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Leveraging
Soft Skills
in Veteran
Interviews



Morgan Grisewood
U.S. Air Force veteran

*Julie Scammahorn
National Military
Apprenticeship
Program Graduate*

Transforming Futures with Military Apprenticeship



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A Culture of Service and Values

Altec
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SEARCH & EMPLOY

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YOUR CHECKLIST FOR FINDING A CIVILIAN JOB

- ✓ Register in our database | ✓ Attend our all-veteran job fairs | ✓ Engage with employers and fellow veterans

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Editor's Note



PAIGE COX

Welcome to the July/August issue of *Search & Employ*!

Did you know that September and October are some of the busiest months for hiring? While summer (and vacations) may be in full swing, don't lose sight of your employment goals by neglecting your job search fundamentals.

This issue, we are going back to the basics to connect you with the right resources, professionals, insights, and career opportunities to win the day.

"Transition with Confidence" by connecting with organizations dedicated to enhancing every stage of the military transition. In "The CSR Difference," we look at the DAV-RecruitMilitary DoD SkillBridge Program and how, together, we are revolutionizing the recruiting industry with hands-on assistance.

Learn about trends in the job market in "Industry Spotlight: The Military & Supply" and "Non-Compete: Cause for Concern or a Wake-Up Call for Companies?"

We are truly privileged to serve you in your employment needs. Thank you for being a part of the military community.

Paige Cox

Search & Employ Editor, U.S. Army Veteran, and Military Spouse

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RECRUIT MILITARY®

RecruitMilitary connects employers with job seekers from the military community through detailed military hiring strategies and solutions. For job seekers, RecruitMilitary enables a comprehensive and effective military transition experience through career fairs and networking events, a job board, and strategic partnerships including veteran support organizations and DoD programs. Committed to supporting veterans and their families in their civilian career pursuits, RecruitMilitary offers a range of resources for employers and members of the military community.



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Every Mission Matters

The Drug Enforcement Administration's (DEA) mission is to enforce controlled substance laws and regulations and to prosecute those involved in the growth, manufacture, or distribution of controlled substances in (or destined for) the United States.

Committed to hiring a highly talented and diverse workforce including veterans and people with disabilities, the DEA offers excellent benefits and opportunities for career advancement and jobs in the United States and abroad.

Special Agent **JOEL J. BOLDEN** shares how the DEA honors veterans and offers insight on how to get involved.

Tell us about your military experience.

JB: I started my military career after high school graduation in 1987, by joining and serving in the United States Navy. During my time in the Navy, I served aboard an aircraft carrier (USS Ranger CV-61), as an aviation ordnanceman. Upon completion of my time in the Navy and having obtained the rank of Aviation Ordnanceman 3rd Class, I returned home to attend college at the University of New Mexico where I majored in Criminal Justice. During my time in college, I affiliated myself with the United States Marine Corps Platoon Leaders Course (PLC) officer commissioning program.

In 1993 I graduated and was commissioned as a 2nd Lieutenant in the United States Marine Corps. During my career, I

What is your role at the DEA?

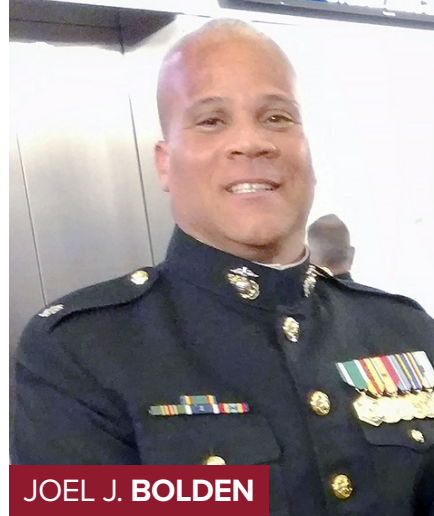
JB: Within the DEA, I play a vital role in the Special Agent Recruitment Section where my main responsibility is to identify qualified candidates to support the DEA's mission of enforcing controlled substances laws.

Utilizing my military skills and leadership experience, I am involved in determining allocations for basic agent classes based on the agency's requirements. As our country faces a critical fentanyl crisis, the need for new agents is urgent.

One aspect of my job that I particularly enjoy is assigning duty locations to Special Agent applicants who have successfully completed the rigorous training process. Witnessing these individuals receive the same opportunity I had to attend the DEA Training Academy brings me immense satisfaction.

What attracted you to civil service in the DEA?

JB: After leaving active duty and working in the private sector, I continued my career in the Marine Corps Reserve and conducted my drill weekends at Camp Pendleton. A fellow Marine in our unit was already a Special Agent in the DEA and encouraged me to join. Through his introduction, I met with a recruiter and eagerly began the application process. I had considered other law enforcement entities but DEA's significant global presence and mission resonated with me.



JOEL J. BOLDEN

abled me to effectively balance and fulfill my responsibilities within the DEA and the military.

How can others from the military community pursue a career with the DEA?

JB: Applicants to the DEA bring diverse work and life experiences to the table. Many military experiences showcase the qualifications needed for roles at the DEA.

Becoming a Special Agent requires specialized training at the DEA Training Academy. Located in Quantico, VA, the DEA Training Academy oversees training programs for Special Agents as well as other core series positions, including Diversion Investigators, Intelligence Research Specialists, and Forensic Chemists.

The academy provides hands-on training, which includes in-depth studies on ethics, drug recognition, surveillance techniques, investigative procedures, undercover operations, legal aspects, evidence handling, and other relevant topics essential for the position of Special Agent. Graduating from the academy provided necessary skills and knowledge to begin my 20-plus-year career.

Flexibility is key as you are likely to encounter challenges along your career path. As a Special Agent, find your niche, don't limit yourself, and seize opportunities as they present themselves.

Pursue a career of civil service and law enforcement with the DEA.



I can confidently say that my leadership was highly supportive of my commitment to my military career. Their support enabled me to effectively balance and fulfill my responsibilities within the DEA and the military. – JOEL J. BOLDEN

primarily served as a logistics officer but I also obtained a secondary military occupational specialty (MOS) as a Civil Affairs officer.

I gained experience in various leadership roles throughout my military career. After transitioning from active duty, I continued my service and affiliation with the Marine Corps Reserve and pursued a career with the DEA. I spent 17 years simultaneously serving as a Special Agent with the DEA and an officer in the reserves.

How does the DEA support veteran employees?

JB: One of the fantastic aspects of working for the DEA was the opportunity to maintain my reserve career. This was made possible by the provision of military leave in addition to annual and sick leave. Leave can be carried over each fiscal year, allowing up to 30 days of military leave.

I can confidently say that my leadership was highly supportive of my commitment to my military career. Their support en-



Make a Difference

Become a DEA Special Agent

The Drug Enforcement Administration (DEA) is America's resolute force fighting against the illegal drug trade. DEA Special Agents pursue the most notorious trafficking and narco-terrorist organizations that threaten our country.

Special Agent Duties Include:

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- Partnering with other law enforcement agencies to target violent drug offenders in local communities
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- Working with officials in foreign countries to share intelligence and target international criminal organizations
- Protecting against diversion of controlled substances into the illicit market
- Engaging with communities to support public health and safety

Are You Ready to Make a Difference?

DEA is also looking for specialized experience in law enforcement, cyber, financial investigations, aviation, and foreign language fluency.

DEA Special Agents make a difference every day in America's fight against drug trafficking. If you are ready to join this elite team start by contacting a Special Agent Recruiter at: www.dea.gov/talk-recruiter.



U.S. Department of Justice
Drug Enforcement Administration

For more information about DEA careers, please visit www.dea.gov



Utilizing the DoD SkillBridge Program at RecruitMilitary

MICHAEL ANDERSON JR. joined the U.S. Air Force for several reasons. “I wanted to serve my country and give back to a nation that had served me so well in life,” he said. “I also wanted to make a difference, whether it be supporting people here in the United States or abroad.”

Anderson served for 20 years before he decided to transition into a civilian career. Utilizing the DoD SkillBridge program, he found an **internship with RecruitMilitary**, which provided the knowledge and resources he needed to successfully land his civilian role.

Anderson shared his experience with SkillBridge, how he overcame the obstacles of the military-to-civilian transition, and ultimately found a job he loves.

What did you enjoy most about your military career?

MA: I enjoyed being able to connect with people from all different cultures around the world. I found most of my job satisfaction through connecting with and helping people. I also liked being able to guide and help the airmen that reported to me and watch them go on to have successful careers in the Air Force.

What challenges did you face while planning your transition to civilian life?

MA: I didn't know how to bridge the gap between my military career and the civilian career I envisioned. In the military, we may talk to a commander or a superintendent to get a position we want, but it's a

different experience than civilian job interviews. RecruitMilitary helped me through one of the most difficult challenges I faced, which was **writing resumes** and preparing for interviews.

How did you overcome those challenges?

MA: I chose to use the DoD SkillBridge program to gain experience in areas that correlated to what I wanted to do. I came across the CSR internship at RecruitMilitary and saw that the main goal is to help transitioning service members. It caught my eye because it would allow me to help others while supporting my own transition.

What was your experience at RecruitMilitary?

MA: Working with RecruitMilitary, I felt the same camaraderie and structure that I did in the Air Force. Most of the RecruitMilitary staff are prior-military or had some connection to the military, so I immediately felt like I belonged.

The program was simple and streamlined. RecruitMilitary provided weekly training sessions that taught me important lessons for my own job search as well. We learned how to write resumes, how to win interviews, and **created our 30-second elevator pitches**. *I can't express just how beneficial those weekly training sessions were.*

My job was to contact new job seekers who **created a RecruitMilitary profile** and connect them with the resources and next steps to support their civilian career goals. One day, I called a new registrant and she happened to be very frustrated about not being able to find work. She'd fallen into challenging times post-COVID and was trying to revitalize her career but couldn't understand what she was doing wrong.

We looked over her resume together and there were some things that could be improved. She also had never heard about the 30-second elevator pitch, so we walked through those things together and by the time we got off the phone, she was super grateful.

About two weeks later, she called me back and told me that she had not only secured an interview, but *three* interviews. I felt like we had made a difference in someone's life.

What's next in your civilian career?

MA: I found a role that allows me to work with people and continue to make a difference. It is with a contract company in Las Vegas that conducts full assessment physical and mental health screenings for transitioning Air Force service members. I'll be managing a clinic of providers, medical assistants, and front desk staff. It's similar to what I did in the military except now, my providers are not diagnosing illness, they are providing a rating recommendation to the Department of Veterans Affairs (VA).

Receiving an accurate VA medical rating can make a big difference in peoples' lives and health in the future. As someone who has been through the VA claims process and knows how stressful it can be, my background gives me perspective.

Why should transitioning service members utilize RecruitMilitary?

MA: The RecruitMilitary staff is dedicated to transitioning military members and the military community and ensuring we have resources to be successful in our job search.

If you need something, they're right there to help. For example, during my time as a SkillBridge intern, I was wondering which certifications I should get and what training was necessary for the next step in my career.

I reached out to RecruitMilitary's human resources vice president and, even though she was busy managing the whole organization, she made time to provide information and discuss which certifications were worth pursuing. Little things like that really set the company apart.

What advice do you have for future SkillBridge interns?

MA: **Look into RecruitMilitary's SkillBridge program.** RecruitMilitary gives you the knowledge and skills to make your military-to-civilian transition smooth. I'm living proof.

Energize your career.

Careers for Military Veterans



Join our Talent Community!

At Eaton, reliability, safety, efficiency, and sustainability are at the core of our dedication to improving people's lives and the environment through power management technologies. You've built a strong foundation by choosing to be a part of the military. Now it's time to build upon that foundation. A career at Eaton is a great way to not only utilize the skills acquired during your service, but to gain skills in an exciting new field.

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TRANSFORMING FUTURES WITH MILITARY APPRENTICESHIP

TRANSITIONING FROM A MILITARY to civilian career signifies a life change few other professions experience. Even though most service members eventually hang up their uniforms, only six percent of the nation's adult population has served in the military, causing increased challenges and barriers to entry for veterans in the U.S.

That's why Wells Fargo is doing their part in helping veterans overcome challenges in transition through the Julie Scammahorn National Military Apprentice Program.

Named in honor of U.S. Marine Corps veteran, military community champion, and former Wells Fargo chief auditor Julie Scammahorn, the apprenticeship program assists veterans in competing against industry-experienced candidates, communicating military experience in a corporate context, and overcoming an overall change of mission and purpose.

In partnership with the U.S. Department of Labor (DOL), Wells Fargo's apprenticeship program is changing the employment landscape for veterans in all stages of their military-to-civilian transition.



**WELLS
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Why Choose Apprenticeship?

JAMES D. RODRIGUEZ is the Assistant Secretary of the DOL, Veterans' Employment and Training Service (VETS). Before joining the DOL, Mr. Rodriguez served 21 years in the Marine Corps.



JAMES D. RODRIGUEZ

PHOTOS COURTESY OF WELLS FARGO

JR: Apprenticeships are a great way for veterans to establish pathways to meaningful employment in their industry of interest. Having a department specifically designed to regulate and support apprenticeship programs is extremely important because it allows for properly equipped and overseen programs that provide value to employers and the military community alike.

While veterans bring a valuable set of skills and training to the workforce, employers may not have the infrastructure needed to onboard and train them in positions equitable with their experience. In apprentice programs, veterans have proven their ability to do very well and, ultimately, walk away with a higher earning potential at the program's end.

The DOL has a program called the Em-

ployment Navigator Partnership Program (ENPP), which allows us to conduct one-on-one counseling for transitioning service members and their spouses who may not have the right tools to support their separation from the military.

