



■ THIS MAGAZINE ONLINE ■

# RECRUIT MILITARY<sup>®</sup>



■ 550,000+ JOBS ■

CIVILIAN CAREER GUIDE for TRANSITIONING and VETERAN MILITARY

# search & EMPLOY<sup>®</sup>

MARCH + APRIL 2014 VOLUME VII ■ ISSUE 2

Opportunities  
in Government

Opportunities  
in Franchising

**Snap-on<sup>®</sup>**

The Right Tools  
in the Right Hands

John Winkler  
Snap-on Tools Franchisee  
Army Veteran







# KEEP YOUR MILITARY BENEFITS FLYING HIGH.

When you make the transition to part-time service in the Air National Guard, you'll continue to receive the military benefits you've come to depend on, including:

- **Regular paycheck**
- **Eligibility for VA home loans**
- **Military retirement**
- **Montgomery GI Bill**
- **Low-cost health insurance**

Pick up the phone or visit our website today to learn more.  
**GoANG.com/employ ► 877-331-2227**

**AIR** NATIONAL  
GUARD

search  
& EMPLOY

## Search Everywhere!

- Use all of our job-finding resources -

- **Register at our all-military job board!**  
www.recruitmilitary.com  
**RECRUIT MILITARY**
  - ★ 550,000+ job postings from 4,000+ employers
  - ★ Your profile/resume seen by recruiters nationwide
  - ★ Get invitations to Opportunity Expos near you
  - ★ Get our monthly email jobs newsletter, *The VetTen*
  - ★ Get opportunities matching your training and experience
  - ★ Easy registration  
— see Liz Wheeler's 11/23/11 post at <http://blog.recruitmilitary.com/>
- **Job help, job news at our blog!**  
<http://blog.recruitmilitary.com/>
- **68,000+ Facebook followers and counting!**  
<http://www.facebook.com/recruitmilitary>
- **5,000+ followers on Twitter!**  
<http://twitter.com/#1/recruitmilitary>
- **All job Tweets!**  
[https://twitter.com/#1/rm\\_jobs](https://twitter.com/#1/rm_jobs)
- **Link in! Get hired!** **LinkedIn**  
<http://www.linkedin.com/company/recruitmilitary>
- **Network with us!** **LinkedIn**  
[www.linkedin.com/groups/RecruitMilitary-2979225](http://www.linkedin.com/groups/RecruitMilitary-2979225)
- **Resume help!**  
<http://recruitmilitary.com/resume-writing>
- **Live links in Search & Employ®!**  
PDF's of all issues from 2008 to the present  
<http://recruitmilitary.com/search-and-employ>
- **Get an interview at an Opportunity Expo!**
  - ★ Meet recruiters from employers, franchisors, schools
  - ★ Nationwide schedule — 67 events in 2014
  - ★ Great venues  
— stadiums, arenas, speedways  
<https://events.recruitmilitary.com/>
- **RecruitMilitary News+ at Google+**   
<https://plus.google.com/117446257729570043290>

WWW.RECRUITMILITARY.COM



Contents / MARCH + APRIL 2014 VOLUME VII ISSUE 2

- |                                                                                               |                                                                                                                                                                                                                                                                                                  |
|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>2 / IS FRANCHISING FOR YOU? OPPORTUNITIES AROUND EVERY CORNER</b>                          | <b>28 / ADHERENCE TO STRONG VALUES</b><br>Cincom Systems, Inc.                                                                                                                                                                                                                                   |
| <b>4 / EDUCATOR OUTREACH DIRECTORY</b>                                                        | <b>30 / OPEN MIND</b><br>PMAUSA                                                                                                                                                                                                                                                                  |
| <b>8 / FRANCHISE DIRECTORY</b>                                                                | <b>32 / FOR BEST RESULTS: STEP UP!</b><br>MidFirst Bank                                                                                                                                                                                                                                          |
| <b>14 / USING THE SAME SKILLS</b><br>A Buyer's Choice Home Inspections                        | <b>34 / BE YOUR OWN SKILLS TRANSLATOR</b><br>PeopleScout                                                                                                                                                                                                                                         |
| <b>16 / WHEN IS THE RIGHT TIME TO BUY A FRANCHISE? MARKET FORCES SAY NOW!</b>                 | <b>36 / RED CARPET TO A JOB</b><br>AdvancePierre Foods                                                                                                                                                                                                                                           |
| <b>18 / YOUR RESEARCH GUIDE TO FRANCHISE OWNERSHIP</b>                                        | <b>38 / FILLING CYBERSECURITY ROLES</b><br>Parsons Corporation                                                                                                                                                                                                                                   |
| <b>20 / UNCLE SAM WANTS YOU FOR A CIVILIAN JOB</b><br>Opportunities in the Federal Government | <b>40 / MAKING A MATCH</b>                                                                                                                                                                                                                                                                       |
| <b>21 / GOVERNMENT AGENCY DIRECTORY</b>                                                       | <b>42 / HOW TO WORK A RECRUITMILITARY OPPORTUNITY EXPO</b>                                                                                                                                                                                                                                       |
| <b>23 / YOUR RESEARCH GUIDE TO GOVERNMENT EMPLOYMENT</b>                                      | <b>44 / PREPARATION WAS HIS KEY TO SUCCESS</b>                                                                                                                                                                                                                                                   |
| <b>24 / BUILDING AND DEVELOPING TEAMS</b><br>Snap-On Tools                                    | <b>46 / SPECIAL SECTION FOR VETERAN HIRING LEADERS</b> <ul style="list-style-type: none"><li>● RecruitMilitary Adds Three Veterans to Staff</li><li>● 2013: A Great Year for Expos</li><li>● An Update on Military Skill Sets</li><li>● RecruitMilitary wins its second WEDDLE's award</li></ul> |
| <b>25 / THE RIGHT TOOLS IN THE RIGHT HANDS</b><br>Snap-On Tools veteran spotlight             | <b>48 / ADVERTISERS INDEX</b>                                                                                                                                                                                                                                                                    |
| <b>26 / CHECKED IT OUT, GOT A JOB</b><br>Amtrak                                               |                                                                                                                                                                                                                                                                                                  |
| <b>27 / A CULTURE OF SUPPORT</b><br>Comcast Corporation                                       |                                                                                                                                                                                                                                                                                                  |

**PRODUCTION MANAGER** Sarah Canteel Small [sarah.small@recruitmilitary.com](mailto:sarah.small@recruitmilitary.com)  
**ART DIRECTOR** Erick Cadua [advertising@recruitmilitary.com](mailto:advertising@recruitmilitary.com)  
**PUBLISHER** Peter Gudmundsson [peter@recruitmilitary.com](mailto:peter@recruitmilitary.com)  
**SR VP, SALES** Larry Slagel [larry@recruitmilitary.com](mailto:larry@recruitmilitary.com)  
**CIRCULATION MANAGER** Kim Figgins [kfiggins@recruitmilitary.com](mailto:kfiggins@recruitmilitary.com)

Search & Employ® magazine is published by RecruitMilitary,  
422 West Loveland Avenue, Loveland OH 45140  
(Greater Cincinnati) Phone 513-683-5020 Fax 513-683-5021

RecruitMilitary is a private firm in no way connected with the U.S. Air Force, U.S. Army, U.S. Marine Corps, U.S. Navy, U.S. Coast Guard, Department of Defense, or Department of Homeland Security. The civilian enterprise magazine is a publication for transitioning servicemembers, veterans, members of the National Guard and reserve forces, and military spouses. Contents of *Search & Employ*® are not necessarily the official views of, or endorsed by, the U.S. Government, Department of Defense, or Department of Homeland Security. The appearance of advertising in this publication does not constitute endorsement by the Department of Defense, Department of Homeland Security, or RecruitMilitary of the products and services advertised. Everything in this publication shall be made available for purchase by, use, or patronage without regard to race, color, religion, sex, national origin, age, marital status, physical handicap, political affiliation, or any other nonmerit factor of the purchaser, user, or patron. *Search & Employ*® is published bimonthly with a circulation of 57,000. Cover photo courtesy of Snap-on Tools. Background stock illustration: Photos.com.



## A note from Peter

**IN THIS ISSUE**, we turn our attention to opportunities in government service and business franchising. At first glance, it might seem as if those fields of endeavor have little in common. But both paths are excellent choices for many veterans, and both leverage the skills and attributes that make veterans successful.

Government service can be a logical next step for transitioning military members. The service ethic to the common good, the often prescribed career paths, and the ability to build pension benefits are all familiar to the military veteran. RecruitMilitary has a long history of working with government clients at the federal, state, and even local levels to help them identify high-quality veteran talent. Franchising, on the other hand, attracts those who have an entrepreneurial flair but still desire the comfort and security of working in a business brand whose processes have been proven to work.

### NEW PARTNER

With this issue, RecruitMilitary is proud to announce its partnership with a national franchise brokerage company, eAuth.com (The Entrepreneur Authority, or "TEA"). Our partnership will enable us to reach more veterans with the education and connections they need to determine whether franchising is a good fit for them.

TEA was founded in 2002. It operates 15 offices from New England to Hawaii and most major metropolitan markets in between. More than 80% of its franchise brokers were veterans or children of veterans. The company has received many awards; it is the only franchise brokerage firm ever to win the Chairman's Award from the American Association of Franchisees and Dealers (AAFD). All TEA Consultants are enrolled in the Certified Franchise Executive (CFE) program of the Institute of Certified Franchise Executives (<http://www.franchise.org/CFE/CFEHome.aspx>).

As always, RecruitMilitary stands ready to assist you with your quest for career satisfaction. The year 2014 will bring more innovations on our job board at [www.recruitmilitary.com](http://www.recruitmilitary.com), at our all-military job fairs from coast to coast, and in the pages of this magazine. We look forward to serving you, and we thank you for your service to our country.

All the best,

Peter A. Gudmundsson  
CEO and President, RecruitMilitary  
[peter@recruitmilitary.com](mailto:peter@recruitmilitary.com)



ABOUT RECRUITMILITARY

RecruitMilitary, the publisher of *Search & Employ*®, is a full-service military-to-civilian recruitment firm that connects job seekers who have military backgrounds with employers, franchisors, and educational institutions.

Our hiring services are free to men and women of all ranks/rates and all branches of the service who are transitioning from active duty to civilian life, veterans who already have civilian work experience, members of the National Guard and reserves, and military spouses and other family members.

In addition to publishing *Search & Employ*®, we produce Veteran Opportunity Expos throughout the United States, operate a job board and a database of more than 660,000 registered job seekers at [www.recruitmilitary.com](http://www.recruitmilitary.com), email a monthly jobs newsletter called *The VetTen*, maintain a website that carries links to employers' sites and careers pages, and conduct direct recruiting with our own staff of recruiters.

All of RecruitMilitary's officers and most of our other employees have served in the armed forces. RecruitMilitary was founded in 1998 by Drew Myers, formerly a captain in the United States Marine Corps.

In 2011, RecruitMilitary received the First Annual Lee Anderson Small Business Veteran and Military Spouse Employment Award from the U.S. Chamber of Commerce Foundation's Hiring our Heroes program.

The program recognized RecruitMilitary as a specific business that has "gone above and beyond to honor the sacrifices our military families make in their service to our nation."

In 2012, RecruitMilitary received the first annual One More Way Award from The Sierra Group Foundation. The foundation established the award to recognize people or companies whose support results in awareness of, and job opportunities for, people with disabilities. The Sierra Group Foundation ([www.thesierragroup.com/foundation.htm](http://www.thesierragroup.com/foundation.htm)) is a non-profit organization whose mission is "to drive up employment for people with disabilities, including veterans."

In 2013, RecruitMilitary's website won a User's Choice Award from Weddle's ([www.weddles.com](http://www.weddles.com)), a publisher of guides and directories that focus on the employment-related area of the Internet. The awards are a result of a year-long annual survey conducted by Weddle's to recognize "the elite of the online employment industry." The judges are recruiters and job seekers who have used the sites.

In 2013, RecruitMilitary was a finalist for the Capital One Award for Small Business Veteran and Military Spouse Employment – an award bestowed by the U.S. Chamber of Commerce Foundation's Hiring Our Heroes program.

In 2014, RecruitMilitary's website again won a User's Choice Award from Weddle's.

RecruitMilitary is a member of the U.S. Chamber of Commerce and the International Association of Employment Web Sites, and is accredited by the Better Business Bureau.



Member of  
International Association  
of Employment Web Sites

OPPORTUNITIES

IN FRANCHISING

# IS FRANCHISING FOR YOU?

## Opportunities Around Every Corner

**A**LL ONE HAS TO DO is drive down Main Street to see that franchises are popping up all over. The traditional "Mom and Pop" stores that used to dominate America's brick-and-mortar marketplace have largely been replaced by a variety of franchises that cover everything from tree care to specialized foot-and-shoe services.

But before you conclude that corporate giants are putting those Mom's and Pop's out of business, consider this: Those franchises that are popping up everywhere are actually run by people just like the Mom's and Pop's who used to be the owners of "Roger's Hardware" and "Betty's Hobby Shop." But now, the Mom's and Pop's have the backing of franchises that have already established success.

Don't feel badly uniformed if you think of only Taco Bell or Subway when somebody mentions a franchise. Quick-service restaurants count for a lot of franchises. But there are franchises for everything from buying high quality olive oil to preparing houses for wheelchair ramps. Just about every occupation has a franchise tied to it somewhere.

There is an old saying about franchising – "In franchising you're in business for yourself, but never by yourself." This is certainly true whether you are selling Italian ice or cutting grass. Franchising lets people own their own businesses, but also gives them the backing of larger organizations when it comes to such factors as marketing and getting the best deals from suppliers.

There are plenty of other advantages to be being a franchisee. Perhaps the most important is learning how to start a business from the ground up. Other rewards include the use of established, recognized brands; training; ongoing support; and assistance with business systems.

### NO TIME LIKE THE PRESENT

→ While the economy seems to be getting better, it's still not back to the pre-recession glory days when

it seemed that every business was printing its own money. So it might seem that this isn't the best time to start a franchise. However, small businesses – including franchises – actually increase in number during periods of weak economic activity. When people lose their jobs with large companies and cannot quickly find similar jobs with other employers, they often decide to go into business for themselves.

Even better, it is no longer considered a step backward to go from a big corporation to a small business. In fact, some corporations view small business experience as a plus because small business owners must focus on cash flow, cost containment, customer retention, and overall survival—all of which are also important to the corporations.

In recent recessions, the number of small businesses grew. For example, during the 2001-2003 recession, the number of personal businesses increased from 16.9 million to 18.6 million. The most recent recession followed the same trends. Why? The costs of starting and maintaining a small business – especially a franchise – are significantly lower than in past recessions. Specifically, the costs associated with computers, Internet access, commercial real estate, and office equipment have dropped.

On the flip side, starting any business comes with a certain level of risk, as well as the possibility that the business will not reach the goals its owners set. Statistics indicate that many small businesses will fail. However, becoming a franchisee increases the odds of success. According to the International Franchise Association (IFA), only 10 to 12 percent of all retail and service enterprises are franchises, yet the franchises account for more than 50 percent of the revenues of those enterprises. This means that, even though franchises are actually outnumbered in the retail and service sectors, they bring in most of the money. These percentages, coupled with the advantages of having a franchise's backing, make becoming

a franchisee a less risky proposition than going it completely alone.

### PROJECTIONS FOR 2014

→ According to a report prepared for the International Franchise Association Educational Foundation, real GDP (gross domestic product adjusted for inflation) will grow by 2.7 percent in 2014. Fueling the growth will a much smaller federal fiscal drag combined with continued improvements in consumer spending, housing, exports, and business-equipment investment. The report, *Franchise Business Economic Outlook for 2014*, was prepared by IHS Global Insight, an economic analysis and forecasting firm, and published in January 2014; it is available at <http://emarketfranchise.org/FranchiseBusinessOutlook2014.pdf>.

The report projects an acceleration of growth in consumer spending from a rate of 2 percent in 2013 to a rate of 2.8 percent in 2014. The implications for the franchise sector in 2014 are continued gains in employment growth and a modest acceleration of output growth.

The report bases its projections on data on franchises engaged in 10 broad lines of business:

- Automotive
- Business Services
- Commercial and Residential Services
- Lodging
- Personal Services
- Quick Service Restaurants
- Real Estate
- Retail Food
- Retail Products and Services
- Table/Full Service Restaurants

The report forecasts that the number of franchise establishments in the United States will increase by 1.7 percent in 2014, ahead of the 2013 growth rate of 1.4 percent. The report indicates that employment in franchise establishments will increase 2.3 percent in 2014, matching the pace of growth in 2013. The growth projection differs among industrial groups, ranging from a low of 3.6 percent in Retail Food to 5.5 percent in Real Estate.

The *Outlook* projects that Business Services will lead the franchise-business lines in employment growth and establishment growth, and will rank third in output growth. Real Estate will rank first in output growth, third in establishment growth, and fourth in employment growth. Quick Service Restaurants – the largest franchise-business line – will rank third in employment growth in 2014 and second in output growth.

According to the report, franchises will add nearly 200,000 jobs in 2014. The pace of employment gains will remain steady compared with 2013, but will continue to outpace total employment growth in the private sector by 0.3 percent. The number of franchise businesses in 2014 will rise by 12,915 in 2014, bringing total establishments to 770,368. The growth rate of establishments will rise to 1.7 percent in 2014 from 1.4 percent in 2013. This gain will continue to be in line with the growth of overall business formation across the economy.

Within the franchising sector, Business Services, Commercial and Residential Services, and Quick Service restaurants will drive job creation in 2014. With the fastest growth rate, the Business Services line will add 35,109 franchise jobs. Quick Service Restaurants, the largest sector in franchising, will create 75,596 jobs.

### VETERAN STRATEGIC INITIATIVE

→ The IFA also plays a big role in veteran hiring and veteran ownership. In 2011, the IFA launched Operation Enduring Opportunity to bring more veterans, wounded warriors, and military spouses into franchising. According to a report published in November 2013, that mission has helped bring 151,557 such individuals into franchising – 146,365 as employees and 5,192 as owners. The report, *Veterans in Franchising: A Progress Report*, was prepared for the IFA by Franchise Business Review, a franchise market-research firm based in Portsmouth, New Hampshire; it is available at [www.vetfran.com/wp-content/uploads/2013/11/VetFranStudy\\_2013.pdf](http://www.vetfran.com/wp-content/uploads/2013/11/VetFranStudy_2013.pdf).

Operation Enduring Opportunity is built on the IFA's VetFran strategic initiative ([www.vetfran.com](http://www.vetfran.com)), which has worked since 1991 to make franchise ownership more accessible through member companies by offering financial incentives, training, and mentoring.

With the economy looking better and opportunities around every corner, this might be the best time for a while to become a franchisee. The opportunities are robust, the economics are right, and the resources are available. In short, things are looking great for anyone thinking about buying a franchise in 2014. ♦

# YOU FOUGHT FOR US



# NOW FIGHT WITH US



★ **UNIQUE FITNESS CONCEPT:** 9Round combines boxing, kickboxing and MMA training into a full-body 30 minute workout.

★ **LOW INITIAL INVESTMENT:** Average total investment is less than \$75,000, with only \$25,000 cash needed to get started.

★ **NO EXPERIENCE NEEDED:** Our turnkey systems and support help you become successful – fast.

## FINANCING AVAILABLE

**WE'RE IN YOUR CORNER!** Contact 9Round today and find out how you can be in business for yourself, not by yourself.

800-831-1257

WWW.9ROUND.COM

/9ROUNDOFFICIAL

@9ROUND



This brochure is not an offer for a 9Round franchise. Such an offer can only be made through our Franchise Disclosure Document. Contact us if you do not have a copy. Notice to prospective franchisees protected by the New York Franchise Sales Act: This is not an offering. An offering can only be made by prospectus first filed with the State of New York Department of Law, and such a filing does not constitute approval by the department. Minnesota registration F-6988 ©2014 9Round Franchising, LLC, 1099 East Butler Road, Suite 1091, Greenville, SC 29607.

# THE TECHNICAL & TACTICAL EXPERT



FLORIDA  
**NATIONAL GUARD**  
NATIONALGUARD.com

## THE WARRANT OFFICER

HIGHLY SPECIALIZED SUBJECT MATTER EXPERTS  
IN DEMAND THROUGHOUT FLORIDA

To see if you qualify, contact  
**CW3 Richard Hill** today at [richard.a.hill9.mil@mail.mil](mailto:richard.a.hill9.mil@mail.mil)  
or **SFC Joseph Bruette** at [joseph.w.bruette.mil@mail.mil](mailto:joseph.w.bruette.mil@mail.mil)




# ATTENTION VETERANS!


Here's a great new mission:

## CAREER TRANSITION


from protecting America to building America




**Use your Post-9/11 Benefits**  
to get a degree or training certification in Heavy Equipment/Crane Operations  
National Certification • Job Placement Assistance • Approved for VA Educational Benefits



**Georgia College of Construction**  
Conyers, Georgia  
[www.georgiacc.com](http://www.georgiacc.com)  
toll free: (888) 210-4764



**Northern California College of Construction**  
Stockton, California  
[www.ccc-north.com](http://www.ccc-north.com)  
toll free: (800) 870-9757



**Oklahoma College of Construction**  
Oklahoma City, Oklahoma  
[www.ok-cc.com](http://www.ok-cc.com)  
toll free: (888) 616-5446

● EDUCATOR OUTREACH DIRECTORY ●

## EDUCATOR OUTREACH DIRECTORY

The institutions listed below have demonstrated their commitment to the education of veterans by using RecruitMilitary products and services. Readers do not have to type the URL's listed below in their address bars. A PDF of this issue with live links is at <http://recruitmilitary.com/search-and-employ>.

**DeVry University**  
We help veteran and military students make higher education a reality through year-round scheduling, online learning options, degree programs, and special military pricing.

**Argosy University**  
Argosy University, with 28 campus locations & online, offers you flexible learning options for undergraduate & graduate degree programs. We give you the opportunity to convert your military training into college credits.

**Aviation Institute of Maintenance**  
With 11 campuses coast-to-coast, AIM is one of the largest and most prestigious institutions of its kind. AIM's AMT training is designed to provide students with the skills to pass the FAA's exam and become certified aviation mechanics.

**Heavy Construction Academy**  
HCAs 6 week Heavy Equipment Operator Training program offers certification in 9 types of equipment. It is designed to give you the experience, knowledge, and certification needed to transition to a successful civilian career.

**Johns Hopkins Carey Business School**  
The Johns Hopkins Carey Business School develops leaders to tackle the toughest challenges facing society today and tomorrow. Full- and part-time MBA, MS, and BS programs. Study IS, enterprise risk, health care, finance, and more.

**Stratford University**  
Stratford University offers fast-track Undergraduate and Graduate degrees online and on campuses in Baltimore, MD and Virginia. Founded by a Navy Veteran, we are a military friendly school with a Military Student Office on all campuses.

**Trident University International**  
Founded in 1998, Trident University is the only 100% online university that is regionally accredited by WASC. Trident offers 15 degrees and 73 concentrations in Business, Education, Health Sciences, and Information Systems.

**WyoTech**  
At WyoTech, you'll have a partner to help make the transition from the military to a new and rewarding career. Receive hands-on training to gain the skill set you need. If you're ready for a new and exciting challenge, then gear up & let's go!

