inflate.** This isn't the time to pin on a Silver Star or get that promotion to Sergeant Major you always wanted. We value honor and integrity every bit as much as the armed forces.
- **Don't wear a suit (please!).** So, you've made it to the interview—congratulations! We generally wear jeans and t-shirts, hoodies, or casual button-down shirts. For an interview, you just want to be slightly more dressed up. This way, everyone feels at ease. For studio interviews, khakis or a skirt are fine but don't break the bank at Brooks Brothers the night before. Ask your recruiter what to wear for corporate interviews. And relax, Private Joker—we don't have military haircut standards here.
- **Stand at ease!** Sir and Ma'am are for your in-laws, not Activision Blizzard. Everyone is on a first name basis here.
- **Research.** Read as much as you can about the company and the role you're targeting. Company and studio websites/ social media feeds, news, press releases, [Great Places To Work](#), annual reports, and playing our games are great places to start. Re-read the job description and look up your interviewers' backgrounds on LinkedIn.
- **Questions.** Come prepared with questions, but DON'T ask about things that you could easily find out through research or a thorough reading of the job description. An example of a good question, is "What do you see as the biggest challenge I'd face in this role?" A bad question is, "How did the business do last year?" You can always expect to be asked, "Why are you interested in this role and/or our company?"
- **Prep.** Work with a mentor or friend and try to anticipate what you may be asked. And practice. Prep 6 - 8 "power stories" – specific experiences that showcase specific behavior that you can draw from during your interview. Be sure to practice using the [STAR](#) or [CAR](#) method: focus on your behavior and results. And remember, that the "A" for Action is where you should spend the most time.

Are we clear? Yeah, we thought so. Now check out these common interview questions and the sample job description below.

- > Why are you interested in working here?
- > What is it about this role you find intriguing?
- > Tell me about a time when you solved a tough creative or business challenge?
- > Tell me about a time you failed professionally and what you learned from the experience?
- > What's your favorite game? Why? (Hint: Be honest, it does not have to be one of ours!)



HOW TO READ A SAMPLE JOB DESCRIPTION



Find examples on
Youtube
Be a Teammate!
Collaborate always!
Be clear and
upfront in your
communications!

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster **CALL OF DUTY** franchise [Call of Duty: Online, Advanced Warfare, Ghosts, Black Ops, Modern Warfare] is looking for a talented and passionate **JUNIOR ANIMATOR** to join our talented team as we continue to develop the best gameplay experiences in the industry.

Ideal candidates will have a strong passion for creating both realistic and stylized animations and will work alongside experienced Raven artists and Motion Capture team to produce content for high profile games.

You must be comfortable with all levels of ownership, from the taking of an initial concept through to providing high-level feedback.

You must be able to thrive in a challenging environment with an aptitude for critical thinking and analysis, boundless creativity, a good visual aesthetic, and with a deep passion for playing videogames. Experience in first-person shooter (FPS) games and extensive knowledge of the Call of Duty games is a huge plus.

This is an excellent opportunity to work and be part of a highly talented team of proven developers who are passionate about making games.

RESPONSIBILITIES:

Every day you will create high quality key frame and motion capture animations. To succeed, you'll need to work closely with engineers to develop gameplay animation systems and mechanics. (Sounds exciting, right! It is!) We'll also want you to be comfortable producing pre-visualizations and presenting concept ideas to the team – your ideas! All our team members assist in troubleshooting animation and technical issues as needed. We are a team after all! Finding the balance between meeting project goals and delivering the highest quality levels take practice. We expect team members to lean on each other to understand game priorities as they make those decisions. One of the best part is directing our extremely talented Motion Capture team in bringing your ideas to life.

TO BE SUCCESSFUL:

Our animators are highly skilled in all areas of 3D animation and principals. Be prepared to talked through some of your best skills! We use Maya, Max and MotionBuilder, so you'll need to be proficient in at least one of those packages. We ask you to show examples of how you can quickly learn and master new tools, processes and pipelines. As a team mate, you'll need strong communication and collaborative skills – games are built with many different teams working closely together. We want your contributions by giving and receiving feedback in a professional manner. And as with everyone in our studio, you must have absolute passion for playing and making the industry's best videogames!

REELS:

- Strong reel demonstrating excellent examples of keyframe and motion capture animation works.

** Be prepared- you may be required to complete an Animation Test

Demo, Reel, Portfolio
All the same thing - examples of your
work posted on a website.

Always be learning!
Get student copies
of software!
Seek out mentors
in the industry to
review your reel!

Notice: We want you to proactively compare your work to others, because we will!

Search Youtube for example
Video Game Animation Tests
Ask recruiters for
examples of great reels.

| PROFILES OF OUR VETS

Profiles of Veterans working at Activision/Blizzard



Karen Segawa is the Director of Global Systems for Activision Blizzard, where she manages the system, desktop infrastructure teams, and projects. Since joining the company in 2012, Karen's responsibilities have expanded each year, resulting in three promotions.

The U.S. Air Force put Karen on the technical path for IT. Her first position was working in the Base Communications Center, where she learned to distribute various levels of communications (from Unclassified to Top Secret) to various ranks. Karen's time in service prepared her on how to interact with individuals with respect and provide excellent customer service, no matter the rank. It also prepared her on how to handle and distribute sensitive information.



Matt Rodriguez is an Associate Test Analyst for Blizzard Entertainment's World of Warcraft: Legion. He is responsible for setting up test case execution tasks, making sure everything functions as it should in the game. At the age of 5, Matt declared that he would live his life creating video games.

Matt served as Data Systems Chief, responsible for the team fielding communications aboard Marine Corps Base Hawaii. His time in a technical field while serving his country gave Matt the ability to adapt to his role at Blizzard.