Our counselors look at a service member's career interests, their military and post-military experience, and align them with employment related services and resources, like apprenticeship opportunities through VETS-approved partner organizations.

Currently, VETS has over 50 partners that are part of the ENPP in various industries across the country. Apprenticeships provide the military community with opportunities for advancement in career fields that effectively utilize the skills earned and developed during service.

Apprenticeship at Wells Fargo

BRIAN ARMSTRONG is a Marine Corps veteran and Head of Military Recruitment at Wells Fargo. His leadership and expertise have taken Wells Fargo's apprenticeship program to new heights.

BA: In 2022, former Wells Fargo chief auditor and Marine Corps veteran, Julie Scammahorn, passed away after a long-fought battle with cancer. She was such a presence in our organization and community that our chief executive officer, Charles Scharf, wanted to honor her.

Julie took an interest in mentoring veterans and programs that allowed military



talent to find their next career following service. To honor her legacy, the military apprentice program was renamed the Julie Scammahorn National Military Apprentice Program. This program helps veterans transition to careers within the firm utilizing hands-on learning and mentorship.

Apprentices maintain full-time employee status and earn benefits and salary commensurate with the role. What makes the apprenticeship process unique is Wells Fargo's commitment to growing the program in a

way that allows veterans to thrive in mid-level roles within our organization spanning technology, audit, banking, and more.

We work very closely with the DOL in our apprenticeships. Our partnership ensures we have a program where maintenance and structure are regulated nationwide, and recruiting and end-to-end experiences for candidates are sustainable and add value.

The DOL is a phenomenal support structure for organizations that want to stand up apprenticeships. Their support ensures our program aligns with needed skill sets, allows apprentices to meet progression tables commensurate with training expected, and increases access to partners with state and national level programs and specialized support.

JOHN AXTELL

is a retired Marine Corps veteran. With Wells Fargo for the last eight years, Axtell has been a part of the apprenticeship program since its inception. He now serves as the program manager responsible for apprentice outcomes.



JA: As a program manager, I develop and execute strategic planning initiatives to identify roles that align with both line-of-business stakeholder needs and transferable veteran skills.

We help apprentices in a variety of ways including use of earned education benefits during apprenticeships, pursuit of Veterans Affairs benefits, bi-monthly one-on-one apprentice meetings to ensure support and connection, quarterly connections with apprentices and managers to ensure they are properly supported, and onboarding for veterans and managers to ensure a strong understanding of the program and its requirements.

There are 12 different DOL learning paths that allow Wells Fargo to have an abundance of roles in multiple lines of business. They help us better support veterans in pursuing careers in our organization across disciplines like:

- Project management
- Technology
- Data analytics
- Program management
- And more

There has been a lot of support put behind the apprenticeship program, and the DOL helps provide us with all the tools and resources we need to support our veterans.

This program has matured significantly over the last few years. We hired 54 apprentices in 2023 through nine different lines of business, our most successful year to date. The success of the program highlights the variety of transferable skills veterans bring to corporate America and the immense value of veteran skills and experience.

CHRIS SCOTTI is a U.S. Navy veteran, recent graduate of the Julie Scammahorn National Military Apprenticeship Program, and now serves as the program lead.



CS: I began my apprenticeship with Wells Fargo in 2023. My wife, who was already a team member, was a huge advocate of the program and recommended I look into opportunities when I transitioned from the Navy.

I actually went through two of our military programs; the **VET Program** (an eight-week paid program introducing banking principals) and the apprenticeship. Coming into the program, I had an extensive sales background and was very process- and outcome-driven. I was surprised and encouraged to find how different success looked in the finance industry; it is a shared success in other's achievements.

Designed to bridge the gap between service and corporate America, the program offered the grace to make mistakes and learn at a manageable

pace. It was such a blessing for my transition.

I ultimately graduated my program early. I am now the program's liaison, managing day-to-day tasks including fielding questions, updating stakeholders, and establishing touchpoints with apprentices.

Touchpoints are used to go over learning paths and relationships with co-workers, discuss proficiencies, and strategize careers. These touchpoints with apprentices and managers help us to identify opportunities for program improvements.

To graduate from this 1-to-2-year program based on approved learning paths by the DOL, apprentices must meet all competencies, accomplish all projects, attend quarterly cohorts, and receive final approval by their manager.

MORGAN GRISEWOOD is a U.S. Air Force veteran and recent Julie Scammahorn National Military Apprenticeship Program graduate. She is an audit manager with Wells Fargo.



MG: I transitioned from the Air Force and started pursuing my master's in accounting from the University of North Carolina at Chapel Hill. A few years after my transition, a member of Wells Fargo's military talent strategic sourcing team reached out to me about an opportunity in the military apprentice program.

What sparked my interest in the program was the support in progressing from entry-level to higher-level positions. It's a phenomenal program. My job coach was also on the auditing team and provided

feedback every step of the way. The process was very smooth, with a step-by-step competency structure and focus on projects and programs.

It's a great opportunity for veterans because you do not have to be at the top competency level when you come in. It's about potential. The structure really allows you to ease into the corporate world.

I really enjoyed going through the program. There are resources that promote success, but still allow you to sit in the driver's seat of your career.

Wells Fargo is honored to support the military community with programs like the Julie Scammahorn National Military Apprenticeship Program. Learn more about [military inclusion at Wells Fargo](#).

Your **Checklist** for **Success**

Ready for your next RecruitMilitary career fair?

Make sure you are primed for success with these in-person and virtual career fair checklists.

IN-PERSON CAREER FAIR CHECKLIST

Before the Event

- ✓ **Register** for an **upcoming event**
- ✓ **Complete** your **RecruitMilitary job board profile**
- ✓ **Research** the exhibitors and their posted jobs
- ✓ **Join** a **pre-event webinar**
- ✓ **Print** a few copies of your resume
- ✓ **Review** the venue and event information
- ✓ **Charge** your phone (you will need it to network)
- ✓ **Check-In** via the e-mail you receive before the event

During the Event

- ✓ **Display** check-in confirmation screen to event staff
- ✓ **Show** your individual QR code to each exhibitor
- ✓ **Apply** for jobs in real time

VIRTUAL CAREER FAIR CHECKLIST

Before the Event

- ✓ **Register** for an **upcoming event**
- ✓ **Complete** your **RecruitMilitary job board profile**
- ✓ **Research** the exhibitors and their posted jobs
- ✓ **Join** a **pre-event webinar**
- ✓ **Ensure** your Wi-Fi connection is strong
- ✓ **Test** your camera & microphone function
- ✓ **Set up** in a professional, quiet, and well-lit space

During the Event

- ✓ **Visit** multiple chat rooms & engage with recruiters
- ✓ **Accept** invitations for private chats with exhibitors
- ✓ **Apply** for jobs in real time

After the Event

- ✓ **Apply** to jobs and follow-up with recruiters
- ✓ **Search** new jobs weekly
- ✓ **Update** your **job board profile** regularly
- ✓ **Respond** to RecruitMilitary's survey request

TIPS FOR SUCCESS

- ✓ **Prepare** your elevator pitch
- ✓ **Ask** questions about specific roles
- ✓ **Dress** professionally
- ✓ **Present** yourself with confidence
- ✓ **Keep** an open mind

Find additional resources at [RecruitMilitary.com](https://www.recruitmilitary.com).

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A Culture of Service and Values at Altec

CHRISTIAN ROJAS, a former member of the U.S. Marine Corps Reserve, knows the challenges that come with balancing a civilian career with military service.

For Rojas, it was especially important that a civilian employer recognize his experience as valuable to the organization. He found exactly what he was looking for in Altec.

He shares how Altec's culture of service and values has supported him throughout his military career and in his next chapter of life.

Tell us about your experience in the military.

CR: I served in the Marine Corps Reserve operating and maintaining the M1A1 battle tank. I ensured its functionality and readiness for missions. While serving, I learned leadership, problem-solving, attention to detail, and adaptability, which has proven invaluable in my civilian career. I was a qualified tank commander and served for six years before I stepped away from the reserves.

How was your transition from service?

CR: My transition from the reserves was seamless because of how closely it was tied to my journey at Altec. My job search was a little different than most service members because Altec took a proactive approach and hired me while I was still serving in the reserves. This alleviated some of the typical challenges faced during transition.

Altec actively facilitated a work environment that accommodated my dual com-

mitments. The company's flexibility and understanding were key to maintaining the balance between both responsibilities. Altec's support and recognition of the value of military service truly made my transition a positive experience.

How can transitioning service members set themselves up for success?

CR: Explore opportunities with compa-



CHRISTIAN ROJAS

PHOTO COURTESY OF CHRISTIAN ROJAS

nies that value and actively support military service. Leverage any programs or initiatives designed for veterans, and don't hesitate to reach out to organizations that align with your values and career goals. Building those connections early in the process can lead to supportive employment experiences, just as it did for me at Altec.

What is Altec and how do you support the company's mission?

CR: I am a talent sourcing specialist with Altec, the leading provider of products and services in the electric utility, telecom, tree care, lights and signs, and contractor markets.

In my position, I play a pivotal role in building talent pipelines to address current and future organizational needs. My favorite part of the job is the opportunity to build lasting partnerships with community organizations and educational institutions, contributing to Altec's growth. It is fulfilling to see the impact of our collaborative efforts.

Did Altec require any special schooling or certifications?

CR: At Altec, there are a lot of positions that do not require specific schooling or

certifications. I looked for workplace culture, employee well-being, and a supportive environment. Altec's focus on these areas made it an ideal fit for me.

Altec's culture is deeply rooted in its core values: enjoyment of work, family, financial stability, integrity, and recognizing people as their greatest strength.

Their emphasis on creating an environment that fosters teamwork and sharing ideas is key to our success. At Altec, personal growth and meaningful impact go hand-in-hand. Everyone excels not just for the success of the company, but for themselves, our customers, and the communities we serve.

How does Altec support veteran employees?

CR: At Altec, support for veteran employees is ingrained in the organizational culture. Altec actively promotes the hiring of veterans through targeted initiatives and partnerships with veteran employment organizations.

What advice do you have for veterans or service members interested in Altec?

CR: For those interested in the manufacturing industry, apply for roles where your strengths shine, even if it's not your ideal department. Altec supports transitioning between departments to find roles aligned with your passion.

Highlight your military experience in a way that is relatable to civilian hiring managers. It's about clearly communicating how your military background is an asset.

Interested in pursuing a career centered in service and values? [Explore open opportunities with Altec today.](#)





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Veterans & Military Members

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Do Work That Matters with Lineage

The men and women who serve in the armed forces are strong, passionate, and committed to serving others. It is that dedication to service that makes Lineage proud to have veterans on their team.

From warehouse operations to engineering to human resources, Lineage knows that veterans bring transferrable (and highly sought after) skills to the workforce. The organization is increasingly focused on enhancing the military-to-civilian transition and bringing the best of the military community into the Lineage family.

AMBER PATRICK, a U.S. Marine Corps veteran, shares her experience as a veteran and sales manager at Lineage.



Tell us about your military experience.

AP: When I joined the Marines, I was young, had grown up in a military family, and was ready to start my own military adventure as soon as possible.

My occupational specialty was focused on administration and took me to Camp Foster in Okinawa, Japan. I oversaw Marine retirement packets and separations and spent time in Quality Assurance, where I became a subject matter expert in processes, software, and formalities.

I joined the military with the desire to refine new skills and learn to be a great leader. These experiences create success and confidence for veterans that is unmatched.

I am a prime example and have used my experience in the military with operations, business development, and mentorship to push the limits and succeed!

How have your skills from service helped you in the civilian sector?

AP: I spent time in San Diego in recruiting school learning the ins and outs of selling the military to people from all walks of life. I believe the mentorship and competitive environment of the military creates a mindset that carries over into the civilian sector. In my civilian career, I quickly went from a customer development and team building focus, to sales and business strategy.



PHOTOS COURTESY OF AMBER PATRICK

I think this really gave me the skills needed to understand people's "why" and decipher their needs. In sales, I have used the training, tools, and expertise I learned in recruiting to cultivate long-lasting partnerships with our customers.

Who is Lineage and how do you support their mission?

AP: Lineage is the most connected food chain on the planet and is re-imagining the world's food supply chain, from the ground up. It takes an incredible team plus innovation, commitment, and hard work to maintain our level of service to customers around the globe. Our customers are our top priority and will always be the momentum and "why" behind everything we do. The best way I can support my customers and Lineage is to be customer-focused and create a partnership that is incomparable.

When I first started my career, I was looking for somewhere that felt similar to the life I knew in the military; A brother/sisterhood where I could advance and create a reputation for myself. I wanted to be a part of something that was growing and making an impact on a large scale.

Lineage was my first civilian job after I separated from service. I knew absolutely nothing about cold storage or warehousing, but I love a challenge and wanted to maintain the momentum of development I became accustomed to in the military. I knew I could set roots and grow with the company because of the global scale, impact, and committed leadership values

that are a signature part of the culture.

How does Lineage support veteran employees?

AP: Lineage does an outstanding job of highlighting Lin-Vets and celebrating military branches, birthdays, and accomplishments through the employee resource group network. The conversations within the Lin-Vet network are filled with encouragement, support, and recognition. I encourage anyone who is in the Lineage network, or any other network, to voice the benefits of having a group of like-minded individuals come together in support of each other. Military hiring events, volunteer events, and educational advancements are all for the betterment of our fellow military members.

What advice do you have for those interested in Lineage?