[www.Military.devry.edu](http://www.Military.devry.edu)

[www.argosy.edu/military/](http://www.argosy.edu/military/)

[www.aviationmaintenance.edu](http://www.aviationmaintenance.edu)

[www.operator-academy.com](http://www.operator-academy.com)

[www.carey.jhu.edu/military](http://www.carey.jhu.edu/military)

[www.stratford.edu/mso](http://www.stratford.edu/mso)

[www.tui4military.com](http://www.tui4military.com)

[www.wyotech.edu/military](http://www.wyotech.edu/military)

Bethel University Online Associates Degree Program	<a href="http://www.bethelu.edu/associates">www.bethelu.edu/associates</a>
Culinary Institute LeNotre	<a href="http://www.culinaryinstitute.edu/">www.culinaryinstitute.edu/</a>
Embry-Riddle Aeronautical University	<a href="http://www.erau.edu/">www.erau.edu/</a>
Georgia College of Construction	<a href="http://www.georgiacc.com">www.georgiacc.com</a>
Northern California College of Construction	<a href="http://www.ccc-north.com">www.ccc-north.com</a>
Oklahoma College of Construction	<a href="http://www.ok-cc.com">www.ok-cc.com</a>
The Art Institutes	<a href="http://artinstitutes.edu/">http://artinstitutes.edu/</a>
University of Xochicalco	<a href="http://www.xochicalco.edu.mx/">www.xochicalco.edu.mx/</a>
Arizona College of Allied Health	<a href="http://www.arizonacollege.edu/">www.arizonacollege.edu/</a>
Blue Star Learning	<a href="http://bluestarlearning.com/">http://bluestarlearning.com/</a>
Brown Mackie College	<a href="http://www.brownmackie.edu/">www.brownmackie.edu/</a>
Bryant & Stratton College	<a href="http://www.bryantstratton.edu/Admissions/Military.aspx">www.bryantstratton.edu/Admissions/Military.aspx</a>
California College San Diego	<a href="http://www.cc-sd.edu">www.cc-sd.edu</a>
Canyon State Institute (CSI)	<a href="http://canyonstateedu.com">http://canyonstateedu.com</a>
CDA Technical Institute	<a href="http://www.giwelder.com">www.giwelder.com</a>
Center For Technology Training Incorporated	<a href="http://www.cttschool.com">www.cttschool.com</a>
Cincinnati State Technical and Community College	<a href="http://www.cincinnatiatstate.edu">www.cincinnatiatstate.edu</a>
Colorado State University	<a href="http://admissions.colostate.edu/veteranwelcome">http://admissions.colostate.edu/veteranwelcome</a>
Duke Eye Center's Ophthalmic Technician Training Program	<a href="http://tinyurl.com/DukeOptech">http://tinyurl.com/DukeOptech</a>
Everglades University	<a href="http://www.evergladesuniversity.edu">www.evergladesuniversity.edu</a>
Grand Canyon University	<a href="http://www.gcu.edu">www.gcu.edu</a>
Griffith University	<a href="http://www.griffith.edu.au">www.griffith.edu.au</a>
International Academy of Design and Technology	<a href="http://www.iadt.edu">www.iadt.edu</a>
ITT Technical Institute	<a href="http://military.itt-tech.edu/">http://military.itt-tech.edu/</a>
Keiser University	<a href="http://www.keiseruniversity.edu/military">www.keiseruniversity.edu/military</a>
Lincoln College of Technology	<a href="http://www.lincolncollegeoftechnology.com">www.lincolncollegeoftechnology.com</a>
Manor College	<a href="http://www.manor.edu/">www.manor.edu/</a>
My Computer Career	<a href="http://www.mycomputercareer.com/">www.mycomputercareer.com/</a>
New Horizons Computer Learning Centers	<a href="http://www.newhorizons.com">www.newhorizons.com</a>
Redstone College	<a href="http://www.redstone.edu">www.redstone.edu</a>
Spartan College of Aeronautics and Technology	<a href="http://www.spartan.edu/">www.spartan.edu/</a>
Texas A&M Engineering Extension Service	<a href="http://tteex.org/va">http://tteex.org/va</a>
The Ocean Corporation	<a href="http://www.oceancorp.com">www.oceancorp.com</a>
The University of North Carolina at Chapel Hill	<a href="http://www.unc.edu/">www.unc.edu/</a>
Training To You Inc.	<a href="http://www.trainingtoyou.com/">www.trainingtoyou.com/</a>
Troops to Teachers	<a href="http://www.proudtoserveagain.com/">www.proudtoserveagain.com/</a>
Troy University	<a href="http://www.troy.edu/">www.troy.edu/</a>
Union Institute and University	<a href="http://www.myunion.edu/">www.myunion.edu/</a>
University of Maryland, Baltimore	<a href="http://www.umd.edu/">www.umd.edu/</a>
University of Pittsburgh	<a href="http://www.veterans.pitt.edu/">www.veterans.pitt.edu/</a>
University of the Rockies	<a href="http://www.rockies.edu/">www.rockies.edu/</a>
University of Wyoming	<a href="http://www.uwyo.edu/">www.uwyo.edu/</a>
USC Marshall School of Business, Master of Business for Veterans	<a href="http://www.marshall.usc.edu/mbv">www.marshall.usc.edu/mbv</a>
UXO Global	<a href="http://www.uxoglobal.com">www.uxoglobal.com</a>
Walsh College	<a href="http://www.walshcollege.edu/">www.walshcollege.edu/</a>
Watts School of Nursing	<a href="http://wattsschoolofnursing.org/">http://wattsschoolofnursing.org/</a>
Western Career Institute	<a href="http://www.westerncareerinstitute.com">www.westerncareerinstitute.com</a>
Xavier University	<a href="http://www.xavier.edu/veterans">www.xavier.edu/veterans</a>

WWW.RECRUITMILITARY.COM



# YOUR OPPORTUNITY

to enhance your career path

DeVry University thanks you for your service. We are dedicated to encouraging, mentoring and championing our veteran and military students from enrollment through graduation and beyond.

- YEAR-ROUND CLASSES WHEN AND WHERE YOU WANT IT**  
Earn an associate, bachelor's or master's degree, or complete a graduate certificate—online, on campus, at one of our 90+ locations—days, evenings and weekends.
- SPECIAL MILITARY PRICING**  
Special savings on tuition for U.S. military personnel serving in any of the five branches of the U.S. Armed Forces (including National Guard and Reserves) and their spouses. Grant available for eligible veterans.
- CAREER SERVICES**  
Our Career Services Team offers lifetime career assistance including a team of career experts, online tools, career planning, job interviewing and resume preparation.

[lp.keller.devry.edu/search1b](http://lp.keller.devry.edu/search1b) | 877.894.6388



**Keller** CENTER FOR CORPORATE LEARNING  
*of DeVry University Military Affairs*

Photo courtesy of Department of Defense. [www.defenseimagery.mil](http://www.defenseimagery.mil)  
Photographer: Cpl Michael Petersheim, 6/5/12

In New York State, DeVry University operates as DeVry College of New York. DeVry University is accredited by The Higher Learning Commission of the North Central Association of Colleges and Schools, [www.ncahc.org](http://www.ncahc.org). Keller Graduate School of Management is included in this accreditation. DeVry is certified to operate by the State Council of Higher Education for Virginia. DeVry University is authorized for operation by the THEC. [www.state.tn.us/thec](http://www.state.tn.us/thec). Nashville Campus – 3343 Perimeter Hill Dr., Nashville, TN 37211. Licensed by the Mississippi Commission on Proprietary School and College Registration, Certification No. C-498. AC0060. Program availability varies by location.  
©2013 DeVry Educational Development Corp. All rights reserved.

WWW.RECRUITMILITARY.COM

MARCH+APRIL 2014 | SEARCH & EMPLOY® 5



# Schlumberger

The energy needs of the future will require new technology to develop and produce.

Could you be the key to unlocking the energy of tomorrow?

Join our team!

Apply today at [careers.slb.com](https://careers.slb.com)

Learned Here

Applied Here

At Schlumberger we are known for developing the technologies that define exploration and drilling in the global oil and gas industry. We apply the highest ethics and visionary thinking in all that we do. These are the same strengths you applied in your military career – and the very skills you will contribute as a member of our team.

Schlumberger, an oilfield services company, has maintained its position as an industry leader for more than 85 years by being the most technologically advanced player in the game. The business started in a Paris office in the 1920's based upon the Schlumberger brothers' revolutionary idea of using electrical measurements to map subsurface rock formations. The company has grown to 120,000 people of more than 140 nationalities working in more than 80 countries.

Once you become a employee of Schlumberger your **benefits package** includes:

- Competitive Pay Package
- Medical & Dental (Multiple Plans)
- Basic Accident and Life Insurance
- Profit Sharing
- 401K (up to 6% match)
- Paid Vacation
- Paid Training
- Discounted Stock Plan

If interested, please apply at [careers.slb.com](https://careers.slb.com)

EOE

Schlumberger



Start your Automotive Sales Career today!



Are you an Experienced Sales Professional serious about your career path? Rest assured you have come to the right place! At Clay Cooley we value diversity of talent and experience, from Luxury to Used Automotive Sales we want the right people on the bus right now!

Are you a COLLEGE GRAD looking for the right career to suit your skills? Let Clay Cooley put your career in the fast lane to success! Our unmatched training program, unparalleled products and technology resources allows for individuals with transferable sales experience and even recent college graduates to flourish in an exciting atmosphere with unlimited earning potential.

**Automotive Sales Consultants WANTED!**

We are presently seeking professional and motivated Automotive Sales Consultants. Our long-standing history as a Dallas area leader in the automotive sales industry has attracted some of the business' top talent and allowed them to earn an extremely competitive income within our organization.



At Clay Cooley Automotive group we offer excellent career opportunities across our 7 locations, generous pay plans, unique benefits, beautiful brand new facilities and a professional friendly upbeat culture you won't find anywhere else. Our dealerships are concerned with more than moving inventory... we are committed to employee engagement, success and retention.

Choose a rewarding career with Clay Cooley Automotive Group, apply today for immediate consideration!!

Locations across Dallas / Ft. Worth



**www.ComeSeeClay.com**

**CLAY COOLEY**

● FRANCHISE DIRECTORY ●		
FRANCHISE DIRECTORY		
The franchisors and franchising agencies listed below have demonstrated their commitment to veterans by using RecruitMilitary products and services. We encourage men and women with military backgrounds who are interested in franchise ownership to investigate their opportunities. Readers do not have to type the URL's listed below in their address bars. A PDF of this issue with live links is at <a href="http://recruitmilitary.com/search-and-employ">http://recruitmilitary.com/search-and-employ</a> .		
A Buyer's Choice Home Inspections ActionCOACH USA, Inc. CruiseOne / Cruises, Inc. Orkin Roto-Rooter Corporation 7-Eleven Snap-on Tools The Dwyer Group The Entrepreneur Authority Weed Man USA	<a href="http://abuyerschoice.com">http://abuyerschoice.com</a> <a href="http://www.actioncoachfranchise.com/">www.actioncoachfranchise.com/</a> <a href="http://www.CruiseOneFranchise.com">www.CruiseOneFranchise.com</a> <a href="http://www.orkin.com/franchise/">www.orkin.com/franchise/</a> <a href="http://www.rotorooter.com/about-us/independent-franchises/">www.rotorooter.com/about-us/independent-franchises/</a> <a href="http://franchise.7-eleven.com/veterans-franchise-program/">http://franchise.7-eleven.com/veterans-franchise-program/</a> <a href="http://www.snaponfranchise.com">www.snaponfranchise.com</a> <a href="http://www.dwyergroup.com/vetfran/">www.dwyergroup.com/vetfran/</a> <a href="http://www.eauth.com">www.eauth.com</a> <a href="http://www.weedmanfranchise.com/">www.weedmanfranchise.com/</a>	
Advanced Maintenance All Team Franchise Corporation American Poolplayers Association, Inc. Bar-B-Clean, Inc. Best in Class Education British Swim School Cartridge World Cash America CertaPro Painters Chem-Dry Carpet and Upholstery Cleaning CHORE Masters, LLC CKE Restaurants Inc. Closet & Storage Concepts College Hunks Hauling Junk Colors On Parade Concrete Technology Inc. Cruise Planners Franchising LLC DirectBuy, Inc. Dr. G's Weight Loss and Wellness Driven Brands, Inc. Fantastic Sams Hair Salons First Choice Business Brokers, Inc. FirstLight Homecare Foot Solutions, Inc. FranNet French Fry Heaven GNC GoWaiter.com Guidant Financial Group, Inc. H&R Block Happy & Healthy Products, Inc. Holiday Systems International Hot Dish Advertising Janitize LLC Line-X Franchising, LLC Little Caesars Corporation Maa's Pros Mac Tools Market America MATCO Tools Next Day Access 9Round Fitness Franchise Office Pride Commercial Cleaning Services One Click Cleaners OpenWorks Outdoor Living Brands, Inc. PAK Mail PAT Pure Air Technologies, Inc. Pillar to Post Rainbow International ServiceMaster Clean Small Print Snap Fitness Spring Green Lawn Care Corporation Stanley Steemer International, Inc. Strategic Franchising Systems Sylvan Learning, Inc. Synergy Franchise Group LLC Synergy HomeCare The Entrepreneur's Source The Franchise Connection The Money Vault Two Men and a Truck International, Inc. U-Turn Vending Valpak	<a href="http://www.advancedmaintenance.com/franchise.html">www.advancedmaintenance.com/franchise.html</a> <a href="http://allteamfranchisecorp.com/">http://allteamfranchisecorp.com/</a> <a href="http://www.poolplayers.com/franchise/">www.poolplayers.com/franchise/</a> <a href="http://www.bar-b-clean.com/okc">www.bar-b-clean.com/okc</a> <a href="http://bestinclasseducation.com/">http://bestinclasseducation.com/</a> <a href="http://www.britishtwimschool.com/franchising/">www.britishtwimschool.com/franchising/</a> <a href="http://www.cartridgeworld.com/franchising/">www.cartridgeworld.com/franchising/</a> <a href="http://www.cashamerica.com/franchising.aspx">www.cashamerica.com/franchising.aspx</a> <a href="http://certapro-franchise.com/">http://certapro-franchise.com/</a> <a href="http://chemdryfranchise.com/">http://chemdryfranchise.com/</a> <a href="http://www.mychoremasters.com/franchise">www.mychoremasters.com/franchise</a> <a href="http://www.ckr.com/franchise.html">www.ckr.com/franchise.html</a> <a href="http://www.closetandstorageconcepts.com/franchise_information.htm">www.closetandstorageconcepts.com/franchise_information.htm</a> <a href="http://www.collegehunks.com/VetFran">www.collegehunks.com/VetFran</a> <a href="http://www.colorsparade.com/">www.colorsparade.com/</a> <a href="http://www.flycti.com/">www.flycti.com/</a> <a href="http://www.CruisePlannersFranchise.com">www.CruisePlannersFranchise.com</a> <a href="https://franchise.directbuy.com/">https://franchise.directbuy.com/</a> <a href="http://www.drsgweightloss.com/franchise-opportunities/">www.drsgweightloss.com/franchise-opportunities/</a> <a href="http://www.drivenbrands.com/">www.drivenbrands.com/</a> <a href="http://www.fantasticsamsfranchises.com/">www.fantasticsamsfranchises.com/</a> <a href="http://www.fcbb.com/">www.fcbb.com/</a> <a href="http://www.firstlightfranchise.com">www.firstlightfranchise.com</a> <a href="http://www.footsolutionsfranchise.com/">www.footsolutionsfranchise.com/</a> <a href="http://www.frannet.com/franchising-basics">www.frannet.com/franchising-basics</a> <a href="http://frenchfryheaven.com/franchise/main/">http://frenchfryheaven.com/franchise/main/</a> <a href="http://www.gncfranchising.com/">www.gncfranchising.com/</a> <a href="http://www.gowaiter.com/">www.gowaiter.com/</a> <a href="http://www.guidant401k.com">www.guidant401k.com</a> <a href="http://www.hrblock.com/company/tax_franchise/existing/opportunities.html">www.hrblock.com/company/tax_franchise/existing/opportunities.html</a> <a href="http://www.fruitfull.com/main/franchise/">www.fruitfull.com/main/franchise/</a> <a href="http://www.holidayssystems.com/">www.holidayssystems.com/</a> <a href="http://www.hotdishad.com/">www.hotdishad.com/</a> <a href="http://www.janitze.com/">www.janitze.com/</a> <a href="http://www.LINE-X.com">www.LINE-X.com</a> <a href="http://franchise.littlecaesars.com/">http://franchise.littlecaesars.com/</a> <a href="http://www.maasprosfrenchising.com/">www.maasprosfrenchising.com/</a> <a href="http://www.mactools.com/tabid/8489/Default.aspx">www.mactools.com/tabid/8489/Default.aspx</a> <a href="http://www.marketamerica.com/">www.marketamerica.com/</a> <a href="http://www.matcotools.com/franchise/">www.matcotools.com/franchise/</a> <a href="http://www.ndafranchise.com/">www.ndafranchise.com/</a> <a href="http://www.9round.com/">www.9round.com/</a> <a href="http://officepridefranchise.com/">http://officepridefranchise.com/</a> <a href="http://www.oneclickcleaners.com/veteranrgrants.html">www.oneclickcleaners.com/veteranrgrants.html</a> <a href="http://openworksworld.com/franchise-opportunities.aspx">http://openworksworld.com/franchise-opportunities.aspx</a> <a href="http://www.outdoorlivingbrands.com/franchiseOpportunities.html">www.outdoorlivingbrands.com/franchiseOpportunities.html</a> <a href="http://www.OpenMyPakMail.com/veterans">www.OpenMyPakMail.com/veterans</a> <a href="http://www.airpali.com/franchise.htm">www.airpali.com/franchise.htm</a> <a href="http://www.home-inspection-franchise-opportunity.com/">www.home-inspection-franchise-opportunity.com/</a> <a href="http://www.leadingtheserviceindustry.com/AboutRainbowIntl.asp">www.leadingtheserviceindustry.com/AboutRainbowIntl.asp</a> <a href="http://www.ownafranchise.com/">www.ownafranchise.com/</a> <a href="http://www.smallprint.com">www.smallprint.com</a> <a href="http://www.snapfitness.com/fitness-franchise-opportunities">www.snapfitness.com/fitness-franchise-opportunities</a> <a href="http://franchise.spring-green.com/">http://franchise.spring-green.com/</a> <a href="http://www.stanleysteemer.com/Home/Franchising.aspx">www.stanleysteemer.com/Home/Franchising.aspx</a> <a href="http://strategicfranchising.com/franchise-opportunities/">http://strategicfranchising.com/franchise-opportunities/</a> <a href="http://franchise.sylvanlearning.com/">http://franchise.sylvanlearning.com/</a> <a href="http://www.sfgnow.com/">www.sfgnow.com/</a> <a href="http://www.synergyhomecarefranchise.com/">www.synergyhomecarefranchise.com/</a> <a href="http://www.entrepreneursource.com/">www.entrepreneursource.com/</a> <a href="http://www.franchiseconnection.org/">www.franchiseconnection.org/</a> <a href="http://www.moneyvaultpawn.com/">www.moneyvaultpawn.com/</a> <a href="http://www.twomenandatruckfranchising.com/home">www.twomenandatruckfranchising.com/home</a> <a href="http://www.uturnvending.com/">www.uturnvending.com/</a> <a href="http://www.valpakfranchising.com/franchising/index.jsp#About-Us">www.valpakfranchising.com/franchising/index.jsp#About-Us</a>	



Showing Their Leadership

OUTDOOR LIVING BRANDS

www.outdoorlivingbrands

OPPORTUNITIES

IN FRANCHISING

OUTDOOR LIVING BRANDS, headquartered in Richmond, Virginia, is a franchisor created to offer strength through synergy: The company is home to four brands. “The vision behind our strategic plan was to assemble a family of related outdoor-living oriented businesses under one common umbrella franchise support organization,” said Chris Grandpre, the company’s chairman and CEO.

**FROM ONE TO FOUR**

Grandpre had been a merger and acquisition investment banker; and in 2006, he transitioned from the financial industry to take on the leadership of Archadeck, an outdoor design and construction firm that had been founded in 1980. Grandpre and Archadeck’s board of directors then began to identify ways to grow the Archadeck franchise system and to explore diversification opportunities.

● In 2008, Outdoor Living Brands was formed to serve as the parent company and acquisition vehicle. In October 2008, the company bought its second franchise, Outdoor Lighting Perspectives. That business, founded in 1995, provides lighting design and installation services to residential clients.

● The following year, Outdoor Living Brands added its third franchise, Mosquito Squad. That business was founded by Boyd Honeycutt and Scott Zide, who had been the COO of Outdoor Lighting Perspectives and is now president and COO of Outdoor Living Brands. Mosquito Squad was North America’s first franchise concept to target the elimination of mosquitoes and ticks and the diseases they can bring to families and communities.

● In 2011, Outdoor Living Brands met with the founders and owners of the Wood Re New franchise system. That business provided cleaning, sealing, and protecting services for wood decks and cedar siding, and so appeared to be a great fit for the growing Outdoor Living Brands family.

During acquisition talks, the representatives of the two companies sought ways to broaden the Wood Re New service offerings. As a result, they supplemented their services and products to give franchisees the ability to clean and protect all outdoor surfaces. Thus, in October 2012, Renew Crew was born and became part of Outdoor Living Brands.

**THE COMPANY TODAY**

Archadeck, Outdoor Lighting Perspectives, Mosquito Squad, and Renew Crew have welcomed over 275 franchisees throughout North America and abroad. More than 40 of the franchisees are multi-branded, enjoying the diversification opportunities of partnering two and even three brands together.

Outdoor Living Brands offers incentive discounts to franchisees who are interested in adding of one of the sister brands. The company also offers discounts to franchisees and business owners currently operating businesses outside of the companies’ franchises through their add-on and conversion franchise programs.

The Franchise Research Institute (www.franchiseresearchinstitute.com) has designated all four franchise concepts as World Class Franchises. The institute conducts franchisee-satisfaction research via

Continued on Page 10 >



Where Others Stop, We Continue!

It takes true grit to wake up every morning, dedicated to a higher standard of work. At H&E Equipment Services, we’re leveraging our national fleet of equipment with a local approach, working closely with customers to understand their needs and provide them reliability, fair prices, and the support of a first-class service team. We’re an equipment company, run by equipment people. Where others stop, we continue. H&E Equipment Services, the higher standard in equipment rentals, sales, parts, and service.

Who knows true grit and dedication better than our military?



Exciting Opportunities!



WE’RE AN EQUIPMENT COMPANY,  
RUN BY EQUIPMENT PEOPLE



Competitive Benefits!

Sales  
Technicians  
CDL Drivers

Parts & Rental Coordinators  
Welders  
Branch Managers

For more information please visit:  
**HEHIRING.COM**



Medical  
Dental  
Vision  
401k Program

Flexible Spending Account  
Wellness Program  
Life and AD&D  
Voluntary Benefits

8 | SEARCH & EMPLOY® MARCH+APRIL 2014

WWW.RECRUITMILITARY.COM

WWW.RECRUITMILITARY.COM

MARCH+APRIL 2014 | SEARCH & EMPLOY® 9





You've seen the world.  
Now you can help others see it more clearly.

You've been part of a prestigious and winning organization your entire career. Why stop now?

Join the Duke Eye Center's Ophthalmic Technician Training Program and start your new career as an eye care professional at one of the top eye centers in the country according to *US News & World Report*.

Our 51-week accelerated program can get you up and running as a highly sought-after ophthalmic technician faster than any other program of its caliber in the nation.

For more information, or to apply for this affordable Allied Health Program, contact program director Deborah Smith, COMT, at [deborah.smith1@dm.duke.edu](mailto:deborah.smith1@dm.duke.edu) or visit [tinyurl.com/DukeOptech](http://tinyurl.com/DukeOptech).

On behalf of everyone at Duke University and Duke School of Medicine, we sincerely appreciate your service to our country.



# TRANSITIONING?

Ask your post RC Career Counselor about the  
WEST VIRGINIA ARMY NATIONAL GUARD



For more information call 1-800-642-3619

OPPORTUNITIES  
IN FRANCHISING

< Continued from Page 9

confidential, third-party surveys. Outdoor Living franchise opportunities have also been recognized by *Entrepreneur*, the Inc. 5000, *CNN Money*, and *The Wall Street Journal*.

INITIATIVES FOR VETERANS

More than 30 of Outdoor Living Brands franchisees are veterans, and the company has watched these new business owners flourish. Rich Young, vice president of operations and brand leader with Outdoor Lighting Perspectives, attributes their success to their military training and experiences. "Veterans come to the table with a can-do attitude and the drive, determination, and self-discipline needed to successfully launch and grow their businesses," he said. "Successful franchisees historically are decisive individuals who demonstrate honesty and integrity and have proven leadership skills; all qualities and attributes that are synonymous with military veterans." Over the past two years, the company's franchise development teams have pursued several initiatives to help servicemen, service-women, and their families reach their dreams of business ownership. Partnering with the International Franchise Association's Veterans Transition Franchise Initiative (VetFran), the program offers veterans franchise fee discounts. With Archadeck and Outdoor Lighting Perspectives, veterans can receive 15 percent off their initial franchise fees. Mosquito Squad and Renew Crew have a flat discount of \$2,500.

SETTING UP IN ATLANTA

Outdoor Living Brands also heightens franchise awareness among servicemen and servicewomen by attending military recruitment events and job fairs throughout the country. As a result of this activity, Outdoor Lighting Perspectives recently welcomed Marine Corps Reservist Charles Rich to their franchise. Rich first learned about the franchise at the Recruit Military Job Fair in Atlanta in October 2013. There, he met with Shemar Pucel, franchise recruitment consultant with Outdoor Lighting Perspectives and Archadeck. Rich was intrigued by the business opportunity currently available in the Atlanta market. In addition to his work in the U.S. Marine Corps, Rich had also spent over 13 years in electrical and lighting sales. He saw the franchise opportunity with Outdoor Lighting Perspectives as a great way to reach his goals and aspirations of business ownership. Rich was able to utilize the VetFran discount with Outdoor Lighting Perspectives. He was due to complete his training in February 2014 and launch Outdoor Lighting Perspectives of North East Atlanta in the spring of 2014.

A VETERAN SUCCESS\_ CHARLES BOSWELL

Charles Boswell is a sophomore Mosquito Squad franchisee who spent five years in the United States Navy. He left the service as a petty officer, second class (E-5), having served as a construction and electrical specialist.