CJ Connoy is a Producer at Treyarch for Call of Duty: Black Ops Zombies and Campaign maps. In 2008, he joined the studio as a Game Producer for the Design team on Quantum of Solace, delivering 15 (campaign) levels and cool, new gameplay functionality.

CJ served as a Gunners Mate (Guns) in the U.S. Navy. Much of his experience included learning on the job, and learning it fast. His agility and ability to quickly learn prepared him for his future roles, especially at Treyarch, which he describes as the "we can do anything" studio.

KEY INTEL

Want to know about our current vets' experiences working here? We surveyed them to find out. Here's what they learned or observed in their own words.

What is the one thing you wish you knew prior to **applying**?

- Focus on one area of expertise first and then branch off. Generalist are great to have but it's difficult to get a job as a jack of all trades right out the gate."

James, USMC

- That entry level jobs are more accepting then they sound. I started in QA but I never thought I would get hired without a degree, my military background looked great on my resume."

Jonathan, USN

- I wish I knew how to tailor my portfolio for the job more than just the general information."

Michael, USMC

What is the one thing you wish you knew prior to **starting work** here?

- The knowledge of how to network and research companies to interview and demonstrate the ability to transition from a military setting to a corporate setting."

Jay, USN

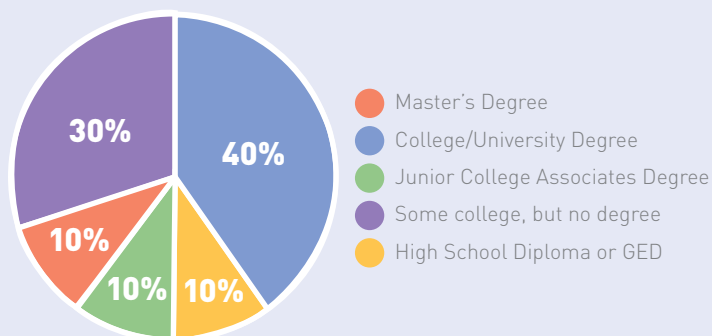
- How friendly and accepting the culture is. I was very formal leaving the military, it was hard at first to make friends. After I got more comfortable, I was able to have healthy debates about design and reach out to my bosses about possible career paths."

Jonathan, USN

- More knowledge of the scope of Activision Blizzard and a better understanding of the studio/corporate structure."

Carol, USN

Before joining Activision, What was your highest level of education?*



73%
are **INDIVIDUAL
CONTRIBUTORS**

27%
are in a
**MANAGERIAL
ROLE***

What elements of your military experience have been **most helpful** in your work here?

- Successful members of the military tend to exhibit a “get s*** done” attitude and this is exactly the type of work ethic that equates to success.”

Bob, USN

- Communication skills, adaptability, and the ability to lead projects/teams.”

Juan, USMC

- It reinforced and taught me critical thinking and troubleshooting type skills. It taught me clear and concise style communication skills, but my communication lacked warmth I developed while on the job.”

Anonymous, US Army

70%
served on
**ACTIVE
DUTY**

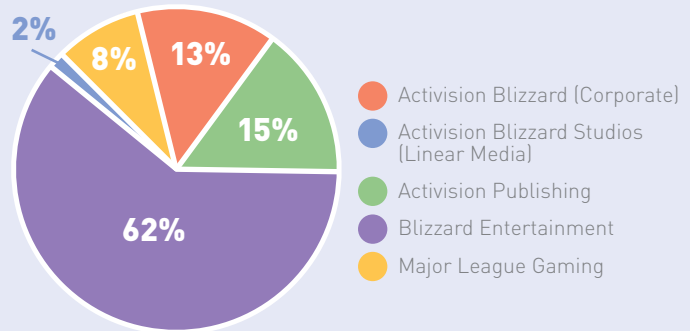
12%
served in the
**RESERVE/
GUARD**

18% were in both*

*Results taken from an internal survey of veterans employed by Activision Blizzard

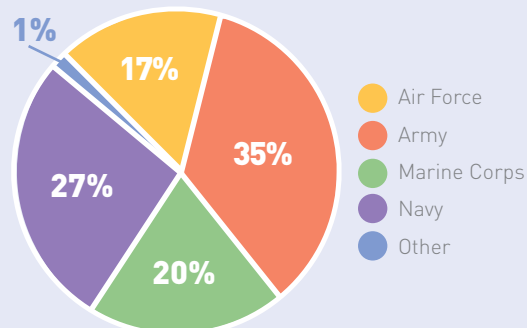
10%
CURRENTLY SERVE in the
Reserve or National Guard*

Operating Unit*



90%
say their military experience
has been helpful while working
at Activision Blizzard*

In which branch of the military
did you most recently serve?*



| NEXT STEPS

Now you're all set, right?

We hope that if you're interested in the interactive entertainment industry, you'll give Activision Blizzard a close look when the time comes to find a new career. As a Veteran-friendly company, we are thankful for your service and respect your unique background and skills.

Here's what we recommend that you do next:

- **Discover your passion.** Remember, that the process of finding the right second career is more than a Google search for your next pay-check. In reality, it's a second chance to evaluate who you are and what you want to be.
- **Prepare.** Study up – take courses – get your portfolio ready. Put in the time and the work to make sure your particular skillset is as good and fresh as it can be. Get lots of feedback.
- **Give us a shout.** When you're ready, apply to the sites below. Be ready to talk to our recruiters about your plan. Good luck!

[Activision Publishing](#), [Blizzard Entertainment](#), [King Digital](#), [Activision Blizzard Studios](#), [Activision Blizzard Consumer Products](#), [MLG](#), and [Activision Blizzard](#) corporate roles.