AP: Be bold and confident, and showcase those leadership skills you've collected over the years. Work ethic, humility, and commitment will be your bread and butter in this industry. We hire for talent and aptitude; Everything else can be taught!

Continue your passion and commitment with a team who understands you. Explore careers with Lineage today.



Lineage®



Make a new world happen.

This simple phrase encapsulates our ambition and what we do – not just for our customers, but for our people and communities across the globe. World Wide Technology is dedicated to creating a Great Place to Work for All, including Veterans.

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JOIN OUR TEAM. BRING YOUR DREAMS.

American Family Insurance proudly salutes our veterans, and we recognize the unique skills and perspectives you bring to the workforce. You’ve dedicated your time and effort to a bigger purpose, and now we invite you to join our team where you can continue to make a difference.

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- Veterans and Military Business Resource Group

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MAXIMIZE YOUR VIRTUAL CAREER FAIR

VIRTUAL CAREER FAIRS offer networking, education exploration, and job opportunities – regardless of your geographic location. RecruitMilitary offers local, regional, and national virtual events. Make the most of your experience with these tips:

Set the Tone

Just because you're not physically in the room with recruiters and interviewers doesn't mean you're not on display. Virtual career fairs offer audio and video presentation tools, so if your initial communication with an employer goes well, you could end up having a one-on-one video interview. Be ready by dressing professionally and setting up your workspace somewhere quiet and well-lit.

Test your video and audio capabilities for interference before the event begins, and make sure the video shows you from the shoulders up, without anything distracting in the background. Make sure your internet connection is strong and reliable.

Be Prepared

Just like attending a physical career fair, it's important to be prepared before you

begin. Register early and upload your resume. Many organizations screen resumes ahead of time, and you could get an early invitation to visit a specific chat session or a request to schedule a video interview.

Research the companies that will be attending (you can do this right in the virtual career fair platform by visiting their profiles). Decide which companies interest you and review their open positions.

Virtual career fairs offer both public and private chats. Public group chats will focus on general topics about the company, its culture, and core values, as well as the answers to general questions.

An employer may invite you to a private chat during the event. This gives you a chance to use your elevator pitch, so have yours ready.

Keep in mind that some companies may have a lot of traffic, so be patient.

Follow-up

The list of employers at a **DAV | RecruitMilitary virtual career fair** remains active after the event. Click any name on the list and review the "Website and Contact" section of the profile for details. Job listings will also remain active for 60 days after the employer has entered them.

If an employer has asked you to apply online, do it – they aren't writing you off. Human Resources protocols often require an applicant to go through the online applicant tracking systems.

The last order of business: Send "thank you" notes to everyone who takes the time to talk to you.

Virtual Career Fair Checklist

- ✓ Strong Wi-Fi connection
- ✓ Camera & microphone functionality
- ✓ Quiet, well-lit workspace with nondescript background
- ✓ Professional attire
- ✓ Digital resume file
- ✓ Elevator pitch
- ✓ Questions about specific organizations or roles

Access additional tips on our resources page.



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Transitioning to civilian life can feel like uncharted territory. Your skills and experience have prepared you for more than you know.

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Our Career Ownership Coaches® help define your goals and explore diverse career options, ensuring you find clarity in your path—all at no cost.

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Put your hard-earned experience to work on what matters.

We know that the teamwork, discipline, and leadership skills developed through military service benefit both our company and our customers.

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Join Freeport and build a rewarding post-military career today!



THE RIGHT RESOURCES FOR YOUR NEXT MISSION

THE BEAUTIFUL THING about closing one chapter is the opportunity to start another. Facing retirement after 38 years of service, the 12th Sergeant Major of the Army (SMA) (Retired) **JACK L. TILLEY** found his next mission started where his last ended: Serving the men and women of the armed forces in their various stages of life.

As one of the most senior leaders in the military and a transitioning service member himself, SMA (R) Tilley recognized a gap in the military-to-civilian transition. He teamed up with Ted Hacker, a veteran advocate and music business executive, and created [Your Next Mission](#)®. Today, the organization has been operating for over 20 years and creating positive change in the lives of veterans, military service members, and their families.

We are honored to highlight the incredible work being done by Your Next Mission, SMA (R) Tilley, and the countless volunteers who make it all happen.

/ About Your Next Mission

Recognizing the unique challenges faced by those leaving service, [Your Next Mission](#)® was established as a comprehensive support network to assist veterans in finding and accessing the resources they need. As a veteran community support organization, their services include informational podcasts, events, key transition connections to critical support organizations, and career assistance.

Your Next Mission's dedicated team is comprised of a diverse group of individuals, many of whom are veterans themselves. Their personal experiences lend credibility and empathy to their work, allowing them to connect with the veterans they serve on a profound level. Your Next Mission's extensive networks include career counselors, mental health professionals, community outreach coordinators, and more,

all working in unison to provide a holistic support system to the military community.

/ Supporting the Military Community

As the needs of veterans and their families continue to evolve, Your Next Mission remains committed to meeting each new challenge. Every day, the organization makes impactful change through:

1 | EMPLOYMENT ASSISTANCE

One of the cornerstones of Your Next Mission is their employment assistance program, offering career counseling, resume building workshops, and job placement services. They collaborate with a vast network of employers who value the skills and discipline that veterans bring to the workforce, facilitating connections that lead to fulfilling careers. They accomplish this mission alongside [RecruitMilitary](#) as a valued partner.

2 | TRANSITION AND LIFE RESOURCES

Your Next Mission goes beyond information and aims to provide one-on-one support for veterans and their families in connecting and utilizing the resources available to them. In May 2024, Your Next Mission announced their status as a veteran community support service program where individual specialized support is provided to address specific needs in the veteran community.

3 | HEALTH AND WELLNESS

Your Next Mission offers connections to health and wellness programs including counseling services, support groups, and resources for physical and mental health. By promoting holistic well-being, Your Next Mission ensures that veterans have the support they need to thrive.

/ Behind the Mission

As a profession, the military uniquely forges leaders from every man and woman in uniform. While leaders can be found at every level, very few have the opportunity to shape the military at large. SMA (R) Tilley is one of 16 people (currently) to



TIM BEST
Chief Executive Officer,
[RecruitMilitary](#)
U.S. Army Veteran

have served as the Sergeant Major of the Army. He brings the same level of service and commitment to Your Next Mission.

As the host of five seasons of the [Your Next Mission video podcast](#), SMA (R) Tilley facilitates insightful discussions with subject matter experts from the military and civilian communities that amplify frank and honest conversations, tackle tough questions, and share stories in a fun and refreshing way.

In March 2024, I had the opportunity to meet SMA (R) Tilley as he interviewed me and Chris Newsome, our Senior Vice President of Government Services, on the Your Next Mission podcast. I was impressed by SMA (R) Tilley's humility, commitment, and ability to engage so effortlessly.

Regardless of where and how he serves, SMA (R) Tilley continuously puts service to the military community first. He is a perfect example of how service to our country can deeply embed itself into one's DNA.

/ Partnership With a Purpose

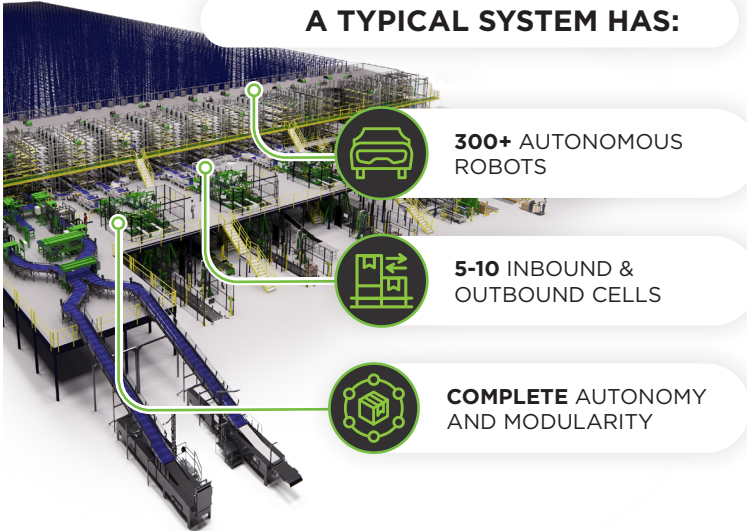
Your Next Mission is an incredible partner, not only for the independent work they are doing in the military community, but for the way in which they complement and elevate our mission at [RecruitMilitary](#).

Your Next Mission's revolutionary podcasts, events, and broad audiences create a truly unique support system for those transitioning from the military. [RecruitMilitary](#) is proud to play an important role in powering [Your Next Mission's Job Board](#). Together, we are providing the military community with increased access to meaningful employment opportunities, holistic resources, and education.

Your Next Mission undoubtedly serves as a voice and guide for the community in all phases of transition. [RecruitMilitary](#) is honored to partner with Your Next Mission in bringing life-changing assistance to veterans and their families.



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Our Military Talent Acquisition team proudly supports veterans in our communities through education, career opportunities and volunteer events.

If you're interested in learning more, please visit militarytransition.bankofamerica.com

Valuing Service and Experience at Ross Stores

CHRIS PADDOCK served as an aviator in the U.S. Navy for nine years before transitioning into the civilian sector. He found his next fulfilling career with Ross Stores, where he is celebrated not only for his service, but for all he brings to the table.

Tell us about your military experience.

CP: After graduating college, I applied for Aviation Officer Candidate School, where I completed flight training and flew A-6E Intruder airplanes during Desert Storm combat operations.

In addition to flight responsibilities, I served as an engineer supervisor, combat officer, and line manager. Serving on an aircraft carrier, I realized early that there are no “small roles” in a large organization. Everyone plays a critical part in the overall mission. Once sea duty was complete, I transitioned to work as an operational weapons test program manager until separation.

How did you prepare to transition from the Navy?

CP: As I was preparing to leave the military, I went back to school to get a Master of Business Administration from the College of William and Mary. When it came to finding my next career, developing my leadership skills, managing others, and achieving results was more impactful than my experience flying aircraft. I participated in several military recruiting conferences and spent extensive time preparing and

help the supply team optimize efficiencies and remove waste and costs from day-to-day operations. I am also responsible for determining a growth strategy that will ensure there is enough processing capacity to support continued store and sales growth.

I also oversee installation and maintenance of the material handling equipment and automation technology in our distribution center operations. My favorite part of my job is that it is never finished; there are always new opportunities and challenges to overcome as a team.

What attracted you to Ross for employment?

CP: The culture at Ross and appreciation for collaboration is what attracted me to the company. It is a team-oriented organization where every department is committed to the company’s success.

Inclusion and appreciation for cultures, beliefs, and our military community (veterans and family members) are integral to our operation. It is all about “we” and not “me.” Our company values humility, and we expect everyone to treat each other with respect and appreciation. Those who



CHRIS PADDOCK

PHOTOS COURTESY OF CHRIS PADDOCK

This employee resource group is dedicated to educating Ross associates about the value that veterans and their spouses bring to our company. It also serves as a welcoming forum for veterans, allies, and family members to create bonds across the whole company, where everyone is welcome regardless of military service.

In what ways has your organization helped you with your transition?

CP: My first job after military service was with a supply chain engineering consulting firm, where I led a project for a gentleman who became the head of the Ross Supply Chain team. He hired me at Ross to help him grow and improve supply chain operations. He recognized the leadership and experience I brought without confining me to an “ex-military” label. Because Ross recognizes and celebrates all its military service members and their families, my service has never limited my ability to contribute in a variety of ways.

What advice do you have for service members or veterans who are interested in opportunities within your industry?

CP: Focus on culture and being part of a team that contributes to the success of a mission. Having a sense of purpose every day while working with a great team is priceless.

Start your next career journey with a company that values all you bring to the table. Explore opportunities with Ross Stores.



JOB BOARD | [MY.RECRUITMILITARY.COM/JOB](https://my.recruitmilitary.com/jobs)S



“Because Ross recognizes and celebrates all its military service members and their families, my service has never limited my ability to contribute in a variety of ways.”

– CHRIS PADDOCK

practicing how to articulate my experience and value. As a result, I felt like my transition went smoothly.

What does Ross Stores do and how do you support that effort?

CP: Ross Stores is an off-price retailer that operates Ross Dress for Less® and dd’s DISCOUNTS® stores across the United States, District of Columbia, and Guam.

I am the Group Senior Vice President of Supply Chain Engineering and Strategy. I

don’t align with these values often find it challenging to thrive here.

How does your current organization support veteran employees?

CP: Ross is a great supporter of our veteran associates, as well as other diversity, equality, and inclusion initiatives. I have had the privilege to serve as one of the inaugural leaders of the VALOR (Veterans, Advocates, and Loved Ones at Ross) Community network.



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The Military & Supply

Where would the world be without ever-evolving logistics and supply chain functions? Imagine spoiled or lost goods, taking months to cross large oceans and land masses, and astronomical prices for items that came from worlds away.

Today, supply chain management and logistics connect the world in ways we could not have imagined a century ago and are an integral part of business models, company success, and customer satisfaction.

Interested in a career in supply chain management and logistics? Discover how your military experience makes you a competitive candidate.

/ Foundations in Service

While it can be difficult to conceptualize, the military and Corporate America perform many of the same functions including information technology, human resources, communications, and more.

In fact, logistics as a discipline was first applied and recognized in military operations, where providing global access to equipment, resources, and supplies was essential.

Supply chain management is deeply ingrained in logistics operations and focuses on distributing resources to the right place, in the required quantities, at the best overall cost.

For service members with Department of Defense training in procurement, inventory management, logistics, and transportation, skill set translation may be easier to communicate to hiring managers than those with more traditional military backgrounds like combat arms. But even if your experience doesn't fit into those categories, you can still find a career path in supply.