He attributes the success of his franchise – located in Victoria, Texas – to his military experience and focused discipline. "Mosquito Squad is a great place for veterans because they offer the opportunity to build a team where everyone works together for a common goal," he said. When asked what advice he would offer men and women who are leaving the military and considering franchising opportunities with Outdoor Living Brands, he said this: "Start with the end in mind. Ask yourself where you want to be in five, 10, 15, even 20 years from now. Will the franchise opportunity bring you closer to your goals or move you away from them? Believe in the economic system you served to defend. Put into practice the skills you have already learned. Follow the training and procedures of the organization to the best of your ability. Most importantly, enjoy your success."



A VETERAN SUCCESS\_ JEREMY L. JACOBS

Jeremy L. Jacobs, launched his Mosquito Squad franchise in Houma, Louisiana, in 2013. He had spent six years in the Marine Corps, working in communications and data systems. He said, "My experiences leading Marines in the field helped me to be prepared for leading employees on a daily basis." Being adaptable comes in handy, too. "My experience running a section in garrison helped me to be prepared to operate my business at a high level," Jacobs said. "The Marine Corps helped me to develop an attitude of adaptability. There will always be obstacles and changes on the job, but the ability to adapt and overcome to any situation is a key way of life in the military and in business." Being able to run his own show, but still have the support of a larger organization is important to Jacobs. "Mosquito Squad was a great opportunity for me as a veteran, because it allowed me to get into my own business while still having the support of the larger Mosquito Squad and Outdoor Living Brands family," he said. "There were other veteran business owners and support personnel who were available to answer my questions and help me to realize the potential of my business. There was a low barrier of entry and a lot of excellent opportunities that played to my strengths. The franchise also assisted me in looking at all of my financing options as a veteran as well as giving a veteran's discount on my franchise fee."

Continued on Page 12 >

WWW.RECRUITMILITARY.COM



# EXCELLENCE, NOTHING LESS

Veterans have the heart, drive and commitment to excellence that we admire in our employees. At APi Group, we welcome you to come as you are.

...We'll detail you later.

EMAIL  
VETERANSFORHIRE@APIGROUPINC.US

Ask about our Veteran's Rotational Program and highly selective Leadership Development Program.

“Plain and simple, APi Group truly values and respects the sacrifices made by our servicemen and women. The strong sense of camaraderie, the common drive toward excellence, and an environment where everyone is held to the highest level of integrity were key reasons that I chose to work at APi.”

SHANE SHIPMAN  
Captain U.S. Army, APi Group employee



APIGROUPINC.COM



< Continued from Page 10

Jacobs recommends that veterans consider all of their options when they are transitioning into the civilian world. “I would tell other veterans to make sure they understand the benefits and opportunities available to them,” he said. “There are lots of options available for veterans who want to continue their education or start a business. A franchise like Mosquito Squad could be a great way to get into business in a veteran-friendly environment.”

He also believes that veterans should not be shy about demonstrating all of the qualities and skills they developed in the service. “Show

what you learned in the military,” he said. “Show your leadership. Show your confidence in your abilities. Show that you have what it takes to be a successful business owner. We will be there to support you.”

**A VETERAN SUCCESS\_ KYLE FAULKNER**

Roger “Kyle” Faulkner, a former sergeant in the Marine Corps, learned about Archadeck from a personal contact while serving as a platoon sergeant for an engineer and maintenance company. He and his wife Paige chose to purchase an existing Archadeck territory in Hillsborough, North Carolina, after leaving active duty.

When asked how the skills he learned in the military helped launch his franchise, Faulkner said, “Communication skills are extremely helpful, as well as broad application of administration and logistics. Military members are often required to act as liaisons between multinational hosts, different occupational specialists, and separate military branches. Being able to effectively communicate among one another in order to accomplish an assigned goal is essential. These same skills translate when speaking with different potential clients, suppliers, or other members of the Archadeck system.”

Faulkner credits a lot of his success to the support he has received as a franchisee. “Much

like in the military, the structure and foundation have already been established in this franchise,” he said. “By simply following the business outline – which is provided – and maintaining those aforementioned traits, any veteran should become successful in this system. Also, the support that the head office in Richmond provides is truly second to none. Having a host of members who are not only willing, but excited to help new franchisees overcome challenges and find answers to questions is invaluable. Since day one, I have always felt confident that there is a team of individuals behind me who are genuinely interested in my success.”

He recommends that veterans don’t hold back. “Go for it,” Faulkner said. “It is a great opportunity, and remember that Archadeck offers a VetFran incentive.”

**A VETERAN SUCCESS\_ TUCKER REU**

Tucker Reu, an active Marine Corps Reservist entering his sixth year of service, is a great example of how the franchise opportunities at Outdoor Living Brands are a great way to build a business while still serving the military. Tucker joined the Archadeck franchise with his father, Marshall, and grandfather Mike (retired Navy), establishing their business in the central South Carolina city of Camden.

Reu believes the Outdoor Living Brands system is a good place for veterans because “the OLB system is set up in a way that allows franchisees as much independence as they want while at the same time giving them a support system – such as the OLB staff and resources provided to us – in order to succeed. I feel that many people who can take the skills they learned in the military and transfer it over to being self-employed would greatly appreciate this.”

He recommends that veterans and reservists considering exploring franchising with Outdoor Living Brands. “I would advise them to take advantage of the resources that OLB provides for them, and to communicate with their peers and other franchisees in order to see what works best for their business,” Reu said.

**A VETERAN SUCCESS\_ SCOTT KOETJE**

Scott Koetje, a new Renew Crew franchisee in Corinth, Mississippi, saw the franchise as a perfect way to start his civilian life, having served in the Navy for eight years as an avionics technician. Franchising with Renew Crew enabled Koetje to utilize his Navy experience, his dedication, and his loyalty.

“I have the ability to remain calm and clear-headed in time of confusion and high-level pressure situations,” he said. “The characteristics I developed in the Navy – attention to details, work ethic and loyalty to a cause – are what made me a great fit for the Renew Crew Franchise. I did not have a sense of urgency or pride in my work until I was put into military situations.”

Koetje advises transitioning veterans to “use the time you served as a selling point to all franchisors. They are looking for franchisees that have had a chance to work in a team environment like the service.” ♦

**Creating Opportunities. Together.**



**For people who were born to lead.**

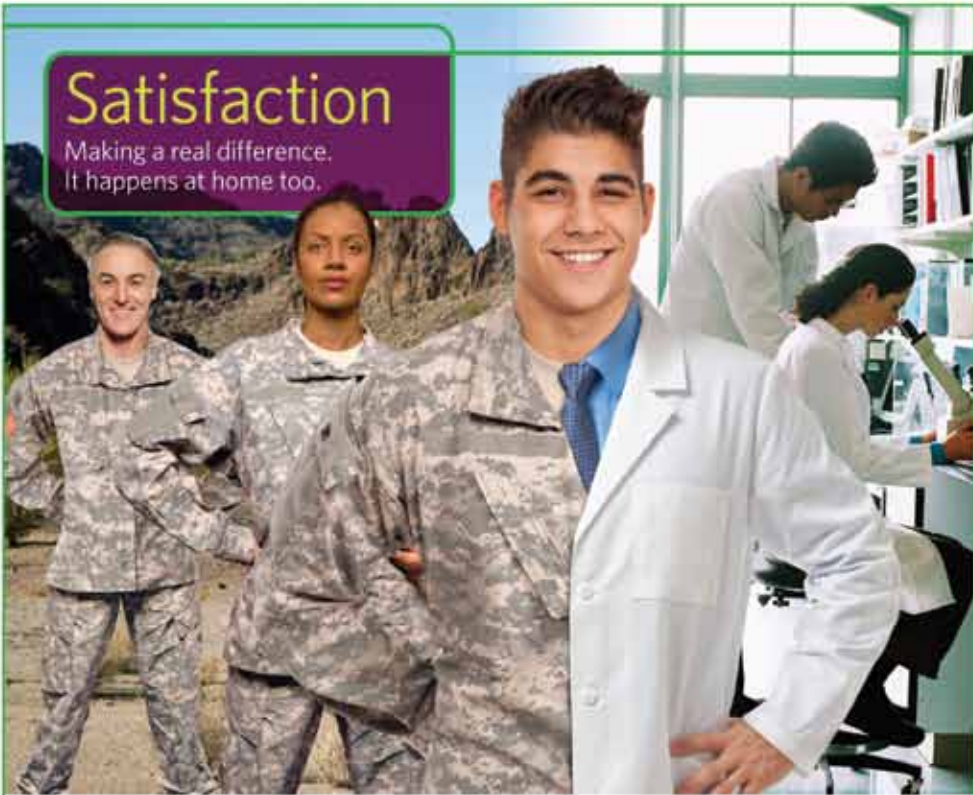
**Managerial opportunities for Veterans.**

If we listed everything we’re looking for, it still wouldn’t come close to what you’ve got. Responsibility, leadership, people skills, decision-making abilities, confidence – and more. We’d like you to put that to work as a manager with us. We hope you’re interested. We sure are.

For more, visit us at [mcdonalds.com/veterans](http://mcdonalds.com/veterans).



McDonald's and McDonald's independently owned and operated franchises are equal opportunity employers committed to a diverse and inclusive workforce. © 2013 McDonald's.



Our work? Meaningful.  
Our people? Motivated.  
Our veterans? Valued.

Quest Diagnostics is the world’s leading provider of diagnostic testing, touching lives 150 million times each year. We are inspired by the great responsibility entrusted to us by the health community, and hire teams that feel the same – passionate, creative people working together in technology-rich settings and stimulating environments.

Our commitment to improving lives – combined with our size, nationwide locations, and robust training and development – has created a culture that not only appeals to veterans, but makes you feel valued and welcome.

In return for your dedication and commitment, we offer a competitive compensation package, excellent benefits including 401(k) plan with stock match, stock purchase plan and tuition reimbursement.

*The greater good lives on.*

*Find the motivation and meaning you’ve been looking for with a career at Quest Diagnostics.*

[www.questdiagnostics.com/home/about/careers](http://www.questdiagnostics.com/home/about/careers)

Quest Diagnostics is a U.S.-based, publicly-traded, Fortune 500 company (NYSE: DGX) and an Equal Opportunity Employer (EEO).

TEXAS A&M ENGINEERING

EXTENSION SERVICE

**Texas A&M Engineering Extension Service**

**877.833.9638**

**200 Technology Way**

**College Station, TX 77845-3424**

**[www.teex.org/va](http://www.teex.org/va)**

**VA-approved Programs**

Basic Peace Officer	Emergency Medical Technician and Paramedic
Recruit Fire Academy	Unexploded Ordnance
Fire Instructor	Solar PV Installer
Certified Safety & Health Official	

The time has never been better for military veterans to further their training. The Texas A&M Engineering Extension Service (TEEX) is committed to helping veterans make the best choices possible while attaining the maximum assistance, guidance, and support using the GI Bill and other programs. Qualifying veterans may use GI Bill benefits for certain TEEX programs.

ARMY ★ MARINE CORPS ★ NAVY ★ AIR FORCE ★ COAST GUARD



# YOU CAN SERVE VITAL NEEDS.

Every day, the 30,000 people of ADM turn crops into renewable products that meet the demands of a growing world. Join our team and help serve vital needs for food and energy around the world.

ADM provides:

On-the-Job Training

Medical and Dental Benefits for the Family

401(k) Plus Employer Contributions

Pension Plan

Paid Vacation and Holidays



Apply or learn more at  
[adm.com/militaryrecruiting](http://adm.com/militaryrecruiting).



ADM is an Equal Opportunity/Affirmative Action employer.

## OPPORTUNITIES IN FRANCHISING



STOCK PHOTO CREDIT: PHOTOS.COM

### Using the Same Skills

A BUYER'S CHOICE HOME INSPECTIONS

<http://abuyerschoice.com>

**A** BUYER'S CHOICE HOME INSPECTIONS (ABCHI) is a franchise business meeting the huge demand for home inspections. The company is rapidly expanding throughout the United States, Canada, and worldwide. Currently, there are more than 130 franchises across Canada, 30-plus in the United States, and dozens more internationally.

ABCHI offers franchise investors a turnkey operation. The company estimates that, by following the ABCHI business model, a franchisee can earn a healthy living working less than eight hours a day. The franchise investment includes training, marketing tools, and ongoing support from the home office. The company's main headquarters and professional training facility are in Pompano Beach, Florida.

ABCHI regional developers actively recruit military veterans to become franchisees. It offers veterans special discounts on the franchise fee, and is dedicated to creating more entrepreneurial job opportunities for men and women who have served. Military veterans already make up about 10 percent of its franchise base in the United States.

#### A VETERAN SUCCESS\_ JARED GORDLEY

Former Air Force Staff Sergeant Jared Gordley spent eight years serving his country. He was deployed once to Iraq and once to a classified location. He started in the Air Force as a power generation technician in 2007 and continued to be responsible for various electrical systems, primarily generators, throughout his military career. Currently, he owns an A Buyer's Choice Home Inspections franchise in his hometown of Jacksonville, Florida. He is also actively involved in the Florida Air National Guard.

After years of service, Gordley began considering which career path was meant for him. "It was my wife who pointed out that most of my military time was spent using the same skills involved in home inspections," Gordley said. "I always wanted to own my own business, so I started researching and doing my due diligence."

During his first deployment, he worked in

an engineering unit in which he was able to do electrical work along with HVAC (heating, ventilation, and air conditioning) maintenance and plumbing. "Fortunately, I learned a lot during my service that has helped me as a home inspector," Gordley added. "Aside from all the practical hands-on experience, my role as a supervisor in the military provided me with leadership skills. The military awarded me a great deal of organizational strength and instilled in me an ability to communicate effectively, which helps me now when meeting with prospective clients."

Gordley added that A Buyer's Choice offered him information, training, and resources he "simply could not have duplicated" on his own. "It's a franchise, so there's a proven method and support when you need it," he said. The franchise offers a military discount, but that was not the deciding factor, according to Gordley. He based his decision on the support.

Gordley's advice to anyone who is in the military: Know what you plan to get into once you leave active duty. Even just a basic idea of what you would want as a civilian career can help you get the experience you need to be successful. "It can be very challenging for you and your family financially if you just sort of hope to gain experience on the job post-military," he said. ♦



HELP  
RECRUITERS  
FIND YOU!  
REGISTER FREE

RECRUITMILITARY.COM

WWW.RECRUITMILITARY.COM

Build your career with Eaton,  
and build power management  
solutions that keep the world moving  
more efficiently, reliably and safely.



If you are searching for a career with a company that values the training and experience that veterans bring, then Eaton is your ideal company. Military professionals at Eaton are part of an organization that focuses on providing power management solutions to global customers while doing business right.

Search and apply at [www.eaton.com/MilitaryCareers](http://www.eaton.com/MilitaryCareers)

Eaton is a global power management company. We help customers manage power, so buildings, airplanes, trucks, cars, machinery and entire businesses can do more while consuming less energy. As an integrated global company, we are unified in our commitment to powering business worldwide.

Our products and the employees who design and build them are part of making a difference in the world every day. If you're ready to do something that matters, to do it well and to be encouraged and rewarded for doing it, then Eaton is the place for you.

*Eaton is an Equal Opportunity and Affirmative Action Employer: M/F/V/D.*

**EATON**  
Powering Business Worldwide





# WHEN IS THE RIGHT TIME TO BUY **A FRANCHISE?**

## Market Forces Say **NOW!**



By David E. Omholt

**THIS ARTICLE IS NOT ABOUT** “the glass is half-full” or being irrationally exuberant about today’s economic snapshot in time. It is about laying out all the data points and facts and rationally concluding that now is a fine time to launch a business. Or, at a minimum, now is as good a time as any. Because no matter when you are looking to get in, there will always be plenty of reasons not to take the proverbial plunge.

Fact is, there always has been – and unfortunately, always will be – geopolitical tension, economic ups and downs, and other reasons to not take risks. This is not new at all.

Historically, some of the greatest business launches came at a time when a launch might have seemed counterintuitive to the academics and the uninitiated. If we rewind the clocks back to 1954 – a recessionary cycle that coincided with the end of Korean War – a young salesman named Ray Kroc began negotiating with the McDonald’s brothers to be their franchise agent. To many, Ray seemed “off his (K)rocker” – or a couple Big Macs short of a picnic, as it were – to be taking risks in such an uncertain time. Well, how wrong they were! I really give Ray Kroc a ton of credit, because the reasons not to do it likely outnumbered

the reasons to move forward 10 to 1.

Frankly, it is just not hard to kill a good idea. You don’t even have to be a cerebral academic to poke holes in perfectly good business models. Every day, good and bright people miss out on perfectly viable opportunities because they allow the potential for risk to sabotage them.

To enjoy any upside potential, there almost necessarily has to be risk in the equation. Otherwise, you are left with models that have low ceilings with limited growth opportunities.

My advice to veterans pursuing this career path is to go beyond doing simplistic pluses and minuses on the flipchart and to proceed to the attack: Play to win, versus playing not to lose – a good military strategy as well! I am not saying you should eat a consistent diet of risk for breakfast, but I am saying that you should not let risk curb your appetite.

Yes, I too read the negative headlines and listen to the pessimistic pundits express their views on the situation around the world and here at home. Problem is, they fail to give the positive factors equal airtime.

Of course, not all of the stars are aligned; and no one could possibly convince me that now is a perfect time to launch a business. There has never been, nor will there ever be a perfect time. Besides, timing the market is a sucker bet anyway – I learned that lesson back in 11th grade economics class.

So what are the favorable forces that are shaping up this time to be as good as any? I could list many, but I will focus on three:

### 1 MONEY IS CHEAP, AND THE FAUCET HAS BEEN TURNED BACK ON

The bankers are back, and loans are getting approved again. After a moratorium of sorts, the lending community is no longer scared of its own shadow. I think everyone realizes that the over-correction did not solve any problems, and only served to exacerbate them. With a federal funds rate of 0.25% (the interest rate at which depository institutions actively trade balances held at the Federal Reserve), lenders are highly incentivized by the government to close loans. The cost of borrowing is crazy low right now.

Credit unions too, have ratcheted up their commercial lending portfolios. New legislation is also paving the way for them to be able to increase their loan base up to 25% of their assets.

Other emerging players such as BoeFly – the eHarmony of the lending world; [www.boefly.com](http://www.boefly.com) – are making the loan process more seamless and predictable. Also, don’t forget crowdfunding. And finally, the Patriot Express loan, available via the U.S. Small Business Administration (SBA), is a solid option; visit <http://www.sba.gov/category/type-loan/patriot-express>.

### 2 UNPRECEDENTED BARGAINS FOR TENANTS

We may never again in our lifetimes see today’s tenant-friendly conditions in the commercial real estate market. Terms and conditions are skewed to the tenant as never before. Dollars per square foot and other costs such as common area maintenance (CAM) are down across the country and

across the board – retail, professional office, industrial, etc. And prime A locations that would be unavailable in a normal market are available today. We also see flexible lease terms being agreed to as never before – including shorter commitment periods and easy out clauses.

Even better, landlords are providing more tenant improvement (TI) allowances, and are throwing in other goodies. Just three years ago, it was hard to get a return phone call from some commercial real estate brokers. Now, they are showing conciliatory spirit. Translation: buyer’s market.

### 3 MARKET SHARE UP FOR GRABS – WHO WANTS IT?

Probably the most strategic of reasons is that market share is up for grabs. While some companies are slashing marketing budgets and taking customer/client relationships for granted, new market entrants with a play-to-win approach are grabbing those customers and accounts and gobbling up market share. The defensive posture some companies have been taking are soon going to cost them dearly.

Many other macroeconomic signals show that we are out of the woods and in the midst of a recovery – for example:

→ The U.S. economy grew by 3.2 percent in the third quarter of 2013.

→ The jobless rate has fallen to less than 7 percent, the lowest in many years.

→ Business profits are up.

→ Consumer debt levels are decreasing.

But no matter what the charts and graphs say, my point remains that there will never be a perfect time to start a business. And even when the signals are not so favorable, starting a business can be very rewarding.

I am living proof of that.

I started my business not long after 9/11, and people thought I had lost my marbles. They all had plenty of reasons why I should not have done what I did – and some of them were actually valid. But thankfully their dissenting opinions were weighted low in my overall decision-making equation. As someone with a degree in economics, if I had relied solely on the indices and forecasts, I would likely not have followed my dream. I would still be working for someone who did.

An old saying goes, “If you lined up all the economists end to end, you still couldn’t reach a conclusion.” For me, the only rational conclusion is that today’s climate is as good as any for launching your dream. So say no to the naysayers and play to win. If you take this approach, you will like the final score much, much better. ♦

David E. Omholt is chief executive officer of eAuth.com, The Entrepreneur Authority (TEA) – a RecruitMilitary strategic partner. His company offers a free service to veterans looking to learn more about the franchise buying process and options in the market. Omholt is a Certified Franchise Executive (CFE) and a frequent speaker on the subject of franchising on talk shows, at industry conferences, and on college campuses. He has been both a franchise licensor and a franchise licensee. Omholt is available at 866-246-2884 or [domholt@eAuth.com](mailto:domholt@eAuth.com)

[WWW.RECRUITMILITARY.COM](http://WWW.RECRUITMILITARY.COM)

## Career advancement opportunities can be hard to find **UNLESS YOU WORK AT MSC**

Nearly half of MSC’s workforce is former military. That’s because we require similar skill sets and expertise as we provide logistical support for the U.S. military. Our civilian careers provide job security combined with hands-on training and career advancement opportunities. This combination will take your career further, faster than you thought possible. When you include federal benefits, paid leave, a flexible career path and the camaraderie that comes with life at sea ... now you have a career worth keeping. Learn how our opportunities can align with your military background by contacting one of our recruiters. Take Command of Your Career.®

[www.sealiftcommand.com](http://www.sealiftcommand.com)

877-291-9910

[info@sealiftcommand.com](mailto:info@sealiftcommand.com)



MSC is an equal opportunity employer  
and a drug-free workplace.



**MILITARY  
SEALIFT  
COMMAND**

Take Command of Your Career.®





# SERVICE to SEMIS

== ZERO TUITION FOR VETERANS ==

Use your GI Bill to obtain your Class A CDL and Job offer with C.R. England. You also may earn up to an extra \$1150<sup>1</sup> during school.

If you received your CDL through the Military CDL Act, we will get you the commercial experience you need for a driving career with C.R. England. Please have your commanders certification available.

**You served the nation, now see the nation and earn a paycheck while you work!**

**1.866.219.6080**  
**crengland.com/vets**

\* The Zero Tuition offer is contingent upon your completion of a six month driving commitment to C.R. England.  
1. This amount may vary depending on several factors.



# UXO GLOBAL

a program operated by Peak Technical Institute

## BECOME A UXO TECH I IN JUST 4 WEEKS

### UXO TECH I TRAINING

Our graduates have all of the knowledge, skills, and certifications needed to immediately work as a Certified UXO Tech I.

**Register Today!**  
**www.UXOGlobal.com**

RESEARCH GUIDE

YOUR RESEARCH GUIDE TO  
FRANCHISE OWNERSHIP

by RICK JONES



RECRUITMILITARY encourages men and women who are interested in franchise ownership to use this guide to learn about how franchising works and the opportunities available. You can access each URL below via our *Search & Employ*® online PDF, which is an exact duplicate of the print magazine and contains live links. Go to <http://recruitmilitary.com/search-and-employ>.

The website of the International Franchise Association (IFA; [www.franchise.org](http://www.franchise.org)) has a page, "About Franchising – Help with Buying a Franchise," at <http://www.franchise.org/aboutfranchising.aspx>. The page contains links to 18 articles under the headings:

- An Introduction to Franchising
- Beginning Your Search
- Navigating the Paper Trail
- Evaluating a Franchise – Navigating Both Sides

Also on the page are Additional Resources links:

- Blog – Resources for Franchise Ownership
- Consumer Guide to Buying a Franchise
- Self-Evaluation: Is Franchising for You?
- Using a Professional Consultant to Help you Find the Right Franchise
- How to Finance Your Franchise
- Funding Tools and Solutions
- Key Legal Questions to Ask
- Frequently Asked Questions About Franchising
- Franchise Your Business
- Discover the Economic Impact of Franchised Businesses
- Prospective Franchisee Workbook – Making the Franchise Decision

The IFA offers a free course in franchising basics at: <http://www.ifa-university.com/home/>.

The IFA also publishes *Franchising World* magazine. Links to digital versions of the present issue and past issues are at: <http://www.franchise.org/IndustrySecondary.aspx?id=45252>.

The home page of the VetFran initiative ([www.vetfran.com/](http://www.vetfran.com/)) of the IFA contains articles about VetFran and the IFA as well as such subjects as individual franchisors' programs and awards given to franchisees. The VetFran Directory (<http://www.franchise.org/Veteran-Franchise.aspx>) contains profiles of the participating franchisors.

*Franchise Times* magazine (<http://www.franchisetimes.com/>) is published by Franchise Times Corporation, which is located in Minneapolis. News sections of the website include International Franchise News, Franchise Finance News, and Restaurant Finance Monitor.