/ Skills for Supply

While knowledge and experience in supply and logistics principles can provide a leg up when entering the market, military community members who possess the following **skill sets** make ideal candidates for opportunities in the industry:

■ Strategic Thinking & Problem-Solving

Strategic planning is the cornerstone of supply. Those who are successful in supply and logistics have a deep understanding of an organization's operating climate and the needs and restrictions of the end-consumer. Beyond strategy, supply managers are responsible for contingency planning and problem-solving tactics to quickly respond to changing environmental factors.

Commanders and senior non-commissioned officers in the military may be responsible for moving personnel and resources into a foreign country. As a result, they must understand the equipment required to support operations, documents needed to clear customs or border protection, and potential issues that may arise in-country for perishable resources like food, water, fuel, and ammunitions. These tasks are imperative to mission success.

■ Cultural Awareness & Relationship Building

Supply chains globally connect commerce, meaning operations and logistics may cross multiple borders and regulatory considerations. Those in supply must be sensitive to evolving trade protocols, customs, and diverse business practices. Global awareness ensures the positive maintenance of relationships with various suppliers and partners, mitigating risks.

Unsurprisingly, the military community has a wealth of experience establishing and maintaining connections with foreign

nationals in mutually beneficial relationships. Naval ships docking in new ports must understand the protocols and customs of the host nation. Understanding each port authority's restrictions or considerations impacts the likelihood that port will be open to U.S. vessels in the future.

■ Time & Project Management

Timing is everything in supply and logistics. From transportation schedules and production timelines, to supply requests and everything in between, moving an idea from conception to the end user all relies on a well-executed strategy. Like with any business function, delays are to be expected, but a quality supply manager can address problems in real time and adjust resources to minimize negative impacts.

In a combat zone, service members are tied to step-off times, time-on-target constraints, friendly forces timelines, and more. Leaders must manage chaos and react to unfolding situations on the battlefield. While supply and logistics in Corporate America may have lower stakes, service members understand how time and resources affect every aspect of the mission.

/ Trends of the Trade

In an industry that will only continue to grow, it is important to understand how **key trends** are likely to impact the future of supply and logistics. How might these trends allow for non-supply backgrounds to leverage their skills in the industry?

Set yourself up for success by showcasing skills that support these trends:

1 | Digitization in Supply Chain

Converting data from physical to digital formats can streamline processes within supply chain management. Emerging technologies like artificial intelligence (AI), blockchain and smart contracts, and

Upcoming Trends in Supply



Digitization



Data Analytics



Artificial Intelligence



Cybersecurity Concerns

cloud-based solutions to reduce repetitive tasks and cognitive fatigue is likely to increase demand for information security personnel, data professionals, and those with experience running and managing enterprise resource planning platforms.

2 | Data Analytics

When it comes to identifying inefficiencies, reducing costs, improving customer service, and driving process improvements, data is king. Those who are able to extrapolate, analyze, and contextualize data will find success in the supply chain and logistics industry.

3 | Artificial Intelligence

Advances in AI are happening at an unprecedented rate and offering indisputable returns in cost reduction, manpower efficiencies, and more. Those who can effectively leverage AI will be crucial assets to the future of the industry.

4 | Cybersecurity Concerns

By nature, global supply chains attract global security threats. As platforms

become increasingly digital and intelligent networks grow, data breaches, delays and shortages, compliance issues, and risk for financial loss become more probable. Those who can safeguard networks and proprietary information by staying up-to-date on best practices, assessing potential risk, and understanding

evolving technological landscapes will remain a constant need in the industry.

/ Veterans in Supply

The supply and logistics industry is expected to continue growing. See how your military skills translate to these bright outlook roles.

Role	Key Tasks	Military Skill Sets
Supply Chain Managers	Direct the movement, storage, or processing of inventory while streamlining procedures.	<ul style="list-style-type: none"> Time and people management Problem solving Resource allocation
Logistics Analysts	Analyze product delivery or supply chain processes. Manage route activity, invoicing, electronic bills, and shipment tracing.	<ul style="list-style-type: none"> Route planning Asset management Process improvement
Transportation, Storage, & Distribution Managers	Plan, direct, and coordinate transportation, storage, and distribution activities.	<ul style="list-style-type: none"> Resource management Process improvement Asset management

For more information on supply roles, visit [O*Net Online](#).



Did you know the baking industry depends on many disciplines, including manufacturing, shipping and distribution, food safety and quality assurance, and engineering?

Flowers Foods is a leader in the U.S. baking industry.

For more than 100 years, the people of Flowers Foods have worked with honesty, integrity, and a true passion for baking. Since the Flowers family opened its first bakery in Thomasville, Georgia, in 1919, Flowers has become one of the largest baking companies in the United States.

Flowers Foods' 46 highly-efficient bakeries produce a wide range of delicious breads and baked goods under trusted, best-selling brands like Nature's Own, Dave's Killer Bread, Wonder, Canyon Bakehouse, and Tastykake.

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CAREER CONFERENCE

ATLANTA | OCTOBER 21, 2024



THE MBA VETERANS® CAREER CONFERENCE connects 1,200+ 1st and 2nd year MBA students, all of whom are military veterans enrolled at top-ranked programs, with more than 100 of America's leading MBA employers.



Our Career Conference offers employers the chance to intimately connect with the MBA veteran talent pool and speed up the hiring process. Onsite interviews are common and welcomed at the conference.



Students and alumni can take advantage of career seminars, industry panels, and incredible networking opportunities with employers seeking your knowledge and experience.



Students Learn More



Employers Learn More



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From Military Service to a Cyber Career: One Veteran's Path to Success

U.S. Army veteran **AARON BOND** transitioned from military service to a rewarding career in information technology (IT) with the help of MyComputerCareer's **Cyber Warrior Program**.

He shares his experience with MyComputerCareer and how fellow members of the military community can pursue IT careers.



PHOTO COURTESY OF AARON BOND

Tell us a bit about your career in the military.

AB: I served in the Army for five years and transitioned as an E4 specialist. My military occupational specialty was geospatial intelligence.

What is your background experience and why did you choose IT?

AB: After leaving the military in 2013, I wanted a career that was both challenging and rewarding. IT has always been on my radar because it's always changing and has plenty of room for growth. I jumped into a career in the industry right away and was determined to keep learning and improving, much like my time in the service.

What made MyComputerCareer's Cyber Warrior Program stand out for you?

AB: I was drawn to MyComputerCareer because it focuses on helping veterans. The Cyber Warrior Program seemed like a clear path into the career in IT that I wanted. Although I had 14-plus years of industry experience under my belt, I didn't have the certifications needed to stand out to employers. So, a program emphasizing certifications and hands-on skills was a no-brainer.

How have your military skills helped you in IT?

AB: The military teaches discipline, how to follow processes, and to never give up. These qualities are incredibly useful in IT, where you're always facing new challenges and need to keep learning to stay relevant in the industry.

Looking for your next challenge in the IT/Cybersecurity field?

Cyber Warrior offers extensive training on the essentials of computing, networking, and Cybersecurity in just three months.

Created to meet the demands of SkillBridge training for transitioning military members moving into a civilian career, this program is offered online and in-person. No prior IT training or experience is required.

Train and certify in:

- **CompTIA A+**
- **Network+**
- **Security+**
- **CySA+ (Cybersecurity Analyst)**

**MYCOMPUTER
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TRAINING FOR A BETTER LIFE

What have you achieved since finishing the program?

AB: I earned all four certifications offered in the program: CompTIA A+, Security+, Network+, and CySA+ (Cybersecurity Analyst). Afterward, I earned more certifications, broadening my options in IT.

Because I was determined to keep learning and to take control of my future, I now work in cybersecurity doing what I

truly enjoy. It's been rewarding to grow and stay up-to-date with technological changes.

What advice do you have for veterans thinking about an IT career?

AB: Starting is the toughest part, but it's important to make that jump. The discipline and structure you know well are very advantageous for IT. Look for programs that value your military background and can help you adapt those skills for technology roles. Be patient and persistent; the tech field is large with endless opportunities.

You don't have to have IT knowledge or experience to come into the Cyber Warrior Program and find success. But it requires confidence, diligence, and patience to learn.

How do you envision your career progressing?

AB: The possibilities in IT are endless. I plan to continue learning, particularly in cybersecurity, but I'm also interested in artificial intelligence and network administration. I'm going to work to keep improving.

How has MyComputerCareer impacted your life beyond education?

AB: MyComputerCareer opened the door to the career I wanted, plain and simple. It also introduced me to a community and support network. Transitioning from the military can be tough, and finding people who understand the transition was incredibly helpful for my personal and career growth.

Start preparing for a sustainable career in technology with **MyComputerCareer** today.

Tech Skills for Veterans in Months, Not Years



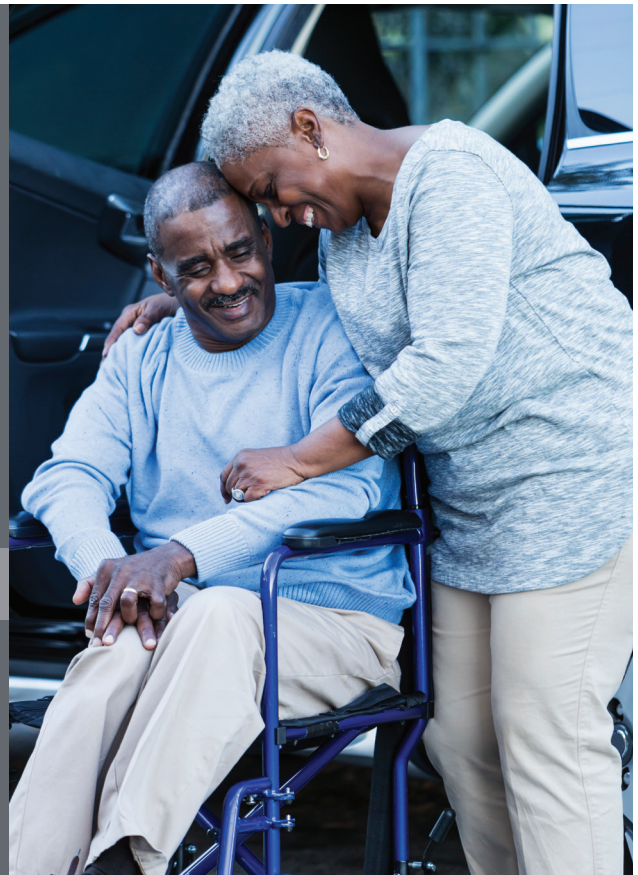
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DAV CAREGIVERS SUPPORT

DAV's support of veterans extends to families and caregivers who share in the sacrifices veterans have made in service. The program provides tailored caregiver support and resources to veterans and their families—including individual support from a trained specialist—at no cost.

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THE NEXT MISSION: Finding Purpose After Your Transition



By Hailey Brindamour, ACP

REMEMBER THOSE “CHOOSE YOUR OWN ADVENTURE” BOOKS YOU USED TO LOVE AS A KID? Just like in one of those books, service members start their journey in a similar place, but quickly come upon inflection points at which their choices will shape their future. One of the most challenging of these moments is separation, whether you’ve served one enlistment or 20 years. I spoke with three Veterans whose stories highlight that the journey is unique for everyone, revealing some common threads across the transition experience.

In 2017, **ALEX GENOVESE**, a former U.S. Air Force Nuclear Missiles Officer, was at a crossroads when she and her spouse were deciding on their next duty location. After weeks of negotiation, Genovese and her husband Matt, an active duty U.S. Marine Corps officer, couldn’t obtain orders to the same location.

When her application to reclassify was denied, Genovese chose to exit the Air Force and seek civilian employment. Her decision sparked a series of unforeseen challenges, including a less-than-ideal experience in a new job. “I didn’t understand corporate culture,” she says, and she didn’t want to immerse herself in that world. A military contractor job that she loved didn’t last either, as her spouse got orders to Hawai’i. That’s when Genovese made the difficult decision to become a stay-at-home parent to her two young daughters while she explored her long-term career options.



ALEX GENOVESE

The career services at his university were more applicable to traditional students than Veterans.

Luckily, there’s been a recent explosion in Veteran Service Organizations (VSOs) offering diverse professional services. Cammisa found FourBlock, a nonprofit dedicated to helping transitioning service members create a successful career outside of the military, and completed a 12-week boot camp through the organization in 2023.

FourBlock recommended that Cammisa sign up for mentorship through American Corporate Partners (ACP), which offers a no-cost, yearlong program tailored to a Veteran’s goals. He was just a step behind Genovese, who started her ACP mentorship in 2022 with the initial goal of pursuing a career in UX design. Her husband also utilized ACP, along with the COMMIT Foundation, another transition-focused VSO.



SCOTT CAMMISA

main in the Guard, join another branch of service, or fully transition to a civilian career, he’s also found Facebook communities helpful for their specificity. “Whatever your question, there’s a niche group that can address it,” he says. Knowing that he has multiple resources at hand is giving Flores the time and space to make an informed decision on his next move.



CAMEO FLORES

Genovese, Cammisa, and Flores agree on the importance of seeking and accepting help wherever you find it. Genovese notes that keeping your network active is an excellent way to build a professional support system as you embark on your civilian career. “Don’t be afraid to reach out on LinkedIn or elsewhere, even if you’re cold-messaging,” she says.

Sometimes, Cammisa says, the confidence of your military bearing may make it difficult for others to see that you could use a hand up. “You will find champions for your cause,” he says, “if you’re willing to ask.”

An ACP Mentor can be one of your champions! [Veterans](#) with at least 180

U.S. Marine Corps Veteran **SCOTT CAMMISA** was lucky to have the ear of diplomats when he served three years as an Embassy Security Guard in Brazil, the Congo, and Italy. They advised him not to return to the fleet unless he planned to make the military a career.

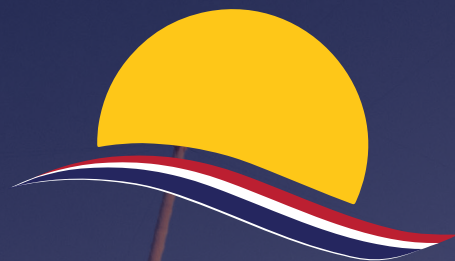
“I didn’t do any career prep because I knew I was going straight to school,” he says. But after completing his Bachelor’s in Political Science, Cammisa still found himself uncertain about his next move.

CAMEO FLORES, a Staff Sergeant in the Army National Guard, found help closer to

Veterans with at least 180 days of post 9/11 service can apply for ACP’s professional mentorship program. [Connect with an ACP Operations Associate](#) today.

home with his unit’s Forward Readiness Group (FRG). “They’re very well networked in both military and civilian circles,” says Flores, who started working at ACP earlier this year. While he weighs whether to re-

days of post-9/11 service, as well as active duty [Military Spouses](#), can apply to connect with an ACP Operations Associate, who will work with you to find the ideal Mentor for your professional goals.



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Delivering Careers That Excite at Sysco

Military service is often indicative of traits like drive, commitment, personal and professional betterment, and the willingness to accomplish difficult goals for the advancement of the team. While these traits alone are invaluable to civilian organizations, military service offers even more to the labor market with trained and skilled professionals in disciplines that touch every aspect of business.

BENITA WASHINGTON, a U.S. Army National Guard veteran and logistics professional, knew the value of her service and the impact it could have on her career. She shares how her military experience shaped her professionally and paved the way for an exciting career in logistics with Sysco Corporation.

Tell us about your military experience.

BW: My military occupational specialty in the National Guard was a 92A - or automated logistics specialist. I was part of a signal unit that supplied communication support to global operations.

Gaining logistics knowledge in the military helped me understand logistics on a larger scale, and I got to play a vital part in ensuring all equipment was operable and functioning.

Being in the National Guard allowed me to hone skills and knowledge outside of my trained specialty. When my unit was deployed to Iraq, I was able to immerse myself in logistics and supply chain operations; cross-training with the 92Y (Supply) team helped me to understand the bigger picture of supply chain management.

I was able to gain footing in the civilian sector while also serving my country. I served eight years, which allowed me to really have the best of both worlds. The

dures for a lot of organizations. Because logistics is a fast-paced environment, the military develops the skills needed to react, adapt, and overcome challenges with critical timelines.

Who is Sysco and how do you support their mission?

BW: Sysco is the number one food distribution company in the world. We supply consumable products across five continents and offer food security by giving back and volunteering through our organization.

I am a senior transportation procurement manager. My team contracts transportation providers to move our freight into distribution warehouses across the United States and Canada, which gets food products into the hands of our end customers.

Every day brings something different and new. That is what gets me excited about going to work. There are no two days alike in this industry.

“Because logistics is a fast-paced environment, the military develops the skills needed to react, adapt, and overcome challenges with critical timelines.” – **BENITA WASHINGTON**

National Guard afforded me the opportunity to gain my bachelor’s degree in operations management and in biblical studies which helped me advance in my career.

In my opinion, military service in roles like logistics and supply are closely aligned with civilian operations, and many of the things we learn in the military are used as the foundation for processes and proce-

What attracted you to Sysco?

BW: By the time Sysco came on my radar, I’d been working in logistics for about 12 years. I’d just returned from a military deployment to Iraq and was working in global logistics at the time.

Sysco had recently centralized their logistics operations, which was a new concept and piqued my interest. It excited me to be a part of building out this new venture.



▲ **BENITA WASHINGTON** - HONOR GUARD, TASK FORCE LIGHTNING MAGAZINE COVER
Photo courtesy of Benita Washington

What advice do you have for service members interested in logistics opportunities?

BW: Maintain an open mind and have a mindset to be a lifelong learner. Never get to a point that you feel you cannot learn something new and improve your knowledge. Aim beyond the stars so if you stumble, you land on clouds and can bounce right back.

How does Sysco support veteran employees?

BW: Sysco continues to be an advocate for the military community by promoting diversity within our company and teams.

The team’s advocacy has grown over the last few years with the introduction of Colleague Resource Groups, one of which is Military Connect. I have the honor of currently leading our veteran group, which has been a very rewarding experience. With veteran support from the top down, we have come to be recognized as a military friendly organization invested in the military community’s success and advancement.



Interested in bringing your skills to Sysco? Explore open roles today.



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Non-Compete: A Cause for Concern or a Wake-Up Call?

By Mike Arsenault

IN APRIL 2024, the Federal Trade Commission (FTC) announced a new rule banning non-compete agreements in the U.S. Unsurprisingly, news and internet sources have been buzzing with commentary on the potential long-term impacts of a ban.

For those of us without a legal or business background, there may still be some questions on what this means for job seekers and operations. Is a ban cause for concern or a wake-up call for companies to do better for their employees? Let's explore.

/ What is a Non-Compete?

A non-compete agreement legally prevents an employee from competing with an employer for a set period of time after an employment contract ends. This includes finding employment with a competitor or opening a new business that is in direct competition with the originating company. Contracts may directly prohibit employees from working with competitors **or** may exclude you from conducting business in a certain geographic area.

Non-competes are not to be confused with bonus-reimbursement clauses or programs that require pro-rated re-compensation of monies paid by a company with the stipulation that an employee remain employed there for a certain amount of time.

According to the FTC, about **18 percent of U.S. workers** (approximately 30 million people) currently work under non-compete contracts, while **101 million workers** are currently impacted by non-compete terms.

/ What's Changing?

The new ruling prohibits employers from imposing non-competes on workers (including independent contractors and unpaid workers). Employers will be unable to prohibit, penalize, or prevent employees from direct competition once their employment relationship ends.

By September 4, 2024 (unless significant legal challenges ensue), employers are expected to provide notice to current and previous employees that non-competes are no longer enforceable.

Senior executives in policy-making roles may still be bound by non-compete con-

tracts, however, the rule will prohibit any new contract conception. Other populations who may be exempt include entities that do not fall under FTC jurisdiction, including certain financial institutions (banks, credit unions, savings, and loans), some non-profit organizations, and air carriers.

When entering a job search, be sure to research if your non-compete agreement is enforceable to avoid potential recourse.

/ Impacts on the Job Market

It is too soon to tell whether non-compete agreement bans will stifle growth or benefit the employment landscape. The result is likely to depend on the reaction of employers and employees alike.

Job seekers can look forward to increased mobility, ability to pursue greater challenges, and the potential to bring home increased compensation. But newfound freedom can also bring growing pains. Employee exoduses could inflate recruiting costs, resulting in organizations reducing employee benefits such as bonuses, tuition assistance, scholarship programs, and more.

Companies are raising valid concerns regarding employee retention, integrity of trade secrets, and costs associated with employee investment in competitive industries.

While non-competes prohibit employees from sharing trade secrets or other confidential information gleaned while working for the originating company, non-compete agreements tend to provide greater value in client and employee retention and employee investment returns.

HERE'S WHY

Under non-compete, companies held little responsibility in ensuring livable wages, strong client/employee relationships, and retention tactics focused on employee wellbeing. This has resulted in

employees often enduring roles that stifle innovation, professional development, and earning potential.

Because most proprietary information can be protected under a non-disclosure agreement instead of a non-compete, the greater concern for companies is likely their bottom line.

/ Reacting to the Non-Compete Ban

The overall response to the non-compete ruling will determine its long-term impact on the workforce.

While the FTC **projects** that eliminating non-competes will lead to the formation of 8,500 new businesses per year, a \$524 wage increase per year for the average worker, and an expected average increase of 17,000+ patent requests each year, there could also be implications for employee benefits and professional growth.

As workers begin to explore new opportunities, employers will be forced to assess their retention efforts, including:

- mentorship programs,
- scholarship programs,
- tuition assistance/reimbursement,
- employee resource groups,
- recognition programs,
- and more.

As employers assess their investment strategies, employees will need to consider the impact on their own professional development. A few items that may become obsolete include robust sign-on bonuses, intensive training programs, or hire-for-growth opportunities as companies may opt to target external top-talent instead of growing from within.

Employers who respond with a focus on attracting talent may win the better candidate for the short term, but will they retain employees long enough to capitalize on their upfront investment?

Ultimately, there will be benefits and drawbacks for both employers and workers, but time will tell how substantially the ban on non-compete agreements will impact the employment landscape.

Mike Arsenault is a U.S. Army veteran and the Senior Vice President of Sales Operations at RecruitMilitary.



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Leveraging Soft Skills in Veteran Interviews

By Shawn Gardner

As veterans transition from military service to civilian life, they bring a wealth of skills and experiences to the job market including specialized training, education, and leadership. While these skills are invaluable in the workplace, securing employment after service often requires more than demonstrable technical skills.

Learn how to leverage soft skills during an interview process and start securing your next career with these tips.

| The Power of Soft Skills

Soft skills play a crucial role in demonstrating compatibility and provide a prediction into successful integration.

Soft skills consist of a range of interpersonal attributes that enable effective communication, collaboration, and relationship-building. While technical skills are essential, it's often the soft skills that showcase how a candidate will fit within a company culture and their ability to work with others.

Active listening, collaboration, relationship-building, and effective communication are foundational aspects of military service. Whether giving or receiving and interpreting an operations order, or engaging with local populations to facilitate relationships and mission success, service members are constantly applying these skills in their careers.

Applying this same skill in an interview will help discern hiring manager needs, concerns, and expectations. Active listening can help demonstrate genuine interest and curiosity and increase engagement during an interview.

| Interviewing at the Next Level

Companies often place emphasis on compatibility and value cultural fit when hiring new employees. Veterans who exhibit characteristics that resonate with an organization's values and culture are more likely to successfully integrate, foster a positive work environment, and achieve long-term success.

Showcasing your personality and character is crucial and goes beyond simply answering questions. The most successful candidates shine by employing

effective communication and relationship-building techniques.

Effective communication is vital in any role and can significantly enhance a veteran's interview performance. By demonstrating strong communication skills, veterans can convey their ideas clearly, build rapport with interviewers, and articulate how their military experience translates to the civilian workplace.

Navigating the military-to-civilian transition can be daunting, but mastering soft skills empowers veterans to approach interviews with confidence.

| Soft Skills in Hiring

Soft skills are not just how candidates win interviews; they also help companies win candidates during a hiring process.

When interviewers employ skills like empathy, active listening, and a welcom-

ing atmosphere, increasing the likelihood of attracting top talent.

Hiring managers who connect with candidates and promote a positive sense of integration potential into an organization are **38 percent more likely** to secure their top candidate.

| Interviewing and Beyond

In interviews, soft skills serve as a bridge between veterans and prospective employers. By mastering these skills, both veterans and hiring companies can experience new opportunities for success.

It's important to note that soft skills are not static and should be developed and refined over time through practice and feedback. Veterans can leverage resources regarding interviewing on our [RecruitMilitary Job Seeker Blog](#) to increase their marketability and success in the job market.

Similarly, hiring companies can play a crucial role in supporting veterans' transition into civilian employment by providing tailored training and onboarding programs that help veterans adapt their military experience to the civilian workplace.

By investing in veterans' professional development, companies not only gain skilled and motivated employees, but also

Navigating the military-to-civilian transition can be daunting, but mastering soft skills empowers veterans to approach interviews with confidence.

ing atmosphere, they can help candidates feel more comfortable in speaking about their experience during the interview process. This creates trust and builds rapport, allowing hiring managers to truly see a candidate's personality and candidates to get a feel for culture at the company.

A candidate's experience during an interview process directly correlates to their likelihood of accepting a position. Fostering a positive candidate experience can enhance an organization's reputation

demonstrate their commitment to supporting those who have served our country.

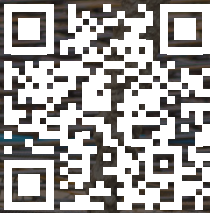
Through collaboration and investment in continuous improvement, veterans and hiring companies can leverage the power of soft skills to navigate the transition to civilian employment with confidence and success.

Shawn Gardner is a U.S. Army veteran and RecruitMilitary Account Executive.