*Entrepreneur* magazine (<http://www.entrepreneur.com>), published by Entrepreneur Media, Inc., Irvine, California, has produced a list called the Entrepreneur 2014 Franchise 500® ([www.entrepreneur.com/franchise500/index.html](http://www.entrepreneur.com/franchise500/index.html)). *Entrepreneur's* "Ask Entrepreneur" Q&A section on franchising begins at: <http://www.entrepreneur.com/ask/category/250>. The section has answers to more than 150 questions.

Articles about franchising appeared recently in *Forbes* (<http://www.forbes.com/sites/kevinhar-rington/2013/10/31/the-biggest-trends-in-franchising/>), and *Bloomberg Businessweek* (<http://www.businessweek.com/articles/2013-07-22/before-you-buy-a-franchise-business#p1>).

The United States Small Business Administration (SBA; [www.sba.gov](http://www.sba.gov)) has a wealth of information on starting and managing businesses. The SBA has posted articles on franchising at:  
→ <http://www.sba.gov/content/franchise-businesses>  
→ <http://www.sba.gov/content/build-your-own-franchise>  
→ <http://www.sba.gov/content/franchise-registry-approved-brands>  
The SBA also has a franchise community discussion board.

The Federal Trade Commission (FTC) has posted *Buying a Franchise: A Consumer Guide*, at <http://business.ftc.gov/documents/inv05-buying-franchise-consumer-guide>. The Guide has six parts: The Benefits and Responsibilities of Franchise Ownership, Advance Work: Before You Select a Franchise System, Selecting a Franchise, Finding the Right Opportunity, Investigating Before You Invest, and Before You Sign the Franchise Agreement.

Rick Jones is vice president of sales at RecruitMilitary and a former master gunnery sergeant in the United States Marine Corps.



# WE HAVE A PLACE FOR VETERANS IN OUR HEARTS. AND IN OUR INDUSTRY.

At Prudential, we're committed to creating career opportunities for U.S. servicemen and women returning to civilian life. From providing educational and vocational training through our Veterans' Initiative to seeking qualified veterans for positions at Prudential, serving those who have served our nation is an obligation we take very seriously.

To learn more, scan this code with a QR reader, or visit [jobs.prudential.com](http://jobs.prudential.com)

**Prudential**  
Bring Your Challenges®

© 2012. Prudential, the Prudential logo, the Rock symbol and Bring Your Challenges are service marks of Prudential Financial, Inc. and its related entities, registered in many jurisdictions worldwide. Prudential Financial, Inc. and its affiliates, Newark, NJ, are Equal Opportunity/Affirmative Action Employers and are committed to diversity in its workplace. Prudential is an Employer that participates in E-Verify. 0221939-00001-05





**For your next mission, join a global company that provides solutions to America's military and to the world's top companies. Turn your military experience into commercial success.**





**ALCOA**

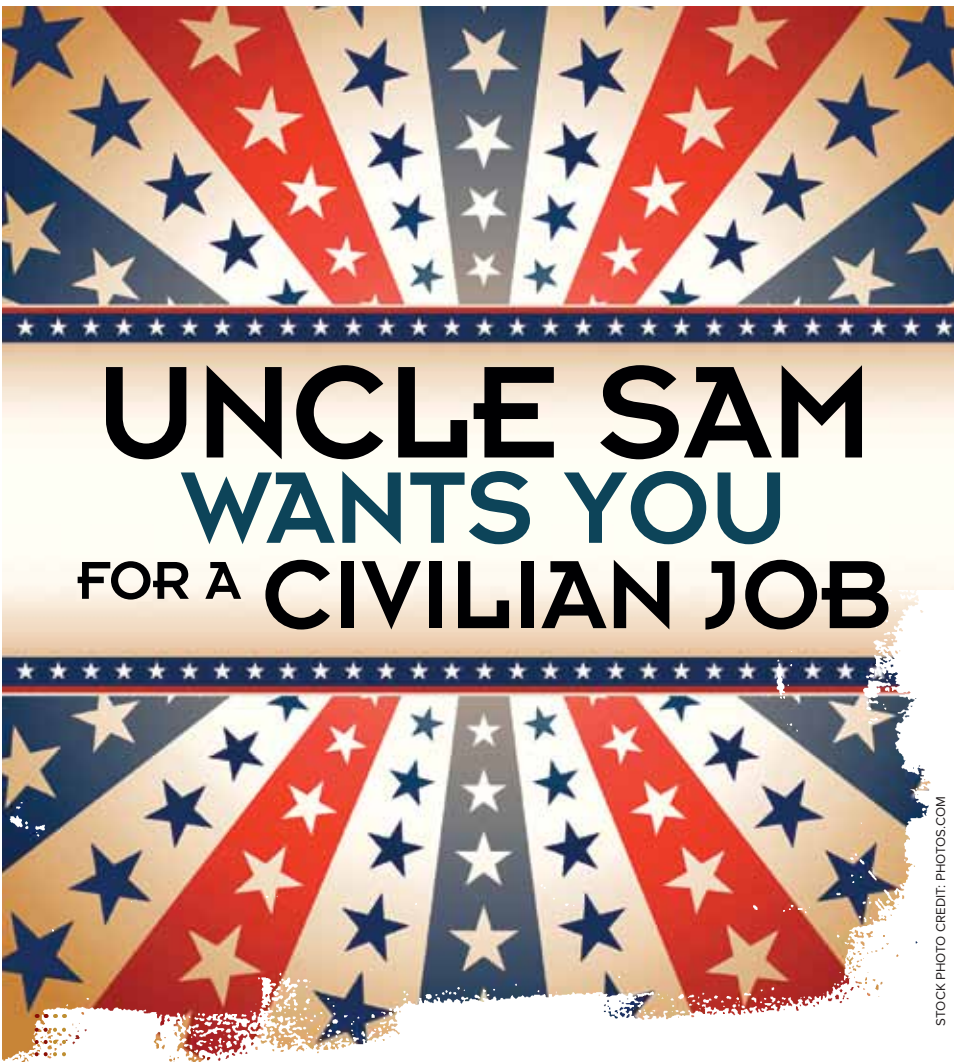
Advancing each generation.



[www.alcoa.com/careers](http://www.alcoa.com/careers)

OPPORTUNITIES

IN THE FEDERAL GOVERNMENT



**UNCLE SAM WANTS YOU FOR A CIVILIAN JOB**

STOCK PHOTO CREDIT: PHOTOS.COM

FOR SOME OF YOU, WORKING FOR THE FEDERAL GOVERNMENT AFTER SERVING IN THE MILITARY WOULD BE A NATURAL TRANSITION. YOU WANT TO CONTINUE TO SERVE YOUR COUNTRY, AND THERE ARE ADVANTAGES TO EXTENDING YOUR FEDERAL SERVICE. IT MAKES SENSE ON A LOT OF LEVELS.

And government agencies are working hard to bring veterans on board. They offer various reasons you might expect – you are familiar with the national service, etc. But they also understand what so many corporations have long known: Veterans are extremely valuable employees.

It is no secret that there are calls from all over the United States for the federal government to spend less. But even if the overall number of federal employment opportunities were to decrease, veterans would still be in good shape, because federal agencies have been directed to hire as many veterans as they can. Veterans have a decided advantage when it comes to getting a job with the federal government. To learn more about that, visit [www.fedshirevets.gov](http://www.fedshirevets.gov).

While veterans have enjoyed different forms of federal hiring preference since the Civil War, the situation is even better now. Thousands of veterans have been hired by federal agencies since November 2009, when President Barack Obama signed Executive Order 13518, Employment of Veterans

in the Federal Government, and established a Veterans Employment Initiative.

The government hired approximately 195,000 employees in fiscal year (FY) 2012, which ended on September 30, 2012, compared with roughly 230,000 employees in FY 2011. So hiring was down by 34,000 employees.

But of the 195,000 FY 2012 hires, 56,000, or 28.9 percent, were veterans. This compares favorably with 28.3 percent in FY 2011 and 24 percent in the baseline year of FY 2009.

In FY 2012, the number of veterans on board was 612,000, or 29.7 percent, of the 2,058,000 total employees. In FY 2009, 512,000, or 25.8 percent, of the 1,983,000 employees were veterans.

**THE GOAL** of the President's Veterans Employment Initiative is to help federal agencies identify qualified veterans, clarify the hiring process for veterans seeking employment with the federal government, and help them adjust to the civilian work environment once they are hired. The establishment of

Veteran Employment Program Offices in 24 federal agencies has helped veterans identify employment opportunities within the respective federal agencies, provided feedback to veterans about their employment application status, and helped veterans recently employed by these agencies adjust to civilian life and a workplace culture often different from military culture.

In addition, the Office of Personnel Management (OPM) has issued a strategy for boosting the employment of veterans within the federal government. The strategy emphasizes training, coordination, marketing, and the inclusion of military spouses in hiring initiatives. Part of the OPM's strategy is to make sure other agencies know that following veterans' preference – which gives servicemembers an advantage over other candidates in the hiring process – is critical in meeting a government obligation to veterans.

**OTHER INITIATIVES**

- The Veterans Employment Opportunities Act (VEOA) ensures that veterans are able to compete for government positions that previously may have been available to only existing civil service employees.
- The Veterans Recruitment Appointment (VRA) and 30 Percent or More Disabled Veterans programs allow eligible veterans to fill certain positions without competition.
- The Disabled Veterans Enrolled in VA Training Program allows eligible disabled veterans to receive training or work experience at the Department of Veterans Affairs. To learn more about the above four initiatives, visit [www.fedshirevets.gov/hire/hm/shav/index.aspx](http://www.fedshirevets.gov/hire/hm/shav/index.aspx)
- Vocational Rehabilitation and Employment (VR&E) is an employment-oriented program that helps veterans with service-connected disabilities. The program helps those veterans prepare for, find, and keep suitable employment. Suitable employment is work that is within the veterans' physical, mental, and emotional capabilities, and which matches their patterns of skills, abilities, and interests. For more information on this program, visit the Veterans Benefits Administration website at [www.vba.va.gov/bln/vre/](http://www.vba.va.gov/bln/vre/).
- Veterans Retraining Assistance Program (VRAP) This program offers up to 12 months of training assistance to unemployed veterans. At press time, Congress was set to vote on extending this program for two years. There are some limitations – applicants have to be between 35 and 60 years old, be employed, must have received an other-than-dishonorable discharge, etc. Participants must be enrolled in a VA-approved program of education offered by a community college or technical school. The program must lead to an associate's degree, a non-college degree, or a certificate; and it must train the veteran for a high-demand occupation. Find out more at <http://benefits.va.gov/VOW/education.asp>.

GOVERNMENT AGENCY DIRECTORY

GOVERNMENT AGENCY DIRECTORY

The government agencies listed below have demonstrated their commitment to recruiting veterans by using RecruitMilitary products and services. We encourage men and women with military backgrounds who are interested in careers in government to investigate their opportunities.

- The URL's in the "Military" listings include links to both military careers pages and civilian careers pages. Veterans who are interested in resuming their military careers can usually navigate from a civilian to a military page by first clicking to the home page of the military unit.
- Directories in previous issues of *Search & Employ*® list other agencies of government. In our November/December 2013 issue is a directory of government law-enforcement agencies and private security firms. In our September/October 2013 issue is a healthcare directory that includes listings of various government agencies' facilities and systems.
- Readers do not have to type the URL's listed below in their address bars. A PDF of this issue with live links is at <http://recruitmilitary.com/search-and-employ>.

—

→ **FEDERAL**

Central Intelligence Agency (CIA)	<a href="http://www.cia.gov/careers/opportunities/cia-jobs/index.html">www.cia.gov/careers/opportunities/cia-jobs/index.html</a>
Defense Intelligence Agency	<a href="http://www.diajobs.dia.mil/">www.diajobs.dia.mil/</a>
Federal Aviation Administration	<a href="http://www.faa.gov/jobs/">www.faa.gov/jobs/</a>
Internal Revenue Service	<a href="http://www.jobs.irs.gov/home.html?portlet=114">www.jobs.irs.gov/home.html?portlet=114</a>
National Security Agency	<a href="http://www.nsa.gov/careers/index.shtml">www.nsa.gov/careers/index.shtml</a>
Transportation Security Administration (TSA)	<a href="http://www.tsajobs.tsa.dhs.gov">www.tsajobs.tsa.dhs.gov</a>
U.S. Coast Guard	<a href="http://www.uscg.mil/">www.uscg.mil/</a>
U.S. Customs and Border Protection	<a href="http://www.cbp.gov/xp/cgov/careers/">www.cbp.gov/xp/cgov/careers/</a>
U.S. Department of Homeland Security	<a href="http://www.dhs.gov/careers">www.dhs.gov/careers</a>
U.S. Department of State	<a href="http://www.state.gov/careers/">www.state.gov/careers/</a>
U.S. Department of Veterans Affairs	<a href="http://www.va.gov/jobs/">www.va.gov/jobs/</a>
VA for Vets	<a href="http://www.VAforVets.com">www.VAforVets.com</a>

Argonne National Laboratory	<a href="http://www.anl.gov/careers/apply-job/external-applicants">www.anl.gov/careers/apply-job/external-applicants</a>
Centers for Medicare & Medicaid Services	<a href="http://www.cms.gov">www.cms.gov</a>
Food and Drug Administration	<a href="http://www.fda.gov/AboutFDA/WorkingatFDA/default.htm">www.fda.gov/AboutFDA/WorkingatFDA/default.htm</a>
Lawrence Berkeley National Laboratory	<a href="http://www.jobs.lbl.gov/">www.jobs.lbl.gov/</a>
Marshall Space Flight Center	<a href="http://www.nasa.gov/centers/marshall/home">www.nasa.gov/centers/marshall/home</a>
NASA Johnson Space Center	<a href="http://www.nasajobs.nasa.gov/">www.nasajobs.nasa.gov/</a>
National Geospatial-Intelligence Agency	<a href="https://www1.nga.mil:443/Careers/Pages/default.aspx">https://www1.nga.mil:443/Careers/Pages/default.aspx</a>
National Nuclear Security Administration	<a href="http://www.nnsa.energy.gov/federalemployment/workingatnnsa">www.nnsa.energy.gov/federalemployment/workingatnnsa</a>
Peace Corps	<a href="http://www.peacecorps.gov/jobs">www.peacecorps.gov/jobs</a>
U.S. Census Bureau	<a href="http://www.census.gov/hrd/www/">www.census.gov/hrd/www/</a>
U.S. Citizenship and Immigration Services	<a href="http://www.uscis.gov/portal/site/uscis">www.uscis.gov/portal/site/uscis</a>
U.S. Department of Agriculture, National Finance Center	<a href="https://www.nfc.usda.gov/">https://www.nfc.usda.gov/</a>
U.S. Department of Agriculture, Farm Service Agency	<a href="http://www.fsa.usda.gov">www.fsa.usda.gov</a>
U.S. Department of the Interior, Bureau of Land Management	<a href="http://www.blm.gov/wo/st/en.html">www.blm.gov/wo/st/en.html</a>
U.S. Department of the Interior, Bureau of Safety and Environmental Enforcement	<a href="http://www.bsee.gov/careers">www.bsee.gov/careers</a>
U.S. Department of the Interior, U.S. Geological Survey	<a href="http://www.usgs.gov/ohri/">www.usgs.gov/ohri/</a>
U.S. Department of Justice	<a href="http://www.justice.gov/careers/careers.html?">www.justice.gov/careers/careers.html?</a>
U.S. Department of Transportation	<a href="http://www.dot.gov/careers">www.dot.gov/careers</a>
U.S. Department of Veterans Affairs, Office of Acquisition and Logistics	<a href="http://www.va.gov/oal/career.asp">www.va.gov/oal/career.asp</a>
U.S. Drug Enforcement Agency	<a href="http://www.justice.gov/dea/careers/occupations.shtml">www.justice.gov/dea/careers/occupations.shtml</a>
U.S. Environmental Protection Agency	<a href="http://www.epa.gov/jobs/">www.epa.gov/jobs/</a>
U.S. Nuclear Regulatory Commission	<a href="http://www.nrc.gov/about-nrc/employment.html">www.nrc.gov/about-nrc/employment.html</a>
U.S. Office of Personnel Management	<a href="http://www.opm.gov/about-us/careers-at-opm/">www.opm.gov/about-us/careers-at-opm/</a>
U.S. Patent and Trademark Office	<a href="http://careers.uspto.gov/">http://careers.uspto.gov/</a>
U.S. Postal Service	<a href="http://about.usps.com/careers/welcome.htm">http://about.usps.com/careers/welcome.htm</a>
U.S. Securities and Exchange Commission	<a href="http://www.sec.gov/jobs.shtml">www.sec.gov/jobs.shtml</a>

→ **STATE**

Arizona Department of Public Safety	<a href="http://www.azdps.gov/Careers/">www.azdps.gov/Careers/</a>
California Franchise Tax Board	<a href="https://www.ftb.ca.gov/human_resources/index.shtml?WT.mc_id=AboutUs_Careers">https://www.ftb.ca.gov/human_resources/index.shtml?WT.mc_id=AboutUs_Careers</a>
CalPERS	<a href="http://www.calpers.ca.gov/index.jsp?bc=about/career/home.xml">www.calpers.ca.gov/index.jsp?bc=about/career/home.xml</a>
Indiana State Government	<a href="http://www.in.gov/spd/careers/">www.in.gov/spd/careers/</a>
Maryland Department of Budget and Management	<a href="http://www.dbm.maryland.gov/jobseekers/Pages/jobseekersHome.aspx">www.dbm.maryland.gov/jobseekers/Pages/jobseekersHome.aspx</a>
Maryland Department of Transportation	<a href="http://www.mdot.maryland.gov/employment/index.html">www.mdot.maryland.gov/employment/index.html</a>
Massachusetts Port Authority	<a href="http://agency.governmentjobs.com/massport/default.cfm">http://agency.governmentjobs.com/massport/default.cfm</a>
Oklahoma Office of Personnel Management	<a href="http://www.ok.gov/opm/State_Jobs/index.html">www.ok.gov/opm/State_Jobs/index.html</a>
Oregon Department of Transportation	<a href="http://www.oregon.gov/DAS/STJOBS/Pages/index.aspx">www.oregon.gov/DAS/STJOBS/Pages/index.aspx</a>


→ **COUNTY, MUNICIPAL, AND SPECIAL DISTRICT**

DART (Dallas Area Rapid Transit)	<a href="http://www.dart.org/hr/humanresources.asp">www.dart.org/hr/humanresources.asp</a>
Houston Fire Department	<a href="http://www.houstontx.gov/fire/employment/">www.houstontx.gov/fire/employment/</a>

Baltimore City Fire Academy	<a href="http://www.baltimorecity.gov/Government/AgenciesDepartments/Fire/Recruitment.aspx">www.baltimorecity.gov/Government/AgenciesDepartments/Fire/Recruitment.aspx</a>
Boston Fire Department	<a href="http://www.cityofboston.gov/fire/employment">www.cityofboston.gov/fire/employment</a>
Central Ohio Transit Authority	<a href="http://www.cota.com/Jobs-Careers.aspx">www.cota.com/Jobs-Careers.aspx</a>
City of Austin	<a href="http://www.austintexas.gov/service/search-city-jobs-online">www.austintexas.gov/service/search-city-jobs-online</a>
City of Chicago	<a href="http://www.cityofchicago.org">www.cityofchicago.org</a>
City of Costa Mesa, California	<a href="http://www.costamesa.ca.gov/index.aspx?page=1189">www.costamesa.ca.gov/index.aspx?page=1189</a>
City of Davenport, Iowa	<a href="http://www.cityofdavenportiowa.com/department/index.php?IDD=19-0">www.cityofdavenportiowa.com/department/index.php?IDD=19-0</a>
City of Fort Worth	<a href="http://www.jobs.fortworthgov.org/">www.jobs.fortworthgov.org/</a>

You dressed for success with the military.


You're the perfect fit for us.



Ross Stores, Inc. recognizes the bravery and dedication of military veterans. We also know that your unique experiences, discipline and organizational skills translate to the business at our Ross Dress for Less and dd's Discounts stores. If you're a veteran who's enthusiastic, creative, motivated and a team player, find your fit with us.

**ROSS** **dd's**  
DRESS FOR LESS® DISCOUNTS

View our current openings at [rossstores.com/careers](http://rossstores.com/careers)


Ross is an equal employment opportunity employer committed to the hiring, acceptance and appreciation of every individual.

Looking for a nursing opportunity that fits your lifestyle?



Then you'll love Florida Hospital Waterman. Just a short drive north of Orlando, Florida in Tavares, Florida Hospital Waterman offers advanced healthcare in an inviting community atmosphere. Our 269-bed, state of the art facility is built with nurses in mind.

Currently seeking Seasonal and Full time Registered Nurses for Med/Surg, PCU, ICU, Ortho, Oncology, and ER. Florida RN license and BLS/ACLS required. Competitive pay, relocation assistance and commitment bonus offered!

 **FLORIDA HOSPITAL WATERMAN**

Apply online at [www.fhwat.org](http://www.fhwat.org) or email your resume directly to the Nurse Recruiter. [Ryan.cuti@ahss.org](mailto:Ryan.cuti@ahss.org) (352)253-3696





Your skills are unmatched.  
So are our opportunities.

As the nation's #1 auto retailer with 260+ franchises across 15 different states, we lead the industry in customer friendly processes, leading-edge technology and people development.

AutoNation is currently hiring across the US for all positions including the following:

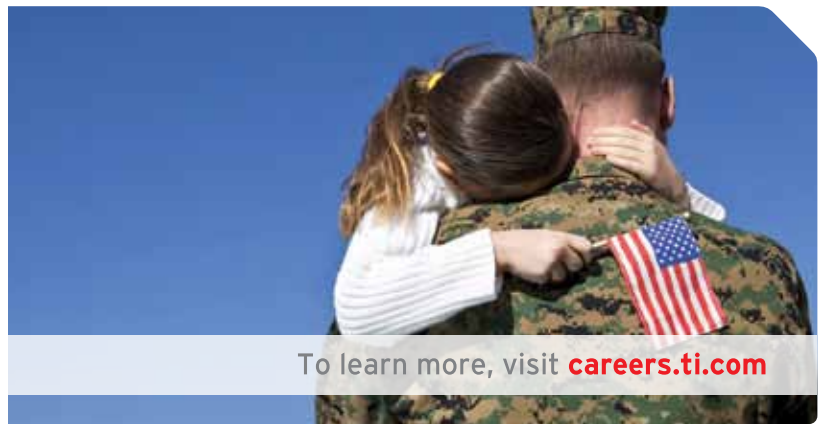
- All Sales Management Positions
- All Service Management Positions
- All Finance Management Positions
- All Parts Management Positions
- Service Advisors
- Sales Associates
- Technicians (All Levels)

Some Benefits of a career with AutoNation:  
Unlimited income potential, paid time-off, training, longevity bonuses, 401(k), health, dental, life, disability, employee vehicle purchase program and advancement opportunities.

To apply, please visit us online at [jobs.autonation.com](http://jobs.autonation.com).  
EOE, DFW

AutoNation

Integrity. Innovation.  
Commitment.



To learn more, visit [careers.ti.com](http://careers.ti.com)

We're looking for those who share our core values. We appreciate those who have served to secure us a brighter future, and we welcome you to continue to build a better tomorrow here at TI. Come be a part of a diverse group of innovative minds in the semiconductor industry and play an integral role in pioneering the next frontier of engineering. Come change the world with us.