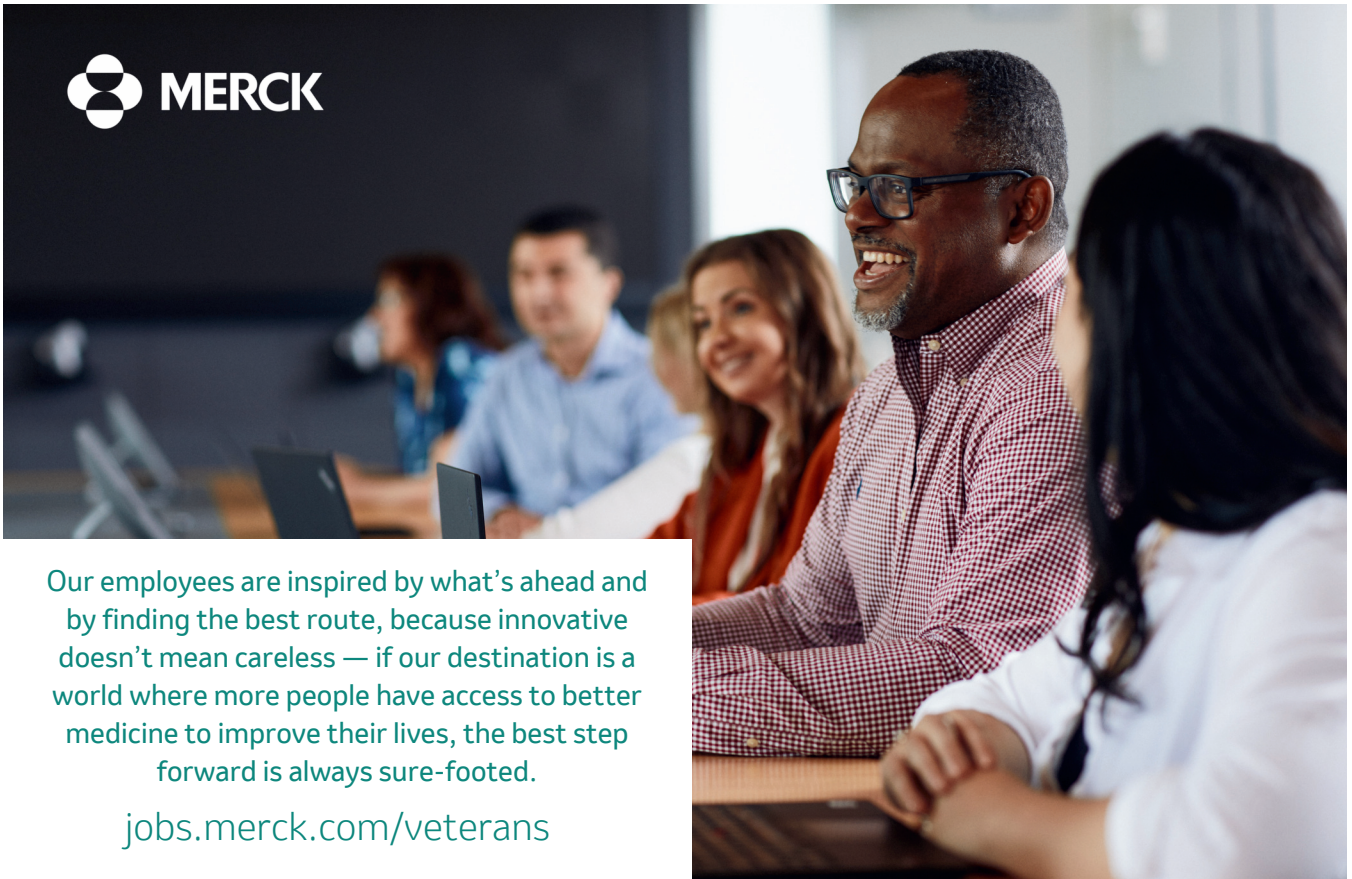


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CHANGE OFTEN STARTS where you least expect it, and the impact a family grocer can make in supporting the community is exemplified every time you walk through the front doors.

For some, local grocers provide critical medicines and food at a sustainable price. For others, it's a place to get to know the community while supporting a family. At Albertsons, the importance of community both in and out of their stores is a pillar of the organization.

TERRENCE WILLIAMS, a former U.S. Army infantryman and non-commissioned officer, shares how his career at Albertsons helps him impact his community each and every day.

Tell us about your military experience.

TW: Over the course of eight years and two deployments in support of Operation Iraqi Freedom and Operation Enduring Freedom, I had the privilege of serving within my infantry brigade, contributing to security operations in both Iraq and Afghanistan.

My role involved collaboration with the Iraqi and Afghan Army units, focusing on their training to bolster our joint security efforts. A significant part of my duties included coordinating areas of operations alongside military forces from Germany, Hungary, Poland, Britain, and Australia, which in turn also fostered international cooperation and tactical synergy.

A personal highlight of my service was earning the prestigious Gold German Schützenschnur marksmanship badge while stationed in Afghanistan, a testament to the skills and dedication honed during those deployments.

What aspects of the military have helped you in your civilian career?

TW: Embracing servant leadership and prioritizing the team's needs over personal interests has proven to be the most valuable skill that has facilitated my success in the private sector.

Being able to execute an idea from inception to completion is all you need to be successful.

Who is Albertsons and how do you support their mission?

TW: Albertsons was my hometown grocery store growing up and I always



TERRENCE WILLIAMS

PHOTO COURTESY OF TERRENCE WILLIAMS

wanted to work there. When I was given the opportunity, I didn't look back.

We supply groceries to the public and have one of the largest private fleets in the country. I am the Vice President and General Manager of the Roanoke Distribution Center. My team runs distribution for all Albertson's stores in Southern Louisiana, Texas, and Oklahoma.

My favorite part of my job is developing leaders and improving processes that impact people's lives.

Albertsons has eight main business areas:

- Store Operations
- Pharmacy
- Warehouse
- Truck Driving
- Manufacturing
- Digital Experience and eCommerce
- Technology
- Corporate

The opportunity to make a difference in the community starts with bringing access to food and medicine to the people who live there - a lot goes into making that happen.

How does Albertsons support veteran employees?

TW: We have a national Albertsons Resource Group (ARG) that helps give veterans a place to work together across the entire network. The ARG gives us the ability to help in our communities and donate our time and resources to many impactful organizations like the Veterans of Foreign Wars (VFW), DAV (Disabled American Veterans), and the American Legion.

Albertsons Companies also has a veteran hiring initiative, "Operation Fresh Start," that is committed to providing meaningful employment opportunities and comprehensive support for military veterans transitioning into civilian careers. Through our commitment to fostering a veteran-friendly work environment, providing tailored resources, and establishing partnerships with veteran support organizations, we aim to create a seamless transition for veterans, while promoting their success, growth, and overall well-being.

What advice do you have for service members transitioning from military service?

TW: The path to success often leads us through the heart of struggle. It's during the hardest times that perseverance becomes vital. The mantra "keep pushing" isn't necessarily meant to be motivational—it's a fundamental principle for growth and achievement.

Remember, diamonds are formed under immense pressure; similarly, our greatest achievements and strengths are often forged during our most challenging moments. Embrace the pressure, and let it transform you into a beacon of resilience and success.

How important was growing your network in your post-military career?

TW: Building a strong network has played a significant role in my professional journey, and I am deeply thankful for the various positions I have occupied throughout my career.

Embracing the principles of servant leadership and dedicating myself to assisting others in reaching milestones they once thought unattainable has been incredibly rewarding. The opportunity to contribute to the realization of others' dreams is a powerful motivator. It's this aspect of my work that fuels my passion and love for what I do, making each day at work an experience to cherish.

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By Lucas Connolly

DAV and RecruitMilitary's Premiere SkillBridge Program

SINCE THE INTRODUCTION OF THE DEPARTMENT OF DEFENSE (DOD) SkillBridge Program in 2011, over 50,000 service members have participated in internships during their final 180 days on active duty.

In 2022, RecruitMilitary and DAV (Disabled American Veterans) joined over 1,700 private sector companies in creating a career path for SkillBridge interns. Since then, we have hosted more than 132 transitioning veterans through our Candidate Success Program. Upon completion of the Candidate Success Program, interns have gained valuable civilian work experience, job search support, and a stronger professional network.

/ WHAT IS CANDIDATE SUCCESS?

The Candidate Success Program aims to create a better career search experience for candidates and increase the likelihood that they will connect with a meaningful employment opportunity.

We do this by creating a process where the SkillBridge interns provide assistance to incoming job seekers from the military community. By helping others set up RecruitMilitary profiles and navigate transition resources, SkillBridge interns are better equipped for their own journey. Through our program, they receive premier training on resume building, industry trends, and candidate profile optimization.

/ HOW IT WORKS

To us, candidate success means the success of the military community and is at the very foundation of DAV and RecruitMilitary's employment mission.

Once a transitioning service member, military spouse, veteran, or National Guard or Reserve member [creates a profile with RecruitMilitary](#), a member of our Candidate Success Representative (CSR) team will pick up the phone, dial your number, and assist you in accomplishing five integral things designed to take your career search to the next level:

Need More Assistance?

Check out our Live Webinar Series:

- [Federal Resume Workshop](#)
- [Civilian Resume Workshop](#)
- [Advanced Employment Workshop](#)

1 | PROFILE COMPLETION If you were using an online dating site, you probably wouldn't trust the profile that is only 27 percent complete. Similarly, employers can't assess whether you are a fit for their opportunity if your profile is incomplete. Candidate Success Representatives will walk you through the process of getting your profile from incomplete to 100 percent completion. This can typically be done in under 15 minutes and greatly increases your chances of matching with a career opportunity.

Candidate Success Representatives can help open the door to opportunity by not only offering profile optimization and completion assistance, but by also helping you make the most of your RecruitMilitary candidate experience.

2 | RESUME UPLOAD Whether you need help formatting your resume or do not have one, our CSRs can help you convert your optimized profile into a resume document that aligns with modern marketplace formats and overcomes common applicant tracking system challenges. If you need additional resume support, we have [a live webinar series](#) to assist you in taking your resume from zero to hero!

3 | JOB SEARCH Candidate Success Representatives talk candidates through our world-class, military job board. Because hundreds of new roles are added to our job board each day, CSRs also help set up saved search criteria, so you receive notifications with updated job matches.

4 | CAREER FAIRS Feeling like a good old fashioned face-to-face, firm handshake, strong eye contact introduction to a potential employer is in order? Our CSRs can assist in registering for upcoming career events over the phone. DAV and RecruitMilitary host over 100 career fairs nationwide, where the military community can meet with dozens of employers motivated to hire veteran and military spouse talent. (Pro Tip: Bring that resume you worked so hard on!)

5 | RESOURCES CENTER Over the past 30-plus years, we have been sharing the knowledge, guidance, and tips to help the military community transition to their next career with ease. Our CSRs help candidates navigate these resources, including "how-to" guides, instructional videos, success stories, magazine articles, and more.

/ OPPORTUNITY IS CALLING

If you are new to RecruitMilitary and have recently set up a profile, don't be alarmed if you receive an unexpected phone call from us. A few minutes on the call with the CSR could change the outcome of your job search. Haven't created your RecruitMilitary profile yet? [Start here.](#)

Interested in joining our CSR team as a DOD SkillBridge intern? [Apply today](#) and start making a difference in the military community!

Lucas Connolly is a U.S. Army veteran and DOD SkillBridge Program Manager at RecruitMilitary.



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In addition, we promote inclusion throughout the company.

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A Career in Energy and Beyond

DAVION ROBERTS has served an incredible 32 years in the U.S. Air Force and continues to serve in the U.S. Air Force Reserve. Using his military experience in satellite communications, he found a fulfilling career with PECO, an Exelon Corporation subsidiary, bringing critical utilities to communities across the country.

Tell us about your military experience.

DR: I started out as a weapons specialist while serving active duty. I loaded bombs and 20MM ammunition on F15/F16 aircraft. I also serviced the weapon systems that dispensed these munitions.

After nine years of active-duty service, I transitioned to the U.S. Air Force Reserve at Joint Base McGuire-Dix Lakehurst as a satellite communications technician working with radio frequency (RF) and cyber equipment. I have served 32 years and continue to serve in the Air Force Reserve, deploying seven times, visiting almost every state and 18 different countries and counting.

I have had many accomplishments in my life as a veteran. But my all-time favorite is seeing my airmen succeed in what they aim to accomplish. When they make rank, get nominated for awards and decoration, or simply get acknowledged for a job well done; The moment they realize that all the hard work that was put in has paid off gives me energy and makes me feel good.

Who is PECO and how do you support their mission?

DR: Headquartered in Philadelphia, PECO is Pennsylvania's largest electric and natural gas utility company, delivering power to nearly 1.7 million electric customers and more than 545,000 natural gas customers in southeastern Pennsylvania. PECO is a subsidiary of Exelon Corporation, the largest fully regulated utility company in the nation with more than 10 million customers.

I am a smart grid services supervisor focused on radio frequency network stability in my area. I work to advance smart energy to provide safe, reliable, affordable, and clean energy and energy services for our customers and the communities we serve.

What attracted you to PECO?

DR: Actually, PECO found me. I had never imagined that a utility company would have a need for RF technicians. I was in Las Vegas with my wife during one of her nursing conferences when I received a call from a contracting company regarding a need for someone with my background in RF. I sent my resume, got an interview, and here I am. I've been with PECO for 13 years.

How does PECO support military community employees?

DR: Exelon Militaries Actively Connected (E-MAC) exists to promote a positive workplace environment for those with prior military service, to engage employees who would like to be involved in military issues, and to establish a networking tool for all employees regardless of military affiliation across Exelon and its operating companies.

We are over 1,000 participants strong and growing, and we're open to all Exelon employees who want to salute service—military members and family, and non-military members.

On my team specifically, we receive tremendous support from the company. To my knowledge there are five veterans on the smart grid team, and we get nothing but great appreciation for the work we have done in our military careers.



PHOTO COURTESY OF DAVION ROBERTS

What advice do you have for military community members interested in the energy industry?

DR: Apply, because there is a need for people with skills like ours.

When applying, do not underestimate the importance of a well written resume. I recently had two openings on my team and was looking to hire someone. I had a stack of 20 resumes between the two positions that I felt I couldn't even entertain because they were so poorly written.

Please don't let a poor resume keep you from success. You could be qualified, but a resume that does not properly highlight your skills and accomplishments in the right way will most likely end up in the deleted folder. This was a hard lesson for me to learn initially. A good resume is the key to landing an interview.

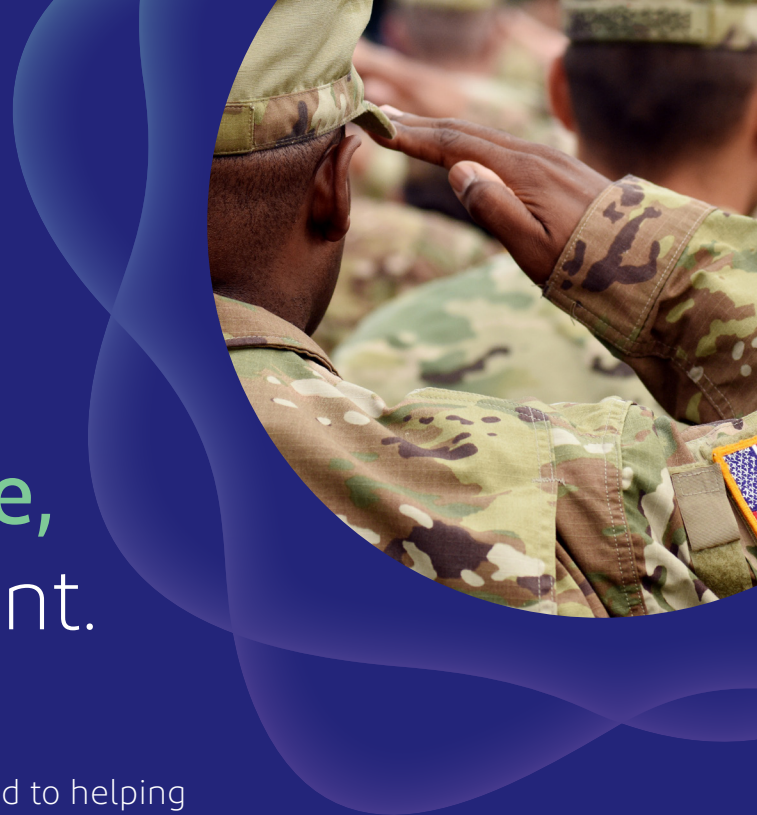
Enjoy a career that harnesses your military experience, explore [Careers](#) with Exelon today.

Exelon is committed to helping veterans translate their skills to the energy industry, starting in the recruitment process and continuing with professional development support in the workplace. Each of our Operating Companies has a Military Employee Resource Group dedicated to supporting veterans and connecting them with their colleagues and communities.





exelonSM



Your Experience, Our Commitment.



At Exelon, we are committed to helping veterans translate their skills to the energy industry, starting in the recruitment process and continuing with professional development support in the workplace. Exelon has made – and exceeded – a goal to fill at least 10 percent of open positions with military service men and women. Once onboard, we offer a resource group dedicated to supporting veteran employees. Exelon is a Fortune 200 company and the nation's largest utility company, serving more than 10 million customers through six fully regulated transmission and distribution utilities. We have positions available in locations across the country, including Delaware, Illinois, Maryland, New Jersey, Pennsylvania, Texas, and Washington, D.C.



Explore careers at [exeloncorp.com/careers](https://www.exeloncorp.com/careers)

Transition with Confidence

A military transition isn't always defined and can often lack a clear start and end date. RecruitMilitary has partnered with organizations across the country to bring service members and their families the resources they need to transition with confidence.

No-Cost Training Programs

Level-up your career skills; Available to both veteran and military spouses.



Wrap Around Services

Get assistance with employment, veterans and survivor benefits, and post-military challenges.



Mentorship

Find people who understand where you've been and where you want to go.



Employment Assistance

Explore established networks, vetted resources, and free services and benefits for the entire military community.



To learn more about all of RecruitMilitary's amazing partners, visit our strategic partner page.

Be

Be empowered.
Be a leader.
Be you.

How This Army Veteran Gave His Career a 180

Name: Tu N.
United States Army Veteran

Position: Food & Beverage Voyager
Marriott Marquis Houston

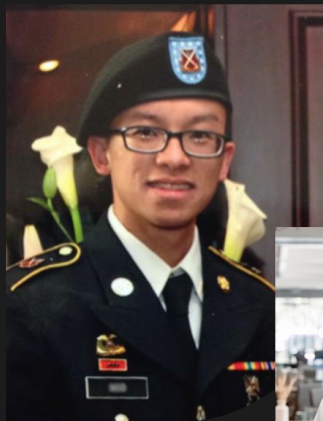
After eight years as a culinary specialist in the U.S. Army, Tu decided to give his career a 180 and try hospitality. His new journey led him to the Marriott Marquis Houston, where he now oversees two of the large downtown hotel's dining outlets.

"My main responsibilities are to make sure our servers provide a 'Wonderful Hospitality' experience to each guest and thank those who are Bonvoy members for their loyalty," he says.

In his army days, Tu would often serve three meals a day to groups of 50 to 5,000 people, while also helping organize the culinary aspect of holiday events. Experiences like that helped him feel confident in his new hotel environment, especially in communicating and working with the kitchen team to guarantee Marriott's guests a memorable stay.

After completing his year in the Voyage Program, Marriott's award-winning leadership development program for recent college graduates, what does Tu see for himself?

"One to two years after the program, I see myself at a new property as Food & Beverage Manager," Tu says. "Then, three years later, a Restaurant or Food & Beverage Director. Five years after that, I see myself as a hotel manager and so on until I become GM of my own property!"



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▲ RUCK MARCH 2023. Photo courtesy of HCA

Great Purpose after Great Challenges

JONATHAN SNIDER served as a U.S. Army infantryman for six years before departing military service. Where his transition started off with considerable challenges, he found his calling in the healthcare industry with HCA Healthcare.

Snider shares his story and how you too can find great purpose after great challenges.

Tell us about your military experience.

JS: I served in the Army for six years as an infantryman supporting the Global War on Terrorism efforts. While there are many technical skills as an infantryman that I have not utilized in the civilian workforce, there are many soft skills that I actively deploy on a daily basis.

All my experiences while serving, shaped me into the person that I have become. From the various roles I held, the unique opportunities, and the extensive training – it all helped me become a versatile professional who can adapt to any mission and drive a team to success. Soft skills like transformational leadership, conflict resolution, resilience, and grit and determination continue to be skills that set veterans apart from their counterparts.

What company do you work for now?

JS: HCA Healthcare is a mission-driven organization that is dedicated to giving healthier tomorrows to millions of patients across 20 states and the United Kingdom. I support our mission as a Military Affairs Program Manager, working cross-functionally with our human resources and talent acquisition partners to diversify our workforce with military-affiliated talent and promote an organizational culture where military talent thrives.

What attracted you to HCA Healthcare?

JS: I came to HCA Healthcare by way of a previous executive leader that I supported at another healthcare organization. The organization attracted me because of the people (the leaders) I previously worked for. However – as I approach my eighth year with the company, it continues to be the people and the mission that inspire me to stay.

How does your current organization support veteran employees?

JS: HCA Healthcare has a variety of programs and a great structure to support all military talent. However, the best resource they provide us is the veteran employee resource groups hosted across the country. These groups provide development, connection, community, and general support for all military talent giving veterans a community to lean on as they navigate the new workspace in Corporate America. The military community at HCA Healthcare is strong and truly one that lives out the mantra “Care Like Family.”

In what ways has your organization helped you with your transition?

JS: HCA Healthcare continues to support me in my transition in two major ways. One, by hiring veterans and other military talent that allows me to grow my network where

I find support, comradery, and a sense of community. The second is professional development. As I identify areas to improve, HCA Healthcare offers a library of resources that enables me to achieve my goals.

What challenges did you face in your job search and how did you overcome them?

JS: Personally, I faced two major challenges. First – I had no idea what I wanted to do with my life. I thought I was going to spend 20 years in uniform, but things changed. I didn’t have exposure to different industries and had no clue what I wanted to be when I grew up.

I fell into the healthcare industry out of luck. My first shift in an emergency department was confirmation that healthcare is where I needed to be. The team environment amid chaos and serving people who needed help was what I was missing. My challenge then became how to leverage my skills as an infantryman to bring value and find a role that offered career progression.

The second thing that I had to overcome was even more personal. It was a hard lesson in humility. When I transitioned, my confidence blurred the lines of arrogance and I sought to transition without anyone’s help. My arrogance bled into my interviews and how I interacted with stakeholders, I often met constructive criticism with passive aggression. I was at the end of my rope, barely making ends meet financially when I finally accepted help from veterans offering assistance. Less than eight months later, I landed a role that changed my life.

Learn from my example – do not go into your transition experience thinking that every organization wants to hire you, you are the gold standard of professionalism, and organizations should be offering you a vice president role right away. Remember, most hiring managers have no idea the difference between a sergeant and command sergeant major. It is all in how you present yourself and articulate your value and experiences. Lean into moments of vulnerability and be humble.

Unlock unlimited possibilities with HCA Healthcare and explore open positions today.





Find a career with purpose at HCA Healthcare

Veterans + Military Spouses
+ Guard and Reservists



We know the positive difference that hiring veterans can make.

As a nationally recognized military-friendly employer for ten consecutive years, we're proud to hire thousands of veterans, as well as spouses of active duty military, each year.

Our program helps transitioning veterans and military spouses into civilian careers, provides active duty benefits and job flexibility for veterans, military spouses, guard and reservists. If you're a veteran leaving the military and are interested in healthcare, apply for one of our open positions.

Caring for those who have served.

Since 2012, we've hired more than 39,000 military veterans and military spouses. Through the Patriot Partnership Program, we provide specialized training to our organization's medical residents and fellows. And as part of the Hiring 100,000 Military Spouses Coalition, we've hired more than 9,800 military spouses.

Explore now!



Questions? Contact Jon Snider at
Jonathan.Snider@hcahealthcare.com

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Rexel USA is comprised of 450+ electrical supply branches, 26 distribution centers, and various offices across the continental U.S., Hawaii, and Alaska. Our dedication to supporting veterans aligns with our commitment to diversity, inclusion, and community engagement.



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- Veterans Recruitment Act (VRA)

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- Contracts and Acquisition Specialists
- Aviation Safety Inspectors
- IT Specialists
- Engineers (aerospace, mechanical, electrical)
- Environmental Protection Specialists
- Jobs in STEM (Science, Technology, Engineering and Math)
- And many more job series



Federal Aviation Administration

Visit www.faa.gov/jobs to learn about the wide range of positions available at the FAA.



Always on the move? So are we.

Each year, we help thousands of veterans, transitioning service members, and military spouses find great jobs—anywhere and everywhere.

We know military families are often moving. And with Kelly® at your side, every change is an opportunity. No matter where you are—or where you go—we'll help you build a civilian career that fits your lifestyle.

Your unique experience and skills are valuable in today's job market. Let us connect you with the best employers, wherever life leads you.

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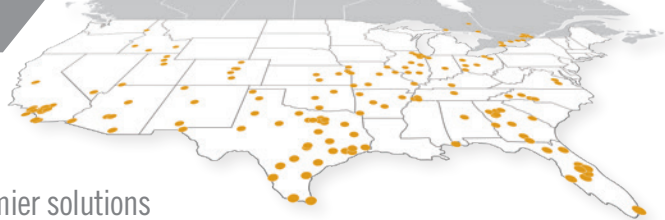
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Unlock Your Potential

ActOne Group, a leader in staffing and recruitment, recognizes the unique talents of veterans, transitioning service members, military spouses, and their families. Our Heroes In Service Connections program is dedicated to helping you find meaningful career opportunities tailored to the military lifestyle.

What We Offer:

Focused Support: Combatting the 90% underemployment rate among military spouses with tailored job opportunities.

Flexible Jobs: From part-time to direct hire positions, we cater to your need for adaptable work schedules.

Career Advancement Services: Including interview preparation, resume review, career coaching, and more.

Why Choose Us?

Access to Top Employers: We connect you with leading companies that value the discipline, leadership, and resilience that veterans and military spouses bring to the workforce.

Ongoing Support for Growth: Beyond job placement, ActOne is committed to your continuous professional development and career advancement.

Join Our Mission

Start your journey to a rewarding career with ActOne Group Heroes In Service Connections. Let's bridge the gap between your skills and the right opportunities.

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Fueling Careers in Your Area

CHRIS KELLEY served in the U.S. Air Force for 20 years before retiring as a master sergeant. Since then, he's taken his skills from service and put them to good use at Love's Travel Stops, where highway hospitality drives interstate commerce, growth, and opportunity.

Kelley shares his experience fueling careers for the military community at Love's.

Tell us about your military experience.

CK: While in the Air Force I was blessed with fantastic leaders who mentored and molded me throughout my career.

I performed several roles including firefighter, fire department logistics, assistant fire chief, military geospatial intelligence analyst, recruiter, and recruiting flight chief.

What challenges did you face in your job search?

CK: The biggest obstacle I faced while transitioning from the military was properly translating my tangible military skills into civilian terms. Utilizing tools provided by the transition assistance program and networking with other military members allowed me to better understand where I could make the most impact in the civilian world.

For those nearing transition, I recommend researching early and networking with as many current and former service members as possible. Don't settle for less than you're worth, but remain open-minded and realistic about your expectations. Life after the military will be different, but joining the right team will help you enjoy your next chapter of life.



"I also knew I wanted to be a part of a company that valued their people and provided a sense of camaraderie. Love's has checked every box I could want and more!" – **CHRIS KELLEY**

What considerations were most important in your job search?

CK: Cultural fit and location were the most important aspects to my job search.