The platform bar is a trademark of Texas Instruments Incorporated. © 2013 Texas Instruments

GOVERNMENT AGENCY DIRECTORY

City of Grand Prairie, Texas, HR Department	<a href="http://www.gptx.org/index.aspx?page=44">www.gptx.org/index.aspx?page=44</a>
City of Houston	<a href="http://www.houston.tx.gov/jobs/">www.houston.tx.gov/jobs/</a>
City of Hyattsville, Maryland	<a href="http://www.hyattsville.org/jobs.aspx">www.hyattsville.org/jobs.aspx</a>
City of Irving, Texas	<a href="http://www.cityofirving.org/hr/employment.asp">www.cityofirving.org/hr/employment.asp</a>
City of Lakeland, Florida	<a href="http://www.lakelandgov.net/">www.lakelandgov.net/</a>
City of Lakewood, Colorado	<a href="http://www.lakewood.org">www.lakewood.org</a>
City of Los Angeles	<a href="http://www.lacity.org/submenu/jobsavailable/index.htm">www.lacity.org/submenu/jobsavailable/index.htm</a>
City of Miami	<a href="http://www.miamigov.com/employeeel/pages/jobs/Job%20Openings.aspx">www.miamigov.com/employeeel/pages/jobs/Job%20Openings.aspx</a>
City of New Orleans	<a href="http://www.nola.gov/Businesses/Job%20101Job%20Seekers.aspx">www.nola.gov/Businesses/Job%20101Job%20Seekers.aspx</a>
City of New York Fire Department	<a href="http://www.nyc.gov/html/fdny/html/community/employment_index.shtml">www.nyc.gov/html/fdny/html/community/employment_index.shtml</a>
City of Palo Alto	<a href="http://www.agency.governmentjobs.com/paloalto/ca/default.cfm">www.agency.governmentjobs.com/paloalto/ca/default.cfm</a>
City of Pittsburgh	<a href="http://www.pittsburghpa.gov/personnel/employment/">www.pittsburghpa.gov/personnel/employment/</a>
City of Plano, Texas	<a href="http://www.plano.gov/index.aspx?NID=585">www.plano.gov/index.aspx?NID=585</a>
City of Plantation, Florida	<a href="http://www.plantation.org/Human-Resources/job-openings.html">www.plantation.org/Human-Resources/job-openings.html</a>
City of Portland, Oregon	<a href="http://www.portlandoregon.gov/bhr/54930?">www.portlandoregon.gov/bhr/54930?</a>
City of Richardson, Texas	<a href="http://www.cor.net/index.aspx?page=197">www.cor.net/index.aspx?page=197</a>
City of San Antonio	<a href="http://www.sanantonio.gov/hr/jobs/">www.sanantonio.gov/hr/jobs/</a>
City of Seattle, City Light Department	<a href="http://www.seattle.gov/light/aboutus/jobs/">www.seattle.gov/light/aboutus/jobs/</a>
City of Sierra Madre, California	<a href="http://www.cityofsierramadre.com/job-openings">www.cityofsierramadre.com/job-openings</a>
Clackamas County, Oregon	<a href="http://www.clackamas.us/des/jobs.html">www.clackamas.us/des/jobs.html</a>
Dallas Independent School District	<a href="http://www.dallasisd.org/Page/2098">www.dallasisd.org/Page/2098</a>
Fairfield, Iowa, Public Library	<a href="http://http://www.2.yousemore.com/fairfield/">http://http://www.2.yousemore.com/fairfield/</a>
Los Angeles Fire Department	<a href="http://www.joinlafd.org/">www.joinlafd.org/</a>
Metropolitan Washington Airports Authority	<a href="http://www.mwaa.com/Open%20Positions.htm">www.mwaa.com/Open%20Positions.htm</a>
Metropolitan Water District of Southern California	<a href="http://www.mwdh2o.com/mwdh2o/pages/jobs/jobs01.html">www.mwdh2o.com/mwdh2o/pages/jobs/jobs01.html</a>
Miami-Dade County Public Schools	<a href="http://www.jobs.dadeschools.net/">www.jobs.dadeschools.net/</a>
MTA, New York City Transit	<a href="http://www.mta.info/mta/employment/">www.mta.info/mta/employment/</a>
Orange County, North Carolina	<a href="http://agency.governmentjobs.com/orangecountync/default.cfm">http://agency.governmentjobs.com/orangecountync/default.cfm</a>
Port of Seattle	<a href="http://www.portseattle.org/Jobs/Pages/default.aspx">www.portseattle.org/Jobs/Pages/default.aspx</a>
Prince William County, Virginia,	<a href="http://www.pwcgov.org/government/dept/FR/Pages/career-Opportunities.aspx">www.pwcgov.org/government/dept/FR/Pages/career-Opportunities.aspx</a>
Department of Fire and Rescue	<a href="http://www.rtd-denver.com/careers.shtml">www.rtd-denver.com/careers.shtml</a>
Regional Transportation District, Denver	<a href="http://www.smud.org/en/about-smud/careers/">www.smud.org/en/about-smud/careers/</a>
Sacramento Municipal Utility District	<a href="http://www.firedistrict1.org/Employment.aspx?z=7">www.firedistrict1.org/Employment.aspx?z=7</a>
Snohomish County, Washington, Fire District 1	<a href="http://www.trinityra.org/joblist.htm">www.trinityra.org/joblist.htm</a>
Trinity River Authority of Texas	

MILITARY

Air Force Recruiting	<a href="http://www.airforce.com/careers">www.airforce.com/careers</a>
Air Force Reserve	<a href="http://www.afreserve.com/?Jobs">www.afreserve.com/?Jobs</a>
Air National Guard	<a href="http://www.goang.com/Careers">www.goang.com/Careers</a>
JIEDDO	<a href="https://www.jieddo.mil/jobs.aspx">https://www.jieddo.mil/jobs.aspx</a>

Alabama Army National Guard	<a href="http://www.al.ngb.army.mil/Careers/default.aspx">www.al.ngb.army.mil/Careers/default.aspx</a>
Arizona Army National Guard	<a href="http://www.azguard.gov">www.azguard.gov</a>
California Army National Guard	<a href="http://www.calguard.ca.gov/army/Pages/default.aspx">www.calguard.ca.gov/army/Pages/default.aspx</a>
Colorado Army National Guard	<a href="http://http://co.ng.mil/Pages/Default.aspx">http://co.ng.mil/Pages/Default.aspx</a>
Dallas Recruiting Battalion	<a href="http://www.usarec.army.mil/5thbde/4cbr/">www.usarec.army.mil/5thbde/4cbr/</a>
Department of the Army	<a href="http://www.armycivilianservice.com/content/careers">www.armycivilianservice.com/content/careers</a>
District of Columbia Army National Guard	<a href="http://http://states.ng.mil/sites/dc/Pages/DCNationalGuard.aspx">http://states.ng.mil/sites/dc/Pages/DCNationalGuard.aspx</a>
Florida Army National Guard	<a href="http://www.floridaguard.army.mil/careers">www.floridaguard.army.mil/careers</a>
Fuel Department, Fleet Logistics Center Puget Sound	<a href="http://www.navsup.navy.mil/navsup">www.navsup.navy.mil/navsup</a>
Georgia Army National Guard	<a href="http://www.gahro.com/ga_vacancies_tabbed.htm">www.gahro.com/ga_vacancies_tabbed.htm</a>
Indiana Army National Guard	<a href="http://www.in.ng.mil/hr/">www.in.ng.mil/hr/</a>
Kentucky Army National Guard	<a href="http://www.dma.ky.gov/hg/">www.dma.ky.gov/hg/</a>
Louisiana Army National Guard	<a href="http://www.jobs.geauxguard.com/">www.jobs.geauxguard.com/</a>
Maryland Army National Guard	<a href="http://www.md.ngb.army.mil/XHTML/Home/Jobs/AGRJobs.html">www.md.ngb.army.mil/XHTML/Home/Jobs/AGRJobs.html</a>
Massachusetts Army National Guard	<a href="http://http://states.ng.mil/sites/ma/Pages/Default.aspx">http://states.ng.mil/sites/ma/Pages/Default.aspx</a>
Missouri Army National Guard	<a href="http://www.moguard.com/careers.html">www.moguard.com/careers.html</a>
Naval Undersea Warfare Center	<a href="http://www.navsea.navy.mil/nuwc/content/Employment.aspx">www.navsea.navy.mil/nuwc/content/Employment.aspx</a>
Navy Recruiting District Philadelphia	<a href="http://www.cnrc.navy.mil/philadelphia/">www.cnrc.navy.mil/philadelphia/</a>
Nevada Army National Guard	<a href="http://www.nv.ngb.army.mil/hro.cfm">www.nv.ngb.army.mil/hro.cfm</a>
New York Army National Guard	<a href="http://www.armynationalguardnewyork.com/">www.armynationalguardnewyork.com/</a>
North Carolina Army National Guard	<a href="http://www.nc.ngb.army.mil/Pages/default.aspx">www.nc.ngb.army.mil/Pages/default.aspx</a>
Ohio Army National Guard	<a href="http://www.ong.ohio.gov/human_resources/ong_job_postings.html">www.ong.ohio.gov/human_resources/ong_job_postings.html</a>
Oklahoma Army National Guard	<a href="http://www.ok.ngb.army.mil/">www.ok.ngb.army.mil/</a>
Oregon Army National Guard	<a href="http://www.oregonarmyguard.com/Service/index.html">www.oregonarmyguard.com/Service/index.html</a>
Pennsylvania Army National Guard	<a href="http://www.paguard.com/Careers/Careers.html">www.paguard.com/Careers/Careers.html</a>
Rhode Island Army National Guard	<a href="http://http://states.ng.mil/sites/ri/Pages/Default.aspx">http://states.ng.mil/sites/ri/Pages/Default.aspx</a>
Tennessee Army National Guard	<a href="http://www.tnmilitary.org/Careers.html">www.tnmilitary.org/Careers.html</a>
Texas Army National Guard	<a href="http://www.txarng.com/">www.txarng.com/</a>
U.S. Air Force Electronic Systems Center	<a href="http://www.afescareers.com/careers">www.afescareers.com/careers</a>
U.S. Army Corps of Engineers, Fort Worth District	<a href="http://www.swf.usace.army.mil/">www.swf.usace.army.mil/</a>
U.S. Army Natick Soldier R&E Center	<a href="http://http://nsrdec.natick.army.mil/">http://nsrdec.natick.army.mil/</a>
U.S. Army National Guard	<a href="http://www.nationalguard.com/">www.nationalguard.com/</a>
U.S. Army Recruiting Command	<a href="http://www.goarmy.com/careers-and-jobs.html">www.goarmy.com/careers-and-jobs.html</a>
U.S. Marine Corps Officer Recruitment	<a href="http://www.marines.com/officer">www.marines.com/officer</a>
Virginia Army National Guard	<a href="http://http://vko.va.ngb.army.mil/">http://vko.va.ngb.army.mil/</a>
Washington Army National Guard	<a href="http://http://washingtonarmyguard.org/">http://washingtonarmyguard.org/</a>
West Virginia Army National Guard	<a href="http://www.wv.ngb.army.mil/">www.wv.ngb.army.mil/</a>
Wisconsin Army National Guard	<a href="http://www.dma.wi.gov/dma/hr/employment.asp">www.dma.wi.gov/dma/hr/employment.asp</a>

RESEARCH GUIDE

YOUR RESEARCH GUIDE TO  
GOVERNMENT EMPLOYMENT

by JASEN WILLIAMS



RECRUITMILITARY ENCOURAGES JOB SEEKERS to use this guide to learn about employment opportunities in government. You can access each URL below through our *Search & Employ*® online PDF, which is a duplicate of our print magazine and contains live links: <http://recruitmilitary.com/search-and-employ>.  
[www.usajobs.gov/Veterans](http://www.usajobs.gov/Veterans) is a portal to all federal job openings specifically for veterans.  
[www.fedshirevets.gov/job/filled/index.aspx](http://www.fedshirevets.gov/job/filled/index.aspx) explains how federal jobs are filled.  
FedShireVets.gov is a website of the United States Office of Personnel Management (OPM) designed to help veterans understand the federal hiring process. The site explains different veteran statuses and their meanings, and how to translate military experiences into civilian skill sets. The site also provides links to resources to help get veterans hired into federal positions.  
[www.nationalresourcedirectory.gov/](http://www.nationalresourcedirectory.gov/) is a comprehensive resource for transitioning from the military to the civil service.  
**VETERAN HIRING BENEFITS AND ACCOMMODATIONS**  
Veterans have specific statuses and rights as candidates for employment within the federal government.  
→ Veterans' Preferences [www.fedshirevets.gov/job/vetpref/index.aspx](http://www.fedshirevets.gov/job/vetpref/index.aspx)  
→ Special Hiring Authority for Veterans [www.fedshirevets.gov/job/shav/index.aspx](http://www.fedshirevets.gov/job/shav/index.aspx)  
→ Veterans Employment Opportunities Act (VEOA) [www.fedshirevets.gov/job/shav/index.aspx#veoa](http://www.fedshirevets.gov/job/shav/index.aspx#veoa)

→ Reasonable Accommodations [www.opm.gov/Disability/ReasonableAccommodation.asp](http://www.opm.gov/Disability/ReasonableAccommodation.asp)  
→ Uniformed Services Employment and Reemployment Rights Act (USERRA) [www.dol.gov/vets/programs/userra/main.htm](http://www.dol.gov/vets/programs/userra/main.htm)  
→ FAQ about qualifying for different statuses [www.opm.gov/faqs/topic/veterans/index.aspx](http://www.opm.gov/faqs/topic/veterans/index.aspx)

TRANSLATING AND PROMOTING YOUR SKILLS

Presenting your military accomplishments and skill sets in a cover letter and resume to a federal agency or any civilian employer can be a formidable task. RecruitMilitary offers affordable and comprehensive resume writing services: <https://recruitmilitary.com/resume-writing>.

Additional resources for your job search and application process within the federal government:

→ Resume tools [https://www.vetsuccess.va.gov/public/resume\\_tools.html](https://www.vetsuccess.va.gov/public/resume_tools.html)  
→ Tools to help veterans match military experience and skills to civilian occupations [www.onetonline.org/crosswalk/](http://www.onetonline.org/crosswalk/) and [www.careerinfonet.org/moc/default.aspx?nodeid=213](http://www.careerinfonet.org/moc/default.aspx?nodeid=213)

SITES FOR STATE GOVERNMENT JOBS

Alabama	<a href="http://personnel.alabama.gov/">http://personnel.alabama.gov/</a>
Alaska	<a href="http://http://jobs.alaska.gov/statejobs.html">http://jobs.alaska.gov/statejobs.html</a>
Arizona	<a href="https://secure.azstatejobs.gov/pljb/azgovjobs/main/b/applicant/index.jsp">https://secure.azstatejobs.gov/pljb/azgovjobs/main/b/applicant/index.jsp</a>
Arkansas	<a href="https://www.ark.org/arstatejobs/index.php">https://www.ark.org/arstatejobs/index.php</a>
California	<a href="http://http://jobs.ca.gov/">http://jobs.ca.gov/</a>
Colorado	<a href="https://www.colorado.gov/dhr/jobs">https://www.colorado.gov/dhr/jobs</a>
Connecticut	<a href="http://http://das.ct.gov/cr1.aspx?page=13">http://das.ct.gov/cr1.aspx?page=13</a>
Delaware	<a href="http://www.delawarestatejobs.com/">www.delawarestatejobs.com/</a>
Florida	<a href="https://jobs.myflorida.com/index.html">https://jobs.myflorida.com/index.html</a>
Georgia	<a href="https://www.careers.ga.gov/">https://www.careers.ga.gov/</a>
Hawaii	<a href="http://http://dhrd.hawaii.gov/job-seekers/">http://dhrd.hawaii.gov/job-seekers/</a>
Idaho	<a href="http://http://dhr.idaho.gov/">http://dhr.idaho.gov/</a>
Illinois	<a href="http://http://work.illinois.gov/">http://work.illinois.gov/</a>
Indiana	<a href="http://www.in.gov/spd/2333.htm">www.in.gov/spd/2333.htm</a>
Iowa	<a href="http://http://das.hire.iowa.gov/state_jobs.html">http://das.hire.iowa.gov/state_jobs.html</a>
Kansas	<a href="http://www.da.ks.gov/ps/pub/">www.da.ks.gov/ps/pub/</a>
Kentucky	<a href="http://http://personnel.ky.gov/employment/">http://personnel.ky.gov/employment/</a>
Louisiana	<a href="http://www.civilservice.louisiana.gov/">www.civilservice.louisiana.gov/</a>
Maine	<a href="http://www.maine.gov/bhr/state_jobs/index.htm">www.maine.gov/bhr/state_jobs/index.htm</a>
Maryland	<a href="http://http://jobaps.com/MD/">http://jobaps.com/MD/</a>
Massachusetts	<a href="http://www.mass.gov/portal/jobs-education/find-job/">www.mass.gov/portal/jobs-education/find-job/</a>
Michigan	<a href="http://www.michigan.gov/mdcs/0,16077-147-6876--,00.html">www.michigan.gov/mdcs/0,16077-147-6876--,00.html</a>
Minnesota	<a href="http://www.careers.state.mn.us/">www.careers.state.mn.us/</a>
Mississippi	<a href="http://www.msps.ms.gov/">www.msps.ms.gov/</a>
Missouri	<a href="http://www.mo.gov/work/job-seekers/state-job-openings/">www.mo.gov/work/job-seekers/state-job-openings/</a>
Montana	<a href="http://http://mt.gov/statejobs/default.mcp">http://mt.gov/statejobs/default.mcp</a>
Nebraska	<a href="http://http://statejobs.nebraska.gov/">http://statejobs.nebraska.gov/</a>
Nevada	<a href="https://nvapps.state.nv.us/NEATS/Recruiting/ViewJobsHome.aep">https://nvapps.state.nv.us/NEATS/Recruiting/ViewJobsHome.aep</a>
New Hampshire	<a href="http://http://admin.state.nh.us/hr/employment.html">http://admin.state.nh.us/hr/employment.html</a>
New Jersey	<a href="http://www.state.nj.us/csc/seekers/jobs/announcements/">www.state.nj.us/csc/seekers/jobs/announcements/</a>
New Mexico	<a href="http://www.spo.state.nm.us/">www.spo.state.nm.us/</a>
New York	<a href="http://www.cs.ny.gov/jobseeker/">www.cs.ny.gov/jobseeker/</a>
North Carolina	<a href="http://www.osp.state.nc.us/jobs/">www.osp.state.nc.us/jobs/</a>
North Dakota	<a href="http://www.nd.gov/hrms/jobs/announcements.asp">www.nd.gov/hrms/jobs/announcements.asp</a>
Ohio	<a href="http://http://careers.ohio.gov/">http://careers.ohio.gov/</a>
Oklahoma	<a href="http://www.ok.gov/opmi/State_Jobs/index.html">www.ok.gov/opmi/State_Jobs/index.html</a>
Oregon	<a href="http://www.oregon.gov/jobs/Pages/index.aspx">www.oregon.gov/jobs/Pages/index.aspx</a>
Pennsylvania	<a href="http://www.employment.pa.gov/portal/server.pt/community/home/4635">www.employment.pa.gov/portal/server.pt/community/home/4635</a>
Rhode Island	<a href="http://www.dlt.ri.gov/jobsri/statejobs.htm">www.dlt.ri.gov/jobsri/statejobs.htm</a>
South Carolina	<a href="http://www.ohr.sc.gov/OHR/OHR-jobs-portal-index.phtm">www.ohr.sc.gov/OHR/OHR-jobs-portal-index.phtm</a>
South Dakota	<a href="http://http://bhr.sd.gov/">http://bhr.sd.gov/</a>
Tennessee	<a href="http://www.tn.gov/topics/State+Jobs">www.tn.gov/topics/State+Jobs</a>
Texas	<a href="http://www.texasworkforce.org/customers/jsemp/job-search.html">www.texasworkforce.org/customers/jsemp/job-search.html</a>
Utah	<a href="https://statejobs.utah.gov/">https://statejobs.utah.gov/</a>
Vermont	<a href="http://http://humanresources.vermont.gov/">http://humanresources.vermont.gov/</a>
Virginia	<a href="http://http://jobs.virginia.gov/">http://jobs.virginia.gov/</a>
Washington	<a href="http://http://careers.wa.gov/">http://careers.wa.gov/</a>
West Virginia	<a href="http://www.personnel.wv.gov/job_seekers/Pages/default.aspx">www.personnel.wv.gov/job_seekers/Pages/default.aspx</a>
Wisconsin	<a href="https://wisc.jobs/public/index.asp">https://wisc.jobs/public/index.asp</a>
Wyoming	<a href="http://agency.governmentjobs.com/wyoming/default.cfm">http://agency.governmentjobs.com/wyoming/default.cfm</a>

Jasen Williams is vice president of agency relations at RecruitMilitary and a veteran of the United States Marine Corps.

WWW.RECRUITMILITARY.COM

**Cape Air**  
*Your Wings To A New Career!*  
MAINTENANCE • OPERATIONS • FINANCE • MANAGEMENT • PILOTS • AND MORE!  
Growth, Stability & Advancement Opportunities  
Competitive Benefits  
Multi-Airline Travel Privileges  
Proudly Hiring Veterans Since 1989!  
Visit: [www.capeair.com/jobs](http://www.capeair.com/jobs)  
for information on career opportunities at Cape Air!

CONTINUE TO SERVE THE COUNTRY YOU LOVE  
GT  
GROENDYKE TRANSPORT  
A DIFFERENT CLASS OF DRIVER  
[www.groendyke.com](http://www.groendyke.com)



**TOM KASBOHM** STARTED HIS CAREER

WITH SNAP-ON AS A CREDIT MANAGER IN 1991.

BUT HE ALWAYS HAD THE DREAM

OF OWNING HIS OWN BUSINESS, AND SO IN 1992

HE PURCHASED A **SNAP-ON TOOLS** FRANCHISE.

FOUR YEARS LATER, HE MOVED ON FROM THERE.

"I enjoyed being the owner, but my passion has always been building and developing teams," he said. "In 1996, I accepted a Snap-on Tools field management position. My franchise experience and passion for developing teams were rewarded with larger team responsibilities throughout my 23 years with Snap-on. Currently, I am the Snap-on Tools director of franchise systems. I am responsible for strengthening and growing the Snap-on Tools franchise system in the United States."

Though Kasbohm did not serve in the military, his father was an Air Force captain, and Kasbohm was

ing directly to the customers. Snap-on Tools is rated the No. 1 mobile tool distribution franchise in many rankings. I am most proud of being the only franchise in the tools industry to be recognized for the last seven years with a Franchise Satisfaction Award from the market-research company Franchise Business Review."

Those awards are just part of the company's success. "Snap-on Incorporated, the parent of Snap-on Tools, has grown to a \$31 billion, S&P 500 Company," Kasbohm said. "Snap-on Tools

has a product line of more than 22,000 items. Snap-on Incorporated has more than 11,000 employees worldwide, and



TOM KASBOHM PHOTO COURTESY OF SNAP-ON TOOLS

**Snap-on**  
Director of Franchise Systems  
Tom Kasbohm

# Building and Developing Teams

SNAP-ON TOOLS / [WWW.SNAPONFRANCHISE.COM](http://WWW.SNAPONFRANCHISE.COM)

born at Chanute Air Force Base in Rantoul, Illinois. "I am proud of the United States military," he said, "and I realize that companies founded in America such as Snap-on Tools are able to grow because of the freedom protected by those who serve."

Kasbohm's employer also has a history of connections with the U.S. military. "Snap-on is a brand with a legacy of innovation and success," he said. "We were founded in 1920 on the idea of interchangeable socket wrenches. Our legacy has guided us in providing valuable productivity solutions wherever the job is critical. For example, in 1965 the U.S. Navy was experiencing problems removing from jet aircraft small fasteners that often seized after being exposed to high temperatures. We invented the solution with our 'Flank Drive' wrenching system, which allows contact on the flats of the nut as opposed to the corners – allowing for increased torque and reduced fastener damage."

Part of Snap-on Tools' legacy of success comes from how it helps its franchisees take care of their customers. "In addition to product innovation, Snap-on pioneered the mobile tool distribution channel," said Kasbohm. "Our franchisees bring personal service, innovative solutions, and financ-

its positions span many disciplines."

Snap-on Tools, headquartered in Kenosha, Wisconsin, has a franchise network of more than 4,200 franchises. Snap-on Incorporated's product lines include hand tools and tool-storage equipment, diagnostic equipment, information and management systems, and under-car shop implements such as hydraulic lifts and tire changers. Snap-on serves technicians in the auto, marine, and aviation industries, as well as vehicle manufacturers, utilities, and government and industrial organizations.

Kasbohm is interested in finding motivated people who want to become franchisees. "Specific to my role as director of franchise systems, in the United States market alone we have over 3,400 franchise and company stores in operation," he said. "Snap-on Tools is one of the world's largest non-food franchisors, and is looking for people as good as our tools who want to be in business with the best. In addition, although we do not recruit or hire for our franchise owners, many are looking for sales assistants to help grow their businesses."

Kasbohm is quick to point out that veterans usually have the skill sets and motivation to make good franchisees. "We have over 600 veteran-

operated Snap-on Tools franchises in the United States," he said. "Veterans have proven to be a good fit for franchise ownership."

There are many reasons for that. "Veterans tend to be self-disciplined, exhibit personal leadership, are goal-oriented, and hold themselves accountable to their fellow team members," he said. "They are accustomed to taking full advantage of training to hone their skills to better achieve their goals. Veterans inherently understand that it is beneficial to the team for everyone to know and follow the rules. In addition, veterans are proud of their service and illustrate their pride and professionalism through appearance and communication."

Another reason Kasbohm believes that veterans succeed as franchisees is that they are good at working with people. "This is a relationship business," he said. "People who were successful in the military likely earned that success through working with other people. They couldn't do it alone. Veterans as a whole tend to have that basic ability to connect with other people. They show trust and competence, and people relate to that."

However, before a veteran jumps headfirst into a franchise, Kasbohm said that he or she needs to make sure

it is a good fit. "Franchise ownership is not a good fit for every veteran," he said. "Like any other segment of the population, not all veterans want the responsibility of business ownership. However, for the veteran that desires to own their business and be in business with the brand that is preferred among automotive technicians, then we are a good fit."

Snap-on offers veterans an advantage. "Snap-on recognizes that many veterans have the self-discipline, leadership, and professionalism necessary to own a Snap-on Tools franchise," Kasbohm said. "For those veterans that meet our criteria to represent the Snap-on brand and are honorably discharged, we currently offer a discount of \$20,000 off the franchisee's initial startup inventory."

He said that veterans are definitely valued outside the military, and he encourages them to explore all of their opportunities. "First, realize that your service is appreciated and your skills are desired in the civilian world," he said. "You should take the time to assess your finances, career goals, and family situation. If through your personal assessment you determine that the best way to achieve your goals is through business ownership, then I encourage you to consider a

Snap-on Tools franchise. Don't just ease into a career – own it!"

Kasbohm's discovery process for a prospective franchisee includes:

- *a confidential questionnaire to help determine whether the goals of the prospective franchisee match those of Snap-on*
- *a chance to experience a day in the life of someone who is already a franchisee*
- *an interview with a regional manager*

"We consider this to be a two-way street," said Kasbohm. "We want this to be a long, successful relationship. We want to set up our franchisees for success so they can best serve their customers."

After a franchisee is brought on board, the next step is initial training in the Dallas-Fort Worth area. This training exposes the franchisee to everything he or she needs to know about the franchise. Then the franchisee returns to the franchise area and mobile store. A franchise-performance team member spends three weeks with the new franchisee to make sure he or she is ready to go. Snap-on offers additional training to all franchisees, even those who have been around a long time. "We consider that kind of like spring training," Kasbohm said.

# The Right Tools in the Right Hands

**JOHN WINKLER** spends much of his working days surrounded by the tools in his truck, but he says the people he serves as a Snap-on Tools franchisee make him the happiest. "I love finding a solution for my customers," said the former Army specialist who spent three years in the service. "I love meeting new people and getting to know them well enough that eventually we're cracking jokes. I get excited to put the right tools in the right hands."

But Winkler's career did not start in the tool business. He entered the military right after high school, trained in telecommunications, and was stationed at the Pentagon. But eventually it became clear that his opportunities for promotion in his rate were going to be hard to come by. So he decided to see what the civilian world held for him. After leaving the Army in 1989, he worked for various companies in the telecommunications and project management fields. But his last position was outsourced, and he had to look at other opportunities.

"I felt like a career change," he said. "A lot of my friends were in the construction industry, and they told me about these guys who came by with tools. They said those guys were always help-

ful and happy. I started to do a little research, and that led me to Snap-on."

Now he owns a Snap-on Tools franchise in the south side of Chicago, covering five towns in the area. He has been at it for just over 18 months, but he is already finding a lot of success.

"I deliver the best tools and excellent customer service to the customers on my route – right to their door," Winkler said. "I also recently won an award for being one of the top franchisees on our local franchise team."

While he should enjoy the credit for his success, Winkler knows that his time in the military is a big part of it. "I believe veterans make good franchisees due to the rigorous training and standards the armed forces expected from them," he said. "I find most veterans will go that extra mile to get things done. If they hit a roadblock, they look at it as a challenge."

The best news for veterans is that because they are well prepared for success, most of them will adapt well to what Snap-on Tools has to offer its franchisees. "In the armed services, you are trained to work in a way that has been tested and proven over the years; the same goes with Snap-on," Winkler said. "Snap-on

provides you with the training and the experience of many decades of a proven business plan. Plus, the incentive of the extra \$20,000 of free inventory to reduce your start-up costs makes it a huge bonus and that much easier to build your own franchise."

As with all franchises, there is an initial cost to the person who wants to become a franchisee. The \$20,000 discount is something that Snap-on offers veterans. It goes to the veteran franchisee's initial tool inventory purchase. Snap-on is also a member of the International Franchise Association's Veterans Transition Initiative (VetFran), along with more than 600 other franchise companies. All VetFran members provide discounts to veteran franchise owners. The company has recognized that many veterans are a great fit for the Snap-on franchise system, and so the company has made it a point to try to attract as many of them as possible.

"That \$20,000 was a huge help," Winkler said. "It really got me started and showed that Snap-on thought I was worth investing in."

Once the franchise got off the ground, Winkler said several things led to his success. "Being personable and following through on doing what you said you would do are key when dealing with customers," he said. "I think it would be hard to be successful without those two things."

But that's not all. "I've learned that hard work pays off," Winkler said. "While I was in the Army I worked hard to make my rank and get things done. I've used this same hard work ethic in running my franchise."

He encourages veterans to give owning a Snap-on franchise some consideration. "I think if veterans want to be their own boss, they should give Snap-on a hard look," Winkler said. "I did, and I'm loving it." ♦

**FIND A JOB**  
GET FOUND BY EMPLOYERS

Join the **#1 JOB SITE** for  
military veterans and their families at:

**RECRUIT MILITARY®**

Corporate Recruiters actively  
searching for veterans.



Over **550,000+** jobs nationwide.



Over **4,000+** companies  
recruiting veterans.



Search for jobs that match your  
training and experience.



Automated job alerts.

Attend one of our **Veteran Career Fairs**  
to meet employers looking to hire veterans.  
Visit our website to find a career fair near you.



Learn more and sign up for free at:

**RecruitMilitary.com**





## CHECKED IT OUT, GOT A JOB

### Amtrak

[www.amtrak.com](http://www.amtrak.com)

**ANTOINE BIAS IS ONE HAPPY** and grateful employee at Amtrak – thanks to his military experience and his persistence, advice from his wife – and his attendance at a RecruitMilitary Veteran Opportunity Expo.

Amtrak, The National Railroad Passenger Corporation, carries more than 31 million passengers annually to 500 destinations nationwide. And the company is driving the train when it comes to veteran hiring. During fiscal year 2012, more than 14 percent of Amtrak's new hires were veterans. In June 2013, the company made a commitment that by 2015 it would be hiring veterans at a rate of 25 percent of all new hires.

Over the next year, Amtrak expects to hire more than 3,000 people. The company plans to hit its goal by partnering with organizations like RecruitMilitary to attend career fairs across the country.

Amtrak's Talent Acquisition Manager Patricia Kerins is a big fan of RecruitMilitary hiring events because "they are efficiently run, and applicant pools are good. They're really my favorite job expos to attend. The venues are great, parking is easy, and everyone is well-prepared and well-dressed." Kerins estimates roughly a third of



PHOTO COURTESY OF AMTRAK

the employees that Amtrak has hired in the last several years have come from RecruitMilitary events nationwide. Of all the company's newly hired employees, 26 percent are veterans.

Amtrak has a long history of providing career opportunities to veterans, including active-duty military members, Reserve and National Guard. Kerins explains, "They are rules-oriented. Everyone knows what everyone else is doing. They have to. This can be a dangerous business, and safety comes first at Amtrak. Veterans come from an environment of rules. They are aware of safety, especially the veterans who have been in combat recently." In jobs involving heavy ma-

chinery, or working outdoors on the right of way with moving trains passing close by, "you have to rely on someone else to help keep you safe."

#### A VETERAN SUCCESS\_ ANTOINE BIAS

Antoine Bias got out of the United States Navy in 2010, after working as an aviation ordnance-man and completing two 8-month deployments to Afghanistan. He found it hard to find a job at first, so he decided to go to school. As a result, he earned a certificate in automotive engineering from Lincoln College of Technology.

Next up: Put the certificate to work. Bias's wife convinced him to go to the RecruitMilitary Veteran Opportunity Expo on June 27, 2013, at FedEx Field in Landover, Maryland, "just to check it out." Bias admitted to feeling nervous before the event started, and appreciated the efforts of John Lundberg, director of events at RecruitMilitary and a former gunnery sergeant in the Marine Corps.

Before the doors opened at the career fair, Lundberg addressed the crowd of job seekers. He encouraged them to keep an open mind and to speak with everyone there, "because you never know what positions they may be hiring for." He also cautioned them not to get discouraged. "Even if someone passes on you, it's not the end of the world. Lots of employers are specifically seeking former military personnel."

That advice resonated with Bias. He handed out resumes, and talked with many of the em-

ployers. Three days later, he started receiving calls to set up interviews. His third interview with Amtrak got him hired. He began work two weeks later as a train mechanic. He now works out of Union Station in Baltimore.

He thinks his time in the Navy helped him get the job – in addition to the transition help he received, particularly with resume tips. Bias believes his time spent in uniform made him more detail-oriented, punctual, and organized; and developed his work ethic.

In fact, during his interviews, the people who are now his supervisors advised him that the environment and culture at Amtrak were very similar to the military. The interviewers assured Bias that he'd have no problem fitting right in, because he was already used to structure and had developed a solid work ethic from his time in the service. They were right. The culture at Amtrak "made me feel right at home," he said.

And what does Bias think of his new job? "I don't even know where to begin. The environment is uplifting. They employees have a positive attitude, and everyone works as one team. You don't have anyone who is disgruntled. Everyone is happy to be there."

Bias hopes other veterans will take the same advice that John Lundberg gave the crowd at Landover. Bias's supervisors told him they prefer to hire veterans, but he observes, "I wouldn't have known that if I hadn't stopped by their booth to speak with them. I'm glad I did." ♦

## A Culture of Support

### Comcast Corporation

[www.comcast-jobs.com/military](http://www.comcast-jobs.com/military)

BY WILL BAAS

**C**OMCAST CORPORATION is doing its part to hire the estimated 1 million servicemembers who will be leaving the military over the next 5 years. In March 2012, we pledged to hire 1,000 veterans over three years as part of our partnership with the U.S. Chamber of Commerce Foundation's Hiring our Heroes initiative. We have already well exceeded our goal, having hired more than 2,000 veterans as we enter our third year of the partnership.

These results make me proud to work for Comcast as vice president of talent acquisition, focused on executive, campus, and military recruiting; and as a member of the leadership team of Comcast's Veteran's Network affinity group.

I began my career 22 years ago as an officer in the United States Navy. Today, in addition to my work at Comcast, I serve as a U.S. Navy Reservist, holding the rank of captain and working in the field of cryptology and information warfare. To that end, Comcast has been a supportive environment, enabling me to thrive in both of my careers.

#### OUR STRUCTURE

Comcast Corporation is a global media and technology company with two primary businesses, Comcast Cable and NBCUniversal.

● Comcast Cable is the nation's largest video, high-speed Internet, and phone provider to residential customers under the XFINITY brand; and it supplies those services to businesses as well.

● NBCUniversal develops, produces, and markets entertainment, news, and information to a global audience, via broadcast networks, Universal Pictures, and Universal Parks and Resorts.

As one company, those entities have a long tradition – beginning with Comcast founder Ralph J. Roberts, a Navy veteran himself – of employing, supporting, and promoting veterans in the workforce.

#### COMCAST, NBCUNIVERSAL, AND VETERANS

Comcast and NBCUniversal have built a program not just to attract and hire veterans, but also to foster a culture of support for the active-duty

military community and the reservists and veterans working company-wide. Veterans fit well within the ranks of our company because of our shared values of leadership, service, teamwork, and ethics. We seek to attract and retain men and women separating from active duty, reservists, and our veteran employees by:

**RECRUITING //** We open avenues of opportunity through targeted outreach to the military and veteran communities. We participate in job-seeking workshops and career fairs on military bases, post our career opportunities on veteran-focused career sites such as Recruit Military.com, attend physical and virtual job fairs targeting the veteran and military community, sponsor veteran-focused events, and participate in activities to increase veteran awareness in local communities.

**EMPLOYING //** We are eager to hire veterans for a variety of positions at all levels, including network engineering, technology, operations, theme parks and resorts, programming, customer service, marketing, and human resources. We also use our programming resources to help veterans find careers at other employers through our "Hire a Veteran On Demand" initiative.

**SUPPORTING //** Our culture supports veterans and reservists within our ranks. We work to ensure a smooth return to Comcast by holding the job of an activated reservist or identifying a position of equivalent level and status. And if the reservist's military pay is less than his or her base pay at Comcast, we cover the difference for up to a year. We also invite our veterans to join the Comcast VetNet Employee Resource Group and NBCUniversal Veterans Network, where veterans share their stories, resources, and support, provide mentorship, and foster professional and personal development.

**A VETERAN SUCCESS\_ JOSH CHRISTIAN**  
We have many tremendous stories

of veterans thriving among the ranks at Comcast because of the culture of support we already have established. One such veteran is Josh Christian, who was staff sergeant in the Army. He served for eight years as a cavalry scout and section sergeant. Now, he is a technical operations supervisor for Comcast in Puyallup, Washington.

While on active duty, Christian conducted reconnaissance to gather information on routes, terrain conditions, and enemy forces; and he cleared roads and bridges for oncoming forces. Today, he is putting his leadership skills to a different use at Comcast by supervising a team of technicians that perform service and installation activity to ensure compliance with specific government regulations. His responsibilities vary, but he is very much a leader, mentoring, training, coaching, and motivating those on his team.

Christian started at Comcast in 2006, and he has worked his way up the ranks. He advanced to his current position in 2012.

He emphasizes the teamwork and discipline he learned in the military as keys to transitioning to civilian life and succeeding in the work force: "Working as an effective team member is crucial," he said. "In the military, you learn how to adapt to ever-changing environments. This is key to success in the civilian work place, especially here at Comcast. Leadership experience and self-motivation are also key skills that have helped me in my current role."

Through the years, Comcast and NBCUniversal have found that the level of training and education a veteran obtained in the military may be proof of what he or she is qualified to do, but more often than not veterans excel because of their well-honed leadership skills, work ethic, integrity, and resiliency. ♦

*Will Baas is vice president of talent acquisition at Comcast.*

## Honored to Help U.S. Veterans Find a Secure and Stable Career



Amtrak® has a long history of providing career opportunities to veterans as well as active military members. We value the leadership, reliability and high-tech skills veterans bring to Amtrak. Your ability to adapt to a dynamic environment, your dedication and focus to safety and your experience gained while on military duty directly relates to a variety of operational and non-operational career opportunities at Amtrak.

We have a team of dedicated recruiters who will work with you to understand your military skills, experience and training to find career opportunities that best align with your capabilities. Because so many of our employees have served our country in the armed forces, you will feel comfortable and welcome as you transition to the Amtrak team.

## We're hiring.

Are you ready to join our team?

[Amtrak.com/veterancareers](http://Amtrak.com/veterancareers)



In a continued effort to support the nation's service men and women, Amtrak has set a goal of ensuring 25 percent of its new hires are veterans by 2015.

imagination at work

**Honor. Courage.  
Commitment. Integrity.**

[ge.com/veterans](http://ge.com/veterans)



# Adherence to **Strong Values** / Cincom Systems, Inc. / [www.cincom.com](http://www.cincom.com)

CINCOM SYSTEMS, INC., IS A PRIVATELY OWNED SOFTWARE COMPANY THAT SERVES THOUSANDS OF CLIENTS ON SIX CONTINENTS. FOR MORE THAN 45 YEARS, CINCOM HAS SUPPORTED CLIENTS IN A WIDE RANGE OF INDUSTRIES, FROM AEROSPACE AND DEFENSE TO INSURANCE AND FINANCIAL SERVICES. THE COMPANY HAS OPERATIONS IN 16 COUNTRIES, INCLUDING OFFICES IN THE UNITED KINGDOM, GERMANY, BRAZIL, AUSTRALIA, AND JAPAN. COMPANY HEADQUARTERS ARE IN CINCINNATI.



ELOY CAMPOS, SENIOR MANAGER OF PROFESSIONAL SERVICES PHOTO COURTESY OF CINCOM SYSTEMS

Cincom has worked with many clients for over 20 years. The company's enterprise technologies include the following types of software:

- application development
- contact center
- database management
- document automation
- healthcare
- manufacturing enterprise resource
- planning (ERP)
- selling solution

#### A VETERAN SUCCESS\_ ELOY CAMPOS

Military success is built on adherence to strong values: character, commitment, and competence. Those are also values that Cincom Systems seeks in its own employees. So it comes as no surprise that, after less than a year of working with Cincom, United States Marine Corps Colonel Eloy Campos – a Bronze Star Medal recipient – has proven to be a great fit. Campos is a senior manager of professional services at Cincom.

It did not take long for Jerry Miller, a managing director at Cincom and Campos's supervisor, to appreciate this retired Marine's talents. "I've been very impressed by Eloy's leadership, discipline, and organization he has displayed, which is key for a growing and diverse organization in Cincom's Intelligent Selling Services division," Miller said. "Our customers expect Cincom to demonstrate best practices of project management and implementation success, and Eloy's prior experiences both in the military and civilian roles positioned him well for success in his current role."

In 2007, Campos was selected to attend the U.S. Army War College in Carlisle Barracks, Pennsylvania. In 2008, he was deployed to Afghanistan for a few months. Then he worked for another three years at the United States European Command in Germany, returned to Afghanistan, and finally returned stateside in May 2013. He was welcomed home as a finalist in the Tribute for Heroes campaign, a national initiative of Major League Baseball and People magazine that recognizes servicemembers and veterans.

"After working as the U.S. Marine Corps Central Command representative coordinating the transition of governance and military operations for the Afghan government, to overseeing several U.S. diplomatic and troop withdrawal initiatives, I was bringing those experiences as a senior leader from the military to direct applications in a corporate environment," explained Campos.

Campos attended a RecruitMilitary Veteran Opportunity Expo in Cincinnati in May 2013. There, he met Julia Berning, talent acquisition manager at Cincom. She quickly recognized his skills: a sense of responsibility,

natural leadership, people skills, and overall confidence. This made Campos an ideal candidate for the role she sought to fill.

"I look for candidates who have character, commitment, and competence," she said. "These are valuable traits that add value to our organization. These are also traits that I've found instilled in individuals coming from a military background. Some of our top employees here at Cincom are veterans. I knew an event like the RecruitMilitary Expo would draw highly qualified and experienced job seekers like Campos."

Campos has seen how the Cincom work environment stimulates growth – ideas are encouraged and implemented in a team atmosphere. "The best part of my job is working with the Cincom team to provide solutions for our customers' most pressing business needs," he said. "I find that it's very rewarding when we can deliver superior solutions for the most complex industry challenges." Campos manages a team of 23 people, including Cincom employees and independent contractors. All sales that take place within Campos's team also involve services engagement: The team not only sells the software, but also installs, configures, and customizes it.

One client is a major manufacturer of light switches, transformers, and other electrical components. Cincom Intelligent Selling Solutions will provide software and services that will enable the client to configure those components more quickly and easily for public and commercial use.

Campos was brought onto the team during the midst of the development cycle. The project has been going on for several years and is scheduled to go live within the year. "It's been a very complicated project, but probably the most exciting project we've had here in years," he said.

To servicemembers who are considering leaving the military for civilian employment, Campos offers some advice. "Your resume should be civilianized," he said. "Civilians typically don't understand military lingo, and our experiences can be confusing or intimidating. Work with an organization that will translate your military training into the equivalent civilian skills. The complete skill set military personnel bring isn't that different from civilian business – after all, the military is a business."

Setting a goal is also important. "Before embarking on a career search, a transitioning veteran should determine exactly what he or she wants to do and then focus all his/her energy toward that effort," he said. "Then, work with an organization such as Recruit Military to help you connect with potential employers."♦

RECRUIT MILITARY®



USAA is proud to be the  
**Exclusive Provider**  
of Insurance and Financial Services  
for RecruitMilitary members

## Get the card that works harder for you and RecruitMilitary.



Sign up for the RecruitMilitary USAA Rewards™ World MasterCard® and take advantage of:

- **No annual fee**<sup>1</sup>
- **Variable purchase APR as low as 10.9%**<sup>1</sup>
- **0% introductory APR for 12 months** on balance transfers and convenience checks made in the first three months after account opening **(10.9% to 25.9% variable APR on these balances after 12 months)**<sup>1</sup>

USAA Bank, which is dedicated to serving the military community, helps make it easier to support RecruitMilitary.

Apply today.

[usaa.com/recruitmilitarycc](http://usaa.com/recruitmilitarycc) | 855-862-5627

Insurance Banking Investments Retirement Advice

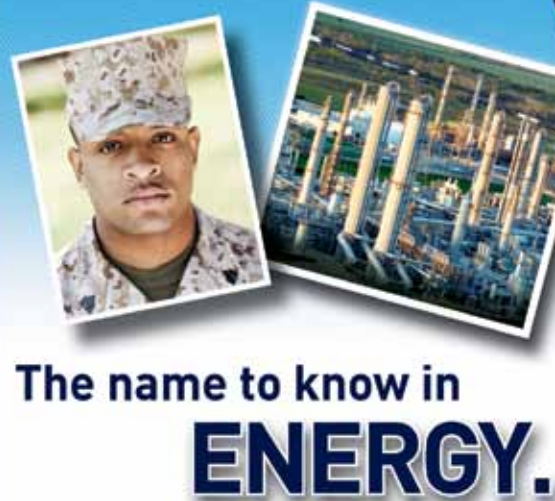


We know what it means to serve.®

**USAA means United Services Automobile Association and its insurance, banking, investment and other companies. USAA products are available only in those jurisdictions where USAA is authorized to sell them.**

<sup>1</sup>**Offer subject to approval.** As of 12/1/13, regular APRs on purchases, cash advances and balance transfers are 10.9% to 25.9%, depending on your credit history and other factors, and will vary with the market based on the Prime Rate. There is a transaction fee of 3% on cash advances (\$200 maximum on each balance transfer and each convenience check) and 1% on foreign transactions. Rates and fees subject to change. Please contact us for the most current information. If based on your credit history and other factors, you qualify for a credit limit under \$5,000, you will receive a Platinum Card with the same rates and fees. <sup>2</sup>Earn 1 point for every \$1 in purchases. Rewards points terminate if account is closed or delinquent or if rewards program ends. Other restrictions apply. USAA Rewards Program terms and conditions will be provided with your card. Purchase of a bank product does not establish eligibility for or membership in USAA property and casualty insurance companies. RecruitMilitary receives financial support from USAA for this sponsorship.

Credit cards issued by USAA Savings Bank and administered by USAA Federal Savings Bank, both Member FDIC. © 2014 USAA. 149939-0114



## The name to know in **ENERGY.**

Finding the right people to drive our success is a critical step. Discover exciting and rewarding ways to apply your talents within Enterprise Products. We have created an organization rich in energy-related opportunities. If you are a highly motivated achiever with a passion for success, we invite you to learn more about us and why you should consider Enterprise Products as your pipeline for career success.

**We are currently seeking energy professionals in the fields of Accounting • Commercial • Engineering • Field Operations & Maintenance • Information Technology • Marine Services • Transportation.**

To learn more about our opportunities, visit us at **Careers.EnterpriseProducts.com.**

Optimize your talents in an environment driven by people who share a passion for delivering outstanding results. Discover a challenging and rewarding career with a leading North American provider of midstream energy services. Enterprise Products' integrated system of assets offers a vast network of opportunities for career development. Experience more than you ever thought possible and work with top-notch talent.



EOE





YOUR  
IMPACT  
ON THE  
WORLD  
CONTINUES  
AT  
**RMS**



[www.rms.com/careers](http://www.rms.com/careers)



**PMAUSA** / an affiliate of Washington National Insurance Company  
[www.pmanews.com](http://www.pmanews.com)

**Brian Keller** always thought he would enter a field related to biology after obtaining a degree from Indiana University. But after attending the RecruitMilitary Career Fair in Indianapolis in June 2013 and speaking with PMAUSA, he is now only a few tests away from becoming a licensed insurance salesman and producer for the company.

PMAUSA is a national insurance marketing organization headquartered in Dallas. The company offers supplemental health insurance, accident insurance, and life insurance, as an affiliate of Washington National Insurance Company. Both companies are owned by CNO Financial Group. Keller joined the Army National Guard in December 1999 and served as an 11B Infantryman until May 2005, when he was medically discharged after a Jeep accident.

He credits the military with teaching him integrity, determination, and a strong work ethic. "I learned to never give up, even when faced with situations that seemed insurmountable," he said. "You just keep working. It helped me hone my respect for others. I don't stop until I get something done, and I don't count on hand-offs from others."

The approach Keller took at the Indianapolis event was to visit every booth and gather information from all of them. He was pleased with the layout and organization of the career fair, and grateful that such an event was arranged for veterans. "The opportunities available were numerous, with all kinds of booths and different companies," he said.

Several insurance companies were there, and Keller received on-the-spot interviews from all of them. He particularly liked what he heard when he spoke with the recruiters at the Washington National Insurance booth. He also did some research after the event, including looking at start-up costs, time investment, and end pay. It did not take him long to decide to pursue an insurance career with PMAUSA.

By day, Keller studies and takes pre-requisite tests to sell life and health insurance, and by night he works in the restaurant industry. A total of 12 tests are required, end-

ing with an oral examination. He hopes to be fully certified by mid-October, and is excited about the future. "It's an open field full of opportunity. I'm organized and I have a plan."

He is also grateful that the RecruitMilitary event opened a new door for him. "Personally speaking, selling insurance and not doing something related to biology aren't what I expected to do with my life. But if the shoe fits, wear it."

What can other veterans take away from Keller's story? "Be flexible and open to different employment situations."

The PMAUSA recruiters at the Indianapolis event were Chris Ryan, the company's director of recruiting, and Steven Jarrett, a Marine veteran. Ryan has been with the company since 1991 – and has been seeking veteran talent for years. "We already had a handful of veterans within our ranks with many success stories even before there was a specific focus on trying to recruit vets," he said. "We use a proven sales system with detailed training, and veterans respond well to a structured environment. Our most successful agents have a strong work ethic. All of that really coincides well with the background of the average veteran. Veterans are positive, disciplined, committed, and do well with process orientation."

Candidates interested in becoming independent contractors/agents with PMAUSA undergo a multi-layered training process. They must pass the state licensing examination, and PMAUSA helps pay for their pre-licensing coursework. Once licensed,

agents receive extensive online training as well as the PMAUSA "playbook." They then undergo field training with a manager.

Ryan finds a lot of similarities between the military experience and PMAUSA's formula for success. The company is looking for

individuals with a history of hard work, a track record of success, and progression in rank and responsibility. "We want folks who will do what is asked of them, within a team, and within a system,"

he explained. "They have answered a big question for us just by being in the military."

It also helps to have an entrepreneurial spirit and exhibited leadership skills. And because they are seeking salespeople, PMAUSA looks for candidates at career fairs who are proactive about introducing themselves and engaging in conversation.

When creating a civilian resume, Ryan urges veterans to keep it simple. "Assume a civilian will be reading your resume," he said. "It's also good to see that you have won awards, because those tell us something about whether you have a competitive background. Be able to show progression in rank and responsibility."



[RECRUITMILITARY.COM/RESUME-WRITING](http://RECRUITMILITARY.COM/RESUME-WRITING)

**NEED  
RESUME  
HELP?**

# VETERANS FAMILIES PATRIOTS VOLUNTEERS



## AMVETS CAREER CENTERS Helping Veterans Find Jobs

[www.AMVETS.org/CareerCenter](http://www.AMVETS.org/CareerCenter)



The AMVETS Call of Duty Career Centers address the notably high unemployment rates among returning veterans, especially the staggering unemployment rate within the 18-24 age group. The Career Centers provide FREE job search, interviewing skills and resume assistance to veterans, active duty service members, National Guard, and Reserve members and spouses. The Career Centers also help veterans with training and educational options, including free online coursework to veterans that may not qualify for other government help.



[facebook.com/AMVETSCareerCenter](https://facebook.com/AMVETSCareerCenter)



[twitter.com/AMVETSCareerCenter](https://twitter.com/AMVETSCareerCenter)





# Growing

At GE Oil & Gas, we're growing local talent to deliver global solutions.

GE Oil & Gas ([www.ge.com/oilandgas](http://www.ge.com/oilandgas)) is a world leader in advanced technology equipment and services for all segments of the oil and gas industry, from drilling and production, LNG, pipelines and storage to industrial power generation, refining and petrochemicals. GE Oil & Gas also provides pipeline integrity solutions, including inspection and data management, and design and manufacture wire-line and drilling measurement solutions for the oilfield services segment. GE Oil & Gas employs more than 43,000 people worldwide and operates in over 100 countries.

Due to the growth and expansion of our business, we are always looking for world-class talent who want to make a difference. Because we attract the very best people, we believe they deserve the very best support. We are committed to being a global employer of choice, and we offer competitive rewards and benefits.

Please visit our web site at [www.ge.com/veterans](http://www.ge.com/veterans) to explore available opportunities and to apply online.



GE imagination at work

©2014 General Electric Company. An equal opportunity employer.

## For Best Results: Step Up!

MidFirst Bank / [www.midfirst.com](http://www.midfirst.com)

Sean Bruce spent 20 years in the enlisted ranks of the United States Air Force and 10 years as an officer. Now, as a result of attending a RecruitMilitary career fair, he is vice president of change management at MidFirst Bank.

MidFirst Bank, headquartered in Oklahoma City, is one of the largest privately held banks in the United States, serving more than 600,000 customers nationwide. MidFirst offers commercial, trust, private banking, and mortgage banking products and services. Its primary markets are Oklahoma City, Phoenix, Tulsa, and western Oklahoma. The bank also has commercial real estate lending offices in Atlanta, Houston, New York, and Southern California.

During his time in the enlisted ranks, Bruce worked as an avionics technician and instructor – and earned a degree in computer studies from the University of Maryland. After obtaining his degree, he went through Officer Candidate School and was commissioned. As an officer, he worked as an air battle manager for AWACS E-3, an airborne intelligence surveillance reconnaissance platform. He deployed to the Middle East in support of Operation Enduring Freedom and Operation Iraqi Freedom. He earned an MBA before retiring as a major in 2010.

Before separating from the Air Force, Bruce networked aggressively and linked up with a buddy who was already out of the military. This connection earned him a spot on the East Coast as a senior consultant with Deloitte LLP, an

audit, financial advisory, tax, and consulting firm.

After a few years packed with lots of travel, Bruce decided to move his family back to Oklahoma and seek a job that would keep him closer to home. Because he had registered on RecruitMilitary's database and posted his resume there, he received an email alerting him about an upcoming career fair in Oklahoma City in January 2013. At the event, Bruce used an "elevator speech" that he had developed. He had spoken with several defense contractors when he noticed that the MidFirst Bank table was momentarily empty. He shared his story and chatted with the recruiter there, telling her about his transferrable skills. She suggested several positions that might be right for him, and asked him to apply for them on the bank's career page.

After the career fair, he had a phone interview and two face-to-face interviews, then received an offer. He began working in April. So how did his military skills transfer to banking and help him land the job? "Regulators like structure," he said. They appreciated that he was well-organized and knew how to create frameworks, timelines, and requirements – all skills he learned in the Air Force. His military background included compliance, standards, and evaluation. Turns out those skills are also a good fit for banking because of the rigorous regulations and scrutiny involved in that industry. "They want people who understand compliance," he said. "I would never have made that connection on my own."

Bruce prepared MidFirst for the implementation of new Consumer Financial Protection Bureau (CFPB) rules that went into effect in January 2014. The rules govern how financial institutions interact with consumers. Bruce drew upon his military skills to design a vetting process and structure to evaluate each rule.



Sean Bruce

The framework includes gap assessment, formal review and solution processes, compliance and legal department evaluation, and implementation. Because this framework is highly adaptable, MidFirst is also putting it into place in other areas.

Bruce leads a group of four employees, and his change management team continues to grow. Because of their transferable skills, he would definitely hire and train others coming from the military.

Bruce has five top tips for active military and veterans:

**1 EXPAND YOUR HORIZONS.** "You have transferrable skills," he said. "So, for example, don't be put off by thinking you need many years in financial services to work for a bank."

**2 NEVER LET ANOTHER PERSON SHUT THE DOOR ON YOU.** This is a refrain Bruce repeated often to the airmen who worked for him. He encourages active military to take advantage of all the opportunities they can while they are still in the service, including volunteering for assignments. "Most people don't want to do that because it seems like extra work," he said, "but I saw it as an opportunity to learn new skills that I could use to market

myself." In that vein, he volunteered to participate in Air Force Smart Operations for the 21st Century (AFSO 21) – a military version of the Lean Six Sigma program. He attended for free and earned a certification.

**3 TRACKING YOUR PROJECTS PAYS OFF.** Bruce points out that a lot of military work is project-based. He tracked, categorized, and kept detailed notes on all of his projects. After he retired, he was able to earn his Project Management Professional (PMP) certification using project hours he earned in the Air Force.

**4 JOIN A PROFESSIONAL ORGANIZATION.** "Transitioning military members should be involved in professional organizations, such as their local chapter of the Project Management Institute," he said. "It's a great way to begin building civilian networks and get discounts to certification training and tests."

**5 DON'T BE BASHFUL.** "Be prepared to sell yourself. That can be a hard thing to do coming from the team environment of the military, but you've got to step out of your comfort zone and tell a recruiter what you've done." ♦

[WWW.RECRUITMILITARY.COM](http://WWW.RECRUITMILITARY.COM)

## Are you having difficulty translating your military experience for civilian employers?

Have your resume written or reviewed by our experienced military transition specialists.

Low rates, quick turnaround. Serving veterans from all officer and enlisted ranks of all branches of the service.

"The RecruitMilitary writing service was the best thing I could have done to improve my chances of getting a job offer."  
— Pamela H., E-4, United States Army

**RECRUIT MILITARY**  
Connecting military veterans and employers nationwide

Let Us Help You Sign up at [recruitmilitary.com/resume-writing](http://recruitmilitary.com/resume-writing)



## Our Space is Aerospace. Your place is here.

UTC Aerospace Systems is a leading global supplier of technologically advanced aerospace and defense products. The range of application for these systems and components is immense, including use in commercial and military aircraft, helicopters, satellites and more. In fact, the only thing that equals the diversity of our product line is the extent of opportunity you will find when you join us.

Exceptional opportunities are available within these business units. Explore a position with us today!

- Aerostructures
- Corporate
- Electric Systems/Actuation/Space
- Interiors
- ISR Systems
- Sensors and Integrated Systems

Building on the strengths of Goodrich and Hamilton Sundstrand, UTC Aerospace Systems includes more than 40,000 teammates in 26 countries worldwide. Come discover the career possibilities and rewards you'd expect from a global leader.

Visit [www.utcaerospacecareer.com](http://www.utcaerospacecareer.com) to apply online. EOE D/M/F/V

[www.utcaerospace.com](http://www.utcaerospace.com)

Follow us on:  
f t in YouTube

UTC Aerospace Systems



Since World War I, Goodyear® has helped keep the U.S. Military rolling, and that tradition continues today. We are proud to be named one of the G.I. Jobs 2014 Top 100 Military Friendly Employers®, and we need experienced veterans like you to keep us rolling.

Visit [goodyear.com/careers](http://goodyear.com/careers) to explore opportunities and apply today.

©2014 The Goodyear Tire & Rubber Company. All rights reserved.

**GOODYEAR**  
MORE DRIVEN.

[WWW.RECRUITMILITARY.COM](http://WWW.RECRUITMILITARY.COM)



# MAKE YOUR MARK, AGAIN.

Lowe's was built by those who dare to think differently. By those who revel in new challenges. By people like you. With your military training and experience, you have exactly what we're looking for. Strength. Guts. Leadership. So, be proud of what you do every day. Join us. Apply at [Lowe.com/Careers](http://Lowe.com/Careers).

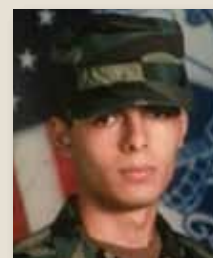


Lowe's is an equal opportunity employer committed to diversity and inclusion. ©2014 Lowe's. LOWE'S, Gable Mansard Design, and Never Stop Improving are registered trademarks of LF, LLC.

## Be Your Own Skills Translator

PeopleScout / [www.peoplescout.com](http://www.peoplescout.com)

**PEDRO LOPEZ**, a veteran Army mortar man (Indirect Fire Infantryman; MOS 11C) used his communication and customer-service skills to land a recruiting job. He attended a RecruitMilitary Veteran Opportunity Expo in Chicago in March 2013, got the job recruiting veterans like himself, and hasn't looked back since.



PEDRO LOPEZ

Lopez had decided to join the Army after attending a semester of community college. "I just woke up one day and decided I needed to do something different," he said. He served nearly five years as a mortar man, separating as a corporal in 2010. The most valuable attributes the military gave him were discipline and structure. He learned to perform tasks before being told by anyone, noting "it's more a discipline of oneself. If

you are disciplined with yourself, that tends to organize everything else." He thinks veterans are huge assets to civilian employers. "One of the greatest things is that they're stable and dependable. They go above and beyond every day. It's a mentality or a feeling like 'I have to be at the top of my game.'" Lopez found out about the Chicago Expo because he had registered as a candidate in RecruitMilitary's database at [www.recruitmilitary.com](http://www.recruitmilitary.com) and had therefore received emails about the upcoming event. He brought about 30 hard copies of his resume to the event. Although he was interested in the recruiting field, he made sure to speak to lots of companies in other fields;



STOCK PHOTO CREDIT: PHOTOS.COM

and he was impressed with the number and diversity of the employers. When he arrived at the PeopleScout booth, he was interviewed on the spot. PeopleScout is a recruitment process outsourcing (RPO) firm based in Chicago. Lopez described how his experiences on a mortar squad prepared him for customer-service work in the civilian world. He explained that customer service goes along with every job, and that communication is critical when firing ammunition. A key part of an indirect fire infantryman's duties are operating two-way radios and signal equipment to relay battle orders. "You have to talk to your superiors, you have

to explain things to your team and communicate with them," he said. "We do a lot of radio work, and it's important to relay messages, understand orders, and communicate effectively." That description must have worked. Shortly thereafter, PeopleScout hired him. As a veteran career counselor, Lopez places veterans directly into civilian jobs. His company provides full-cycle recruitment, from counseling to interviews to offers. His advice to veterans who are transitioning or seeking new careers? "Don't have tunnel vision, and be prepared." He urges veterans who are going to attend military-to-civilian job fairs to research the employers that will be there and to have their resumes ready to hand out. "You could land an interview on the spot," he said. He also encourages having an open mind about a company's pay scale. "You may have to start at the bottom and work your way up, just like in the military." ♦



HELP  
RECRUITERS  
FIND YOU!  
REGISTER FREE

[RECRUITMILITARY.COM](http://RECRUITMILITARY.COM)



AREVA Inc.

### ARE YOU A MILITARY VETERAN LOOKING FOR A REWARDING CAREER?

AREVA is looking for talented people to support the nuclear energy industry. We can put your military training and leadership skills to work to help us tackle the current and future needs of a world where energy demand is continuing to grow. We need a diverse range of the most talented people—from technicians to project managers. Join us and you can look forward to competitive benefits, flexibility and challenging work. As a world leader in the nuclear energy business and a significant, growing player in renewable energies, AREVA offers its customers a unique portfolio of innovative, flexible and phased-in solutions for less CO<sub>2</sub> energy. [www.careers.areva.com](http://www.careers.areva.com)

We support all branches of the military.



## NEW TEAM. NEW MISSION.

Your military skills and leadership are just what we need to grow one of the nation's great banks.

- Innovative, collaborative culture
- Opportunities to grow with a financial services leader
- Outstanding benefits, including time off for military training and active duty obligations

[capitalonemilitary.com](http://capitalonemilitary.com)

Capital One is an equal opportunity employer committed to diversity in the workplace. We are committed to hiring veterans and their spouses and helping them build successful civilian careers.



## A CAREER THAT GIVES BACK TO THOSE WHO HAVE GIVEN THEIR ALL.

**JOIN THE TTX TEAM.** Headquartered in Chicago with locations throughout the country, TTX specializes in fleet management, logistics support, inspection, repair and preventive maintenance of freight railcars. Positions available immediately in Kansas City, KS.

#### Benefits:

- Full Time Positions
- Paid Vacations
- Paid Holidays
- Medical Coverage
- Incentive Plan
- Dental Coverage
- Railroad Retirement
- 401K Plan
- Tuition Reimbursement
- Supplemental Military Pay



For more information, please contact Adam Gianopolus at [adam.gianopolus@ttx.com](mailto:adam.gianopolus@ttx.com) or visit [www.ttx.com](http://www.ttx.com)



Frank "Nick" Kelley, Corporal, United States Marine Corps Reserve. Valued TTX Employee since 2006.



Your Next Mission **Starts Here.**



Our core values—*Teamwork, Execution, Action, Service and Leadership*—align with the strengths of military veterans, making them perfect candidates for a wide range of positions at AdvancePierre Foods. We have made it our mission to assist veterans and military family members as they transition into the civilian workforce. Join our team and get a jump start on a successful career in the food industry.

Apply Online Today at  
[www.advancepierre.com](http://www.advancepierre.com)



You fought for **US.**  
 Now we're fighting for **YOU.**



**Republic Services**  
 is actively recruiting  
 veterans.

Learn more about our  
 competitive salary and  
 benefits package today.

[RepublicServices.com/careers](http://RepublicServices.com/careers)



**REPUBLIC  
 SERVICES**

Republic Services is an alcohol and  
 drug-free workplace. EEO M/F/D/V

## RED CARPET TO A JOB

AdvancePierre Foods / [www.advancepierre.com](http://www.advancepierre.com)

**WILLIE DUKES NEVER EXPECTED THE RED CARPET TREATMENT** THAT HE AND OTHER VETERAN CANDIDATES RECEIVED UPON ARRIVING IN ENID, OKLAHOMA, TO INTERVIEW FOR POSITIONS WITH ADVANCEPIERRE FOODS. DUKES HAD SPENT NINE YEARS IN THE ARMY AS A LIGHT-WHEELED VEHICLE MECHANIC. AFTER LEAVING THE SERVICE, HE REMAINED IN THE CITY OF HIS LAST ASSIGNMENT, EL PASO. HE ALSO SPENT TIME WORKING FOR A DEFENSE CONTRACTOR IN KUWAIT.

Upon returning to El Paso from overseas, he struggled to find employment in the local job market. So he launched an aggressive online job search, completing a candidate profile and posting his resume in RecruitMilitary's database at [www.recruitmilitary.com](http://www.recruitmilitary.com). Although he landed plenty of interviews for out-of-state positions and was willing to relocate, coming up with the travel expenses to get to those interviews posed a problem.

Then one day, he received a phone call from a RecruitMilitary recruiter that would change everything. The recruiter had come across his profile and resume in the database, and thought he would be a good fit for one of the many mechanical positions at AdvancePierre Foods.

AdvancePierre Foods supplies protein and handheld convenience products for the foodservice, school, retail, club, vending, and convenience store channels. The company employs about 4,000 people in 11 facilities. It operates manufacturing centers in Oklahoma, Ohio, North Carolina, South Carolina, and Maine; sandwich-assembly facilities in three states, and bakery facilities in two states. In Enid alone, AdvancePierre Foods runs five facilities and one distribution center, employing 1,800 people in the Oklahoma area. Company headquarters are in Cincinnati.

After learning more about the position, Dukes discovered that AdvancePierre Foods would cover his travel, lodging, and meals associated with the interview process in Enid. "It really was a winning thing," he said. "I never had a company offer that before.

They really went the extra mile."

The way AdvancePierre Foods and RecruitMilitary conducted the hiring process impressed him as well. "I've never seen anything so organized," he said. "Everything was laid out on a red carpet, and all you had to do was follow instructions – and easy ones at that."

Dukes advises veterans to be flexible when searching for a new career, be willing to relocate, and especially to be confident about the jobs they performed in the military. Even if a new position does not exactly match the job performed in the service, he believes the training and skills the military provides enable veterans to readily adapt to new situations.

Three days after his interview in Enid, he received an offer. He began working three weeks later – the day after his birthday. "I'll never forget it," he said.

Now, Dukes is happily employed as a maintenance mechanic at AdvancePierre Foods' Enid distribution center. He handles maintenance-related issues ranging from forklifts to freezers to plumbing, and relies upon the skills he learned in the Army to help him successfully do his job. "You do everything in the military," he said.

He is also excited about expanding his knowledge and learning new skills, and appreciates the welcoming and helpful culture at AdvancePierre Foods. "Everyone is generous with their time," he said, "and extended their hand more than graciously to me."

Laura Shorter, HR director at AdvancePierre Foods, says it is no accident that veterans are sought out for employment there. She notes that the company's products – whether burgers or sandwiches – often end up in the hands of military personnel. "We are an American company, and hiring veterans is the right thing to do," she said.

She also believes veterans thrive in the manufacturing environment because there is so much going on at once. "Veterans have very transferrable skill sets and are able to manage many tasks at the same time," she said. "They know how to react faster and come up with solutions. They are proactive and not channeled into one way of thinking."

Shorter is convinced that the company's culture provides a good place for veterans to land, and makes for an easy transition. She pointed out that veterans are embedded in the company at every level from packers to vice presidents. "There are always opportunities for veterans at AdvancePierre Foods," she said. ♦



STOCK PHOTO CREDIT: STOCKXCHNG



**NOW IS THE TIME  
 TO PURSUE  
 YOUR CREATIVE GOALS!**



If an artistic career is what you desire for the next phase of your life, The Art Institutes system of schools can provide you with the tools to make your goals a reality. We offer stimulating, hands-on programs in **DESIGN**, **MEDIA ARTS**, **FASHION**, and **CULINARY**—and all of them are focused on preparing you to enter the booming creative economy of tomorrow.\*

Let us help you transform your talent into marketable skills for your future. Explore all of the exciting possibilities by visiting us at **ArtInstitutes.edu today!**

\*Based on information from the U.S. Bureau of Labor Statistics for Job Growth from 2012-2022: 15 million of tomorrow's jobs are in the creative fields.

The Art Institutes is a system of over 50 schools throughout North America. Programs, credential levels, technology, and scheduling options vary by school, and employment opportunities are not guaranteed. Financial aid is available to those who qualify. Several institutions included in The Art Institutes system are campuses of South University or Argosy University. Administrative office: 210 Sixth Avenue, 33rd Floor, Pittsburgh, PA 15222 ©2013 The Art Institutes International LLC. OH Registration # 04-01-1698B; AC0165; AC0080; Licensed by the Florida Commission for Independent Education, License No. 1287, 3427, 3110, 2581.

**The Art Institutes™**  
 CREATE TOMORROW



# OPPORTUNITIES FOR HEROES

Members of our team are dedicated to improving the quality of “life on the road” for the professional driver and the traveling public.

If you are energetic, enthusiastic, thrive on the challenge of a fast-paced work environment, and are looking for a rewarding career, we would like to talk with you.

**WE OFFER:**

- Competitive Pay
- Full-Time Employment
- Education Assistance
- 401(k) Retirement Savings
- Paid Leave
- PPO Health Care
- Prescription, Dental, Vision Options
- Life & Disability, Business Travel, Supplemental Life Insurance

www.tatravelcenters.com

www.petrotruckstops.com

**VISIT US AT RecruitMilitary EXPO: Apr 3 • Chicago, IL | Apr 17 • Denver, CO**

## WE UNLOCK POTENTIAL

Our mission is to unlock the world’s natural resources from the deepest parts of the ocean. We know it takes a team of driven, innovative and passionate people to achieve success.

Are you ready to unlock your potential? Do you want to learn new skills, grow in your career and see the world? Transocean is ready when you are.

We are currently recruiting for all offshore positions in the Gulf of Mexico.

Explore our job openings and apply online today.

deepwater.com/careers

PARSONS CORPORATION / OPPORTUNITIES

## Filling Cybersecurity Roles

### Parsons Corporation

www.parsons.com

**T**HE FOLKS AT PARSONS Corporation believe the veteran talent pool is a great place for recruiting. Founded in 1944, Parsons is an engineering, construction, technical, and management services firm with revenues of \$3 billion in 2012. The company delivers design/design-build, program/construction management, and other professional services to federal, regional, and local government agencies, as well as to private industrial customers worldwide. Parsons works in many diversified markets, focusing on transportation, environmental/infrastructure, defense/security, and resources. The company employs more than 12,000 people in all 50 states and 25 countries. Corporate headquarters are in Pasadena, California.

Parsons is seeking more employees – among them, veterans who can put their military experience to work for the company. Jake Beltz, a technical recruiter in the Columbia, Maryland, office and a Marine veteran himself, is working hard to make that happen. He is currently looking to fill lots of cybersecurity roles.

Parsons likes to hire veterans for many reasons – their training and security clearances being at the top of the list. “A lot of the work we do coincides with what the military is doing,” said Beltz, citing missile defense support, working with government contractors, technical support, and construction projects all over the United States. He also pointed out that principles espoused by the military closely mirror Parsons’ core values of safety, quality, integrity, diversity, innovation, and sustainability.

Because reading through resumes is a critical part of his job, Beltz knows what he wants to see. He encourages veterans to capture their accountability, education, job history, and training on their resume. He also warns against including too many acronyms and too much military jargon. “Be able to translate and convert acronyms into business vernacular,” he said. Veterans should also include a few highlights per position, and list what they accomplished in each role.

He acknowledges that it can be hard for a transitioning military veteran to shift gears from a team dynamic to “tooting your own horn” about individual accomplishments in a civilian interview setting. Beltz’s commanding officer suggested a useful tool to encourage his team to tout their accomplishments. He advised them to make notes after each mission or exercise about key efforts and how they contributed to the mission’s success in order to start building

JAKE BELTZ

their own resumes.

For face-to-face interviews, Beltz believes preparation is critical. “Dress for success. Do your homework. Research the company,” he said. He also believes in finding commonly-asked interview questions on the Internet, and answering them with a friend or family member until a comfort level is reached. “Interviewing is a skill. The more you practice, the better you’re going to be.”

He also advocates taking time to express one’s appreciation to the person who conducted the interview. He advises sending a short email thanking the interviewer for his or her time.

The core skills he learned in the military still serve Beltz well today. He served in Marine Corps from 2000 until 2008, and supported the initial invasion of Iraq in 2003 as part of Operation Iraqi Freedom. He said, “I was a grunt, serving on a fire team and in a platoon,” so he is easily able to identify with transitioning veterans in particular.

Beltz is especially appreciative of the work ethic he learned in the Marines. “Train hard. Work hard,” he said. His time in the service also taught him key organizational skills, such as how to come up with a process for everything, and how to manage his time effectively. “It’s the Marine Corps way: Adapt and Overcome.”

He also uses his experience to give back to veteran organizations. He and other Parsons employees who are veterans volunteer their time with the Wounded Warrior Program. Through fundraising and other events, Parsons also supports the Navy SEAL Foundation and Disabled Sports USA.

Beltz helps veterans build their resumes, conduct job searches, and navigate through the many opportunities available at Parsons. “Parsons is a big company. We have a variety of positions, from engineering to IT to construction. I can show them the big picture of the company, and help point them in the right direction.” ♦

PHOTOS COURTESY OF PARSONS CORPORATION

## CONNECT WITH A COMPANY THAT SHARES YOUR STANDARD OF EXCELLENCE

**Comcar is honored to hire from the nation’s best talent pool.**

We’re an old company with old values. Family owned and operated since 1953, we’re driven by respect, integrity and an abiding commitment to the safety and wellness of our people. All of our transportation companies offer full benefits, paid vacation, guaranteed home time and great earning potential.

Whether you’re new to the industry or a seasoned pro, we’ll help you transition into your new career. If you don’t have a Class A CDL we will sponsor your tuition, send you to an accredited truck driving school and provide you with on-the-job training – **without using any of your GI Bill.**

Already have your Class A CDL? In honor of your service, you’ll receive a **\$6,000 bonus** over your first 25 months of employment.

CCC » Dry Bulk, Dry Van & PODS  
Local, Regional & Over-the-Road  
Excellent Home Time  
Historically Low Turnover

CT » Flatbed  
Home Every Week Guaranteed  
Regional and Short Haul Runs Available  
New 2013 International Pro-Star Tractors

CTL » Tank Truck  
Local, Regional and Over-the-Road  
Home Time from Daily to 14 Days Out  
\$1,000 Sign On Bonus

MCT » Refrigerated & Dry Van  
Home Every 14-18 Days  
All New 2013 International Pro-Stars  
No Loading/Unloading Required

**Call or visit [joincomcar.com/military](http://joincomcar.com/military) to learn more about the great opportunities on your horizon.**  
(888) 978-2001





BY JIM HOITENGA

**IF YOU ARE A FAN OF THE TELEVISION SHOW,** “Big Bang Theory,” you know the character Dr. Sheldon Cooper, a brilliant physicist with a number of quirks. He is eminently qualified for any number of scientific positions, but a quick – admittedly unscientific – survey of my friends shows that none of them would hire him. Why not? Because, while he is eligible for almost any position based on his education, experience, and intelligence, he is not a suitable match.

If an employer were to recruit a pipeline full of Dr. Cooper’s, the company might at first feel fortunate to be able to choose from so many experienced and educated candidates. But after the hiring managers invested their

time to interview the first 10 to 20 and determined that those candidates don’t fit, they might conclude differently, because without suitability, eligibility doesn’t matter.

We all know the value of hiring military veterans: maturity, responsibility, leadership, discipline, work ethic – and the list could go on and on. An employer’s goal should be to assess those intangible qualities, relate those qualities to specific positions, and ideally to do that before the interview. It is your task as a candidate to help, and you need to start early.

#### SELF-ANALYSIS

We have probably all read helpful hints about conducting a job search and writing a resume

and cover letter, and the hints are relevant. But there are some other things to think about.

What do YOU want to do? When you transition to a civilian position, do you want to continue on the same career track you were on in the military if there are similar civilian positions? Do you want to have a job you’ve dreamed about? Or do you want a job to tide you over while you look around? Because you are reading this magazine, I doubt that you want just a stop-gap position.

Are your skills transferable to the civilian career that you want? How would you describe your personality as it relates to work? If you are not sure, ask someone whom you respect and is unbiased. Be sure also to analyze your own skills and passions and match them to a potential new job.

#### RESEARCH

Once you decide what you want to do, the next steps are to prepare a list of companies or agencies for which you might want to work, then conduct some research on those companies and search their job postings. You may already know of several such organizations – businesses that are in your home state, companies that have been in the news, etc. But where do you go from there?

The lists of employers in *Search and Employ*® magazine are good places to start. For example, on pages 21 and 22 of this issue is a

list of employers in the government sector of the economy. In the previous issue – a PDF of which is linked to <http://recruitmilitary.com/search-and-employ> – are lists of firms in the financial services, insurance, defense, and aerospace industries. Many of the employers list websites specially designed for veterans.

#### RESUME AND COVER LETTER

When you read job descriptions, be sure to read between the lines to determine what employers may be looking for that they did not put into the descriptions. Customize your resume and cover letter to address what each employer is looking for.

You will want to use a generally accepted resume format, but you don’t want to seem like every other candidate. A cover letter, therefore, is a great place to showcase your communication skills, your ability to analyze what the employer needs, and your ability to organize your thoughts. Your resume should briefly document what you have accomplished by using your skills and attributes, and then your cover letter should expand on them, emphasizing the accomplishments and qualities that apply to that particular job.

A typical large corporation may receive hundreds of resumes from applicants for a vacant position, so the company probably will use software (a Boolean word-search program) that scans your resume and letter for key words

related to the position. You need to determine what those words may be from the job description and then use them – more than once.

Never send a resume without a cover letter. Yes, it’s even more work, but recruiters and hiring managers will look more favorably on applicants who show their seriousness by writing a cover letter than the applicants who choose not to.

Do not start your cover letter with a typical overused opening such as “Please consider me for the ....” Instead, if you have permission to do so, mention a third party – name, position, and company – who will verify the value you offer to employers. Even better:

Pick a third party whom the interviewer or recruiter knows or even has just heard of, and use that name in your first sentence to get attention and gain credibility. You might write, “Ms. Smith, with group/association/company, suggested that you may be looking for....”

How can you find the names to write to or the names to “drop”? Here’s a story: I once sent a resume and cover letter to a paper manufacturer in Wisconsin. Through a realtor, I located a retired logger, bought him a cup of coffee, and we talked. That led me to do more research. When I did get the interview, I told the hiring manager about my research, and that the logger I talked to said the company

was a great one to do business with and to work for. Also, I was not surprised when I met my future boss because I already knew – due to my research – that he was quite a few years younger than I. By the way, he complimented me on my letter and actually asked how long I took to write it. (It took about three hours total, because I really wanted the job.)

Another idea is to open your letter with two or three comparisons of job requirements and what you have done that relates to each one of them. This information will create a bridge between what you have done and what the employer needs.

Writing a cover letter also encourages you

to focus your effort and to analyze yourself and what you have done. View it as another tool that will give you even more confidence in your search.

#### HAND OUT YOUR RESUME

You should also put your resume to another good use by handing it out at military-to-civilian job fairs such as the Veteran Opportunity Expos produced by RecruitMilitary. The company produces more than 65 events in over 35 cities nationwide every year. A schedule of the events remaining in 2014 is on page 43 of this magazine.

#### SCREENING TOOL

The company with which I am associated, EPIC Software Corporation, helps out on the employer side of the job-search process. Our job-specific, pre-employment screening tool, used by employers:

- assesses skills, personality characteristics, and many other work-related qualities of applicants
- determines how well the characteristics of each of those applicants makes him or her suitable for the specific job openings to be filled
- shows a ranked order of over 1,200 jobs for which the applicants are best suited
- determines, for each position, the ranking of any number of applicants

Employers are telling us that our tool is greater than 87 percent accurate more than 95 percent of the time at predicting which candidates should be hired for specific jobs. The tool can also benefit you as a job seeker: If you truly match the requirements of a specific job, your work experience is likely to be enjoyable, and you are likely to be highly productive.

#### SUMMING UP

Employers will judge your ability to think clearly by how clearly you communicate. They will judge how earnest you are in wanting the job by how well you relate what you can provide to their needs and the effort they perceive that you have put into this search. After all, at this point in the game and until the interview, what else do they have to go on?

Many organizations large and small are facing a need to hire qualified people to replace the projected retirements of thousands and thousands of baby boomers. Let’s get started! Good luck, and thank you for serving in the armed forces of the United States.✧

*Jim Hoytenga is a strategic partner of EPIC Software Corporation and a former sergeant in the United States Army. He is available at [hoitengajim@yahoo.com](mailto:hoitengajim@yahoo.com).*



RESUMES  
AND  
COVER  
LETTERS

RECRUITMILITARY.COM/RESUME-WRITING

## Cures don’t just happen. They demand collaboration. Dedication. Enthusiasm. Teamwork.

At St. Jude, dedicated individuals team up to advance cures and means of prevention for catastrophic diseases in children. If you have the enthusiasm and want to join a team that collaborates for a greater cause, St. Jude is the place for you.

St. Jude is committed to hiring the best and the brightest veterans to maintain our culture of excellence. We offer a wide range of professional opportunities in the following areas — **Administration, Basic and Clinical Research, Nursing Services, Information Sciences and Allied Health.**

Visit our Web site at [www.stjude.org/jobs](http://www.stjude.org/jobs) to apply for open positions.

St. Jude offers a competitive salary and an excellent benefits package.

**St. Jude Children’s Research Hospital: a veteran-friendly employer**



Curtis Johnson  
FOM Department  
U.S. Army National Guard  
(Active)



Dawn Byers  
ARC Department  
U.S. Army Reserve  
(Active)



Peter Vogel  
Pathology Department  
U.S. Air Force/Army (Ret.)



Jacqueline Wicks-Callahan  
Pharmaceutical Sciences  
Department  
U.S. Navy (Ret.)

[www.stjude.org/jobs](http://www.stjude.org/jobs)

Ranked in the top 10 best places to work in academia by *The Scientist* yearly since 2005. Named the nation’s No. 1 pediatric cancer care hospital by *Parents* magazine, 2009. Named the nation’s best children’s cancer hospital by *U.S. News & World Report*, 2010. Named to *FORTUNE* magazine’s 100 Best Companies to Work For yearly since 2011.

An Equal Opportunity Employer — © 2012 St. Jude Children’s Research Hospital-Biomedical Communications.



## NETVERSANT

Inspiring Technology Solutions

## NetVersant’s Project Victory...

*Helping our Veterans take the next step by providing a transition to the civilian telecom industry*



#### We Recognize Your Strengths...

- Leadership
- Discipline
- Work Ethic
- Courage
- Training
- Ability to Execute
- Adaptability

#### We’re Committed to Your Advancement...

- Proven Technology Leader
- Dedicated Military Talent Scouts
- Training, Development and Certification Assistance
- Technical and Professional Technology Positions
- Nationwide Work Locations

#### We Need Your Help...

- Wireless & Wireline Technicians
- RF & SatCom
- IP Communications
- LAN / WAN
- Network Engineering
- Project Management
- Site & Telecom Engineering



*Join the Project Victory Group on LinkedIn*

NetVersant is a premier provider of technology solutions with an increasing need for skilled Technicians, Engineers and Project Managers.

*Learn about Project Victory opportunities:*  
[www.netversant.com/content/careers](http://www.netversant.com/content/careers)

Contact a NetVersant Military Talent Scout about opportunities today:

Call us at: 888-714-1337 or visit us at:  
[www.netversant.com](http://www.netversant.com)  
[www.linkedin.com/company/netversant](http://www.linkedin.com/company/netversant)



## IT'S TIME TO TAKE COMMAND.

INTRODUCING



Prime inc., one of America's fastest growing trucking companies, can help you transition from military service to a professional driving career.

- No cost, apprentice-style training program
- \$600 weekly pay while completing training after acquiring CDL
- Shortened contract period for military students
- Over-the-road training to complete requirements
- Use your G.I. Bill to get a degree from your truck by enrolling in our online Success Scholars Program



No prior driving experience required. Must have honorable discharge to qualify

### EVERYSECOND COUNTS

Driveforprime.com  
800-348-8224



**Best in Class**  
Education Center

### 3-3-3 Veteran's Franchise Incentives

Best in Class Education is proud of our U.S. veterans. In appreciation for your sacrifices, we would like to honor you, our veteran, by offering special incentives to open a Best in Class franchise. Best in Class Education Center may be the key to opening the doors to the future. If you have a passion for education and a desire to invest in the future, what better way to continue to serve our country than by serving our nation's youth?

- ★ The 3-3-3 Veteran's Franchise Incentives Program
- ★ \$3,000 off the franchise fee for the first three centers you open
- ★ Royalty waived for the first three months of your newly opened centers

Find out how to invest in the future by contacting us at:  
425.880.2688 | franchise@bestinclasseducation.com | BestinClassEducation.com

### OPPORTUNITY EXPOS

## HOW TO WORK A RECRUITMILITARY OPPORTUNITY EXPO

by ROBERT WALKER



There are opportunities all over the room at RecruitMilitary Opportunity Expos—job opportunities with employers, opportunities to go into business for yourself with franchisors who value your ability

to get the job done, and opportunities to advance your education via online and on-campus learning.

How do you find the opportunities that are best for you? Below are some tips on interviewing with recruiters at a military-to-civilian job fair.

**DRESS FOR THE PART.** If you are on active duty or you are attending the event on a reserve or National Guard drill day, wearing your uniform is great. In all other cases, you should wear the same civilian outfit that you would wear at a one-on-one interview at an employer's place of business. And that should be a business suit or, at the very least, a business casual outfit, complete with jacket.

**STAY ENTHUSIASTIC** if a recruiter asks you to email your resume to his/her company. The recruiter will not be brushing you off. In fact, being asked for the email will be a good sign. Many companies require their recruiters to gather resumes by email: (1) to obtain HR information as required by law; and (2) so they can direct desirable job seekers to different departments.

**TRY TO GET TO ALL OF THE BOOTHS,** even those that may not seem as if they have any opportunities for you. An employer's name or its primary industry does not necessarily

indicate what openings the company is trying to fill. For example, a drugstore chain may be recruiting for positions in transportation/distribution or accounting.

Even if you are not going to the event to discuss continuing your education, talk with the recruiters at the booths for educational institutions. Today's institutions deliver learning opportunities in many ways other than traditional, full-time, daytime classes on a campus. A few minutes of conversation may lead to an unexpected continuing-education solution that is right for you.

Another factor to consider: Most of the educational institutions at our events are always on the lookout for people to go to work for them. If you have a high level of knowledge on almost any subject and you think you might have a talent for teaching and/or designing courses, talk with the recruiters.

I have similar advice for job seekers who have not been thinking of going into business for themselves. Franchise opportunities are available in a tremendous variety of fields. Arranging for financing may be easier than you think, with surprising discounts available to veterans. Stop by the franchisors' booths—one of them may very well have a plan that matches your interests and your situation.

**MEMORIZE YOUR STORY.** Before you go to employers' booths, create some talking points. Put together a 30-to-60-second "story" about yourself that includes some of your successes and areas of interest. Be ready to discuss how your military experience relates to the civilian workplace. You should also prepare yourself for a long, detailed interview—employers have hired people on the spot at our events. ♦

*Robert Walker is vice president sales at RecruitMilitary and a veteran of the United States Army.*



### RecruitMilitary VETERAN OPPORTUNITY EXPOS

RECRUITMILITARY

HIRING OUR HEROES



100 Years Standing Up for American Enterprise  
U.S. CHAMBER OF COMMERCE

Selected events will be designated Hiring Our Heroes/RecruitMilitary Veteran Opportunity Expos. We will produce these events in cooperation with the U.S. Chamber of Commerce. They will be part of the Chamber's Hiring Our Heroes veteran hiring career fair initiative, which was launched in March 2011.

#### MARCH 2014

6 Dallas  
13 Philadelphia  
13 Louisville  
20 Raleigh  
20 Washington  
27 Jacksonville  
27 Houston

#### APRIL 2014

3 Chicago  
10 Boston  
17 Denver  
24 Orlando

#### MAY 2014

1 Oakland  
8 San Antonio  
15 Norfolk  
22 New York  
29 Baltimore  
29 Cincinnati

#### JUNE 2014

5 Charlotte  
5 Seattle

#### OCTOBER 2014

12 Oklahoma City  
19 Los Angeles  
26 Washington  
26 Atlanta  
JULY 2014  
10 Indianapolis  
10 St. Louis  
17 Dallas  
24 Columbus  
24 Philadelphia

#### AUGUST 2014

7 Houston  
7 Minneapolis  
14 Nashville  
14 San Diego  
21 Richmond  
28 Tampa

#### SEPTEMBER 2014

4 Boston  
11 Denver  
11 San Antonio  
18 New Orleans  
18 New York  
25 Kansas City

#### NOVEMBER 2014

2 Baltimore  
2 Cincinnati  
9 Chicago  
9 Oakland  
16 Phoenix  
16 Pittsburgh  
23 Dallas  
30 Atlanta  
30 Austin

#### DECEMBER 2014

6 Jacksonville  
6 Philadelphia  
13 Charlotte  
13 Los Angeles  
20 Norfolk  
20 Seattle

#### EXPO INFO



### The Overall Scene

#### WHO WILL BE THERE?

Your first stop at a RecruitMilitary Opportunity Expo will be a registration desk where you will fill out a brief form (unless you have pre-registered) and receive a list of the organizations—called “exhibitors”—that have booths at the event.

When you enter the actual Opportunity Expo area, you will see many closely spaced exhibitor “booths”—tables and various displays. At the booths, recruiters who represent the exhibitors will talk with you.

#### WHO WILL BE THE EXHIBITORS?

A wide variety of exhibitors attend our events — corporate employers, law-enforcement agencies and other government employers, franchisors, and both campus-based and online educational institutions.

The corporate employers are engaged in construction, defense contracting, energy production, manufacturing, security, transportation and logistics, engineering, healthcare, finance, insurance, information technology, retail, and home services, to name just a few industries.

Their recruiters interview for all kinds of jobs: salaried, hourly, and part-time; professional and technical.

#### WILL THE LINES BE LONG?

At most booths, at most events, no. The events run for four hours — from 11:00 a.m. until 3:00 p.m. — and average about 8½ job seekers per exhibitor. Lines are usually longest immediately after an event opens at 11:00 a.m., and they taper off significantly by around 1:00.

But I need to tell you this: Sometimes, a long line forms at one or two booths when an event opens, and the lines are still there when the event officially closes. This is often the case for large, high-profile defense contractors that are hiring. But the recruiters almost always stay over and talk with everybody in line. So it comes down to: Who wants the jobs?

#### DO I HAVE TO PRE-REGISTER?

↓ No, but I recommend that you do so — for three reasons:

**1 HELP YOUR BUDDIES** Pre-registering prevents the lines at our registration desk from building up, especially during the early hours of the events.

**2 HELP US** Pre-registering helps us evaluate the effectiveness of our event marketing — which, in turn, helps us boost the turnout of veteran job seekers — which, in turn, makes our events more attractive to employers — which means more job openings to discuss at the events.

**3 HELP YOURSELF** When you pre-register, you immediately join our database of 610,000+ veteran job seekers, which is continually being searched by employers.

**TO PRE-REGISTER,** go to [www.recruit-military.com](http://www.recruit-military.com) and use the “Upcoming Job Fairs” map to select a city. Clicking on that city will take you to a registration page for the next event there.

At Adobe, we thrive on the diversity of ideas and experiences. Help us shape the future of digital experiences.

Join our team.

[www.adobe.com/careers](http://www.adobe.com/careers)





**YOUR MISSION**  
Military to civilian  
transition.

**OUR MISSION**  
Getting you there.

Good jobs across America  
with great futures in aviation  
maintenance.

Talk to a Military Recruiting Specialist: 630-468-1770  
militaryrecruiting@planetechs.com | 800-669-5627

Airframes | Avionics | A&P | Engineers | Mechanics

VETERAN

SUCCESS

## Preparation was his key to success

**C**HRIS CORNISH was not expecting to land a job right out of the gate at the RecruitMilitary Veteran Opportunity Expo in Atlanta in June 2013, but that is exactly what he did. The former surface warfare officer had served seven years in the Navy, separating in January 2013. "I wasn't sure what I wanted to do – some kind of general management or project management," he said. Nevertheless, he was prepared, having been to two previous RecruitMilitary hiring events. He had also filled out a candidate profile in RecruitMilitary's database at [www.recruit-military.com](http://www.recruit-military.com), so that employers could view his skill sets and interests, and he had hard copies of his resume ready to hand out at the Expo.

When Cornish showed up at the Georgia Dome, he took a "practice lap" around the event so he could see the different companies present and scout the ones he definitely wanted to visit. After that, he visited many different booths "not really knowing what I was looking for." Using this approach, Cornish spoke to a variety of recruiters.

He connected well with the recruiter at Hewlett-Packard and felt that his skills were a good match for roles the company was looking to fill. The resumes he brought came in handy because the recruiter immediately handed



STOCK PHOTO CREDIT: PHOTOS.COM

one of them over to a hiring manager, who spoke to Cornish in more detail about his experience and the positions for which Hewlett-Packard was hiring.

That conversation led to a call the next day to visit the HP facility, and a formal interview. Two days later, he accepted a job as a customer service manager. Now, Cornish handles a variety of project management duties for the company.

Cornish believes his military skills have helped him in his new role. "I learned how to work under pressure, multi-task, handle competing priorities at once, and get the job done," he said. He encourages veterans to "Stay optimistic and keep going. You have to meet the right person, and ultimately things work out." ♦



» EDUCATION DELIVERED YOUR WAY

**YOUR LIFE.  
YOUR FUTURE.  
YOUR DREAMS.**  
*YOUR MOVE.*

For years, you've had a country to protect. But today, as you near the completion of your military service, it's time to focus on a new mission. Today, you have a life to build. A career to nurture. A future to create. A strong education is the key to making everything else possible. And it doesn't get any stronger than Embry-Riddle Aeronautical University. We offer undergraduate and graduate degree programs in today's most sought-after disciplines. And with our flexible scheduling and learning options, you can complete your degree even while working full time. Call now and make life after the military everything you dreamed it would be.

**1.855.484.0001**  
**WORLDWIDE@ERAU.EDU**  
[worldwide.erau.edu/military](http://worldwide.erau.edu/military)

**EMBRY-RIDDLE**  
Aeronautical University  
WORLDWIDE



Embry-Riddle allows you to apply your military service and credits from other educational institutions toward your degree, when applicable. So whether you're finishing up your bachelor's degree or pursuing your master's, you won't be starting from scratch.



NOW HIRING  
1000 TECHNICIANS

**Supporting  
Global  
Innovation**

**MASTEC NETWORK SOLUTIONS BRINGS EXPERIENCE AND A GLOBAL REACH.** Because we understand that innovation drives our success, our focus has been on staying at the forefront of customized telecommunications infrastructure solutions. With our nationwide reach and resources, MasTec Network Solutions focuses on safety and the training and development of the industry's best in class technicians. We offer incredible career opportunities as well as benefits, incentive plans, and paid time off.

*Tower Technicians | Tower Foreman | Construction Managers | Project Managers*



To learn more about business and career opportunities scan this code or visit [www.mastecnetworksolutions.com](http://www.mastecnetworksolutions.com) or call 866.545.1872.

**MasTec**  
Network Solutions



*"Since the Worldwide Campus is everywhere,  
I could carry what I learned from one assignment  
to another, and I loved that."*

Nestor Bautista - Mayport, FL  
Bachelor of Science in Professional Aeronautics  
Master of Science in Management



SPECIAL SECTION for VETERAN HIRING LEADERS

EDITORIAL themes

2014	
MAY   JUN	Energy & Utilities Education Opportunities
JUL   AUG	Transportation & Logistics Manufacturing
SEP   OCT	Healthcare Retail
NOV   DEC	Law Enforcement IT & Telecom
2015	
JAN   FEB	Defense & Aerospace Financial Services
MAR   APR	Government Franchising

Contact your RecruitMilitary Account Executive about advertising in *Search & Employ*.

DATABASE SNAPSHOT

Database of registered job seekers at [www.recruitmilitary.com](http://www.recruitmilitary.com) on **January 27, 2014**

**601,247** / Registered searchable candidates

RANK

**91.7%** / Enlisted personnel  
**7.4%** / Commissioned Officers  
**0.9%** / Warrant Officers

ETHNICITY

**60.7%** / Caucasian  
**22.7%** / African-American  
**9.6%** / Hispanic  
**2.2%** / Asian  
**1.1%** / Native American  
**3.8%** / Other

GENDER

**83.6%** / Men  
**16.4%** / Women

ACTIVE SECURITY CLEARANCES

**56,128** / Secret  
**3,420** / Top Secret  
**10,391** / Top Secret/SCI *Individual has a Top Secret Clearance and is cleared to access Sensitive Compartmentalized Information (SCI)*  
**116** / L-DOE Clearance granted by the United States Department of Energy  
**174** / Q-DOE Clearance granted by the United States Department of Energy; more difficult to obtain than L-DOE  
**79** / ISSA *Industrial Security Staff Approval*

HIGHEST EDUCATION LEVEL

**22.0%** / High School  
**26.1%** / Beyond High School  
**7.8%** / Professional Certificate  
**13.5%** / Associate's Degree  
**21.5%** / Bachelor's Degree  
**8.8%** / Master's Degree  
**0.4%** / Doctor's Degree

SERVICE BRANCH

**46.1%** / Army  
**21.6%** / Navy  
**16.7%** / Air Force  
**14.4%** / Marines  
**1.2%** / Coast Guard

by PETER GUDMUNDSSON



Navy