After traveling the world for 20 years, I knew I wanted to retire near Oklahoma City where I was born. I also knew I wanted to be a part of a company that valued their people and provided a sense of camaraderie, even if that meant a smaller

role or less money. Love's has checked every box I could want and more!

What is Love's and how do you support their mission?

CK: Love's has been fueling customers' roadway journeys since 1964. Innovation and perseverance have always been at the forefront of this family-owned and -operated business. Headquartered in Oklahoma City, we have nearly 40,000 team members in North America and Europe.

The company's main efforts consist of travel stops and convenience stores, and we have more than 640 locations in 42 states. Love's is committed to offering products and services that provide value for professional drivers, fleets, four-wheel customers, RVers, and alternative and wholesale fuel customers. Giving back to communities and an inclusive, diverse workforce are hallmarks of the company's award-winning culture.

I am a talent manager responsible for filling manpower requirements across Love's Family of Companies. I really enjoy the ability to impact lives by providing people an opportunity to grow and promote within an amazing company.

What skills from the military helped you in preparing for this role?

CK: I volunteered to become a recruiter in the Air Force because I knew how much a recruiter impacted my life and I wanted to do that for others.

Recruiting is an ever-changing career that forces you to adapt and be innovative to get the job done. Being an Air Force veteran has helped me stay in a growth-



CHRIS KELLEY

PHOTOS COURTESY OF CHRIS KELLEY

mindset and always willing to learn and understand new tasks.

What made you consider this type of role?

CK: Being born and raised in Oklahoma City, I have always admired Love's. When I decided to retire from the Air Force, I knew I wanted to come home and support a hometown organization with a great culture in a role that supports the growth of that organization.

The growth and the culture of the company are what most attracted me to Love's. I had a few friends who highly recommended the company regardless of the position, so I decided to take a leap of faith and join the team.

How does Love's support veteran employees?

CK: Love's established a U.S. Department of Defense SkillBridge program for many of their positions to provide transitioning service members with an opportunity to join our team.

We partner with RecruitMilitary and support 50+ military hiring events per year. Love's even supports Operation Homefront in distributing meals to military families and has gifted the organization more than \$800,000 since 2012.



Find growth and opportunity on your road to success. Fuel your career at **Love's** today.



WE'RE HIRING VETERANS

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Each year, we strengthen our workforce with hundreds of military veteran men and women – helping them transition into rewarding, lifelong careers with a team that has their back. From management roles to driving positions, we offer a variety of opportunities for veterans to leverage their skills and advance their careers.

Who We Are

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Empower Your Recruiting Strategy with the Right Tools

Hiring from the military community is not just altruistic or patriotic, it is smart business.

/ Did you know:

- The United States military is 43 percent women and minorities, providing a diverse talent pool after their service.
- Two-thirds of the military population is college educated or has a technical background.
- More than 200,000 veterans transition from service each year, creating a consistent source of trained talent.
- Many veteran hiring initiatives are unsuccessful because organizations do not invest in the right tools.

Is your company investing in the right tools to effectively communicate and connect with veteran talent? RecruitMilitary (RM) helps partners invest in the right communication, connection, and maximization of veteran talent with our [RecruitMilitary Service Solution \(RMS²\)](#).

/ What is RMS²?

RMS² is a year-long program that embeds strategy and training into your military hiring efforts and is supported by many of RecruitMilitary's solutions. We use data-driven insights to help employers optimize their ability to source military talent utilizing career fairs, a candidate database, website branding, newsletters, magazine advertisements, and feature campaigns.

/ Who is RMS² for?

RMS² is designed for companies interested in effectively hiring the niche military community.

RMS² is best utilized by companies who understand that military recruitment is a long-term educational, training, and resource-based effort. Veterans are in high demand in the workplace. With an unemployment rate of only three percent, companies must act quickly to connect with these candidates before the competition does.

/ Using the Right Tools

How does RMS² help to create pipelines

of veteran talent? By providing the right tools, education, training, and access to fit your unique hiring needs. Together, we can create a better recruitment journey for your organization.

■ CAREER FAIRS

Tool: An RMS² partnership provides you access to over 90 veteran hiring events across the country. These events occur on military bases, in metropolitan areas, and in virtual settings.

Education: We provide educational resources ranging from decoding military language to how to ask the right questions of potential candidates. Use these resources to learn how to effectively engage.

Training: RM utilizes QR Code technology and applications allowing you to streamline, prioritize, and catalog your candidate interactions in real-time at a career fair. We also offer training sessions prior to events to best prepare you for an impactful experience.

Access: Each event provides access to veterans with unique profiles. Every registered candidate profile related to the event is available to clients during and after the event.

■ JOB BOARD AND CANDIDATE DATABASE

Tool: Our job board and database are always growing. With an average of 5,000 new registrants every month, clients can search by keywords, military occupations, compensation, location, and rank. One of the attributes that makes the military community so special is their adaptability. Your open roles automatically reach more candidates who are not restricted by geographic considerations.

Training: RM trains your staff in creating job descriptions that speak to the military community. We also teach you how to write your descriptions for best search engine optimization, and how to effectively

utilize our impressive candidate database.

Access: The RM Job Board is home to over 300 thousand active jobs, 1.5 million job seeker accounts, and over 15,000 daily job views. RMS² clients enjoy full access to the database and job board, along with their entire team.

■ BRANDING ASSISTANCE

Tool: Between our healthy social media presence, our robust website traffic, or our job seeker magazine, [Search & Employ](#), we leverage all of our resources to introduce the military community to your organization. [Search & Employ](#) uses ads and veteran testimonials to communicate trust and experience from people currently working in your organization. Our social media team utilizes these testimonials to create brand recognition in our networks and highlight you as an employer of choice. Appearing in microsites on our high-traffic pages can result in an extra boost for your brand.

Education: Through your client strategists, RM assists in evaluating your internal processes while advising on strategic methods of communication. RM trains your team in these processes, making your investment replicable across your entire organization.

Access: [Search & Employ](#) has a reach of over 300,000 military job seekers. Our social media has a following spanning six platforms and our network is ever expanding.

/ The End Goal

RM is focused on adding value to your organization utilizing our scale, knowledge, solutions, services, and diverse audience. Whatever the need, we are committed to helping you find the right veteran, at the right time, for the right role by providing the right tools and facilitating the education of both candidates and hiring teams.

A GREAT PLACE TO WORK

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BEYOND JOB TITLES: Understanding Military Talent

I'LL BE THE FIRST TO ADMIT

that hiring the right people for high-impact roles is a crucial aspect of a successful business.

I'll also admit that, on paper, many of RecruitMilitary's hires have not had the background, education, or civilian experience most would expect of individuals performing their roles.

At RecruitMilitary, qualifications are only a small aspect of our hiring strategy. We strongly believe in the power of potential and the adaptability of our team. As a result, RecruitMilitary has exploded in growth and reach.

/ Misfits or Missed Opportunities?

It likely isn't a surprise that 45 percent of our team are veterans, 22 percent are military spouses, and 33 percent are civilians with connections to the military community.

Of our veterans and military spouses, many came to us within their first year of military transition, after breaks in employment, or with limited knowledge of military recruitment.

Where other organizations may see a "team of misfits," we see a team that has utilized various skills from their military journeys to achieve significant results. Since 2015, our organization has introduced five new departments and three new product lines, significantly increasing the number of connections we facilitate between employers and the military community each year.

The success of RecruitMilitary isn't just the result of years of industry knowledge and experience, but a product of the "green and growing" mentality we maintain, as well as our focus on hiring for potential.

Are you missing opportunities to bring your organization to the next level in search of the right job experience? As a job seeker, are you communicating your seemingly unrelated background as a strength?

/ A Recurring Theme

The military community serves as a prime example of growing where watered. In actuality, the saying is "grow where planted," but, this idea places the entirety of success on the plant, not the planter. How many times have your neglected plants flourished?

When given the opportunity to contribute ideas, explore new territory, and gain experience, the military community will infuse leadership, problem-solving, vision-focused action, and more into every task they approach. When hiring military, you receive more than work experience; You unlock opportunity for your entire organization.

A great example of this is our Chief Technology Officer and U.S. Army veteran Mike Francomb. He came to RecruitMilitary with no tangible history in recruiting, sales, marketing, or technology. Throughout his 26-plus year tenure with RecruitMilitary, he has held senior vice president positions in almost every aspect of operations, cultivated relationships with some of our most strategic partners, and been a voice of reason in some of our greatest challenges as a company.

As with many in the military community, Mike's resume only told half his story and even less of his potential.

/ Veterans Might Surprise You

We know a military recruiting firm hiring from the military community isn't shocking. What is shocking, though, is the number of companies who pass on candidates for lack of a job title.

Every quarter, I meet with a group of chief executive officers from various industries who share philosophies, advice, and struggles.

After months of searching for a software lead with no luck in finding a candidate with both the leadership *and* technical background they expected, a peer finally asked what the military community may have to offer. After speaking to a handful of military leaders with no technical background, his company extended an offer they were excited about.



TIM BEST
Chief Executive Officer,
RecruitMilitary
U.S. Army Veteran

/ Hire for Strategy

What is the end goal of your hiring investment? In the aforementioned case, hiring managers assumed that technical aptitude drove candidate suitability. While certainly important, the cost of training the technical aspects of the role was significantly less than the impact on profit margin should a poor manager/leader be hired instead. Be careful not to prioritize the wrong skill set.

Identify the no-fail aspects of the role. Are they bound by knowledge (technical or otherwise) or experience (leading, managing, problem-solving)?

With rising recruitment costs, it can be tempting to narrow down candidate pools with artificial intelligence. But are you getting the right return?

RecruitMilitary delivers pre-vetted and ready-to-interview candidates directly to your hiring team. Consisting of individuals intimately familiar with the military and how they fit into Corporate America, our Placement Services experts help hiring teams understand the value of each applicant and how their experience can impact an organization.

Don't let a missing job title prevent you from making your next impactful hire. You might find your next leader by considering an unexpected resume.



aimbridgehospitality.com/careers

Welcome to your future



Welcome to Aimbridge Hospitality, a leading, global hotel management company, where we open doors to exciting possibilities. We're continuing to grow with over 1,500 properties in 20 countries and see every day as an opportunity to connect. Our passion is connecting great people to great experiences in exciting destinations. For our customers and our people, the Aimbridge experience is like no other.



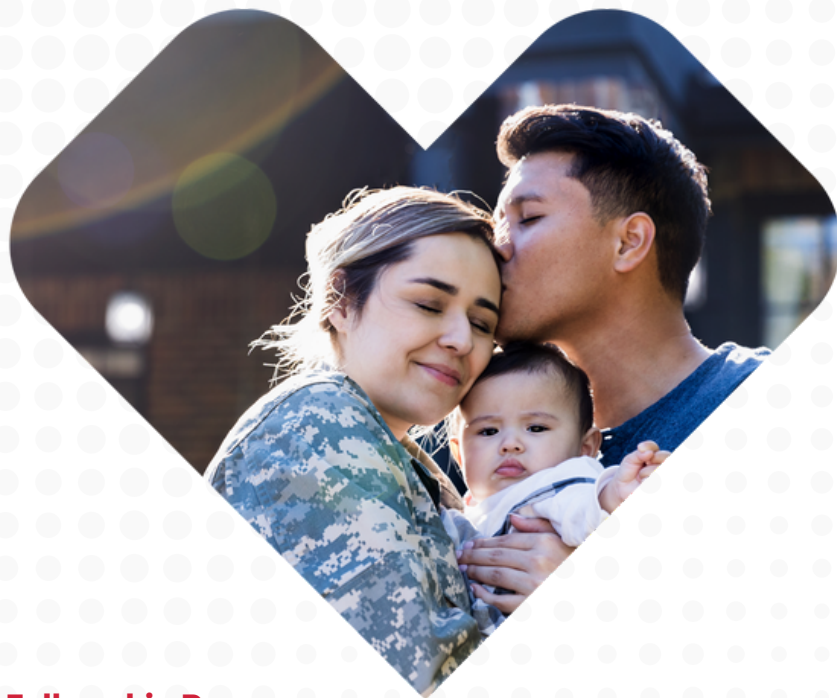
If you're ready to learn and grow, it's time to open your own door to what's possible. We'd love to welcome you to our inclusive team shaping the future of hospitality.

Where potential meets possible



Military Spouse Careers and Programs

At CVS Health®, we value the skills and experience you bring, and thank you for your service and sacrifices while supporting your loved ones in the military. As an enduring partner with Military Spouse Employment Partnership for 20 years, we're committed to providing long-term career opportunities and support for military spouses.



Fellowship Programs

Partnered with Hiring Our Heroes we offer a 12-week paid fellowship program. During this time, you will receive professional training and hands-on experience across CVS Health enterprise to quickly build your network and showcase your skillset. Learn more on our site!

Career Opportunities

- Nationwide options
- Full-time and part-time
- Entry-level through executive
- Roles in corporate, clinical, retail settings and more!

Benefits to Support You and Your Family

- Holistic health care benefits plus free program resources for your physical, mental, and emotional well-being
- 401(k) savings plan with \$-for-\$ company match up to 5% after one year of service with at least 1,000 hours
- Free degree and certificate programs from select universities or online high school; plus discounts at 230+ colleges
- Career and cross-training opportunities for promotion and career advancement across the company
- Up to \$10,000 reimbursement for expenses to build a family: adoption, surrogacy, doula services (if you work 30+ hours per week)



Military spouse unemployment has been at an all-time high for the last decade, and through my role at CVS Health leading the Military Spouse Fellowship Program, I have the unique opportunity to help.

Christina,
Manager
DEIB Military
Connected
Community
Initiatives



To learn more, click on the link below:
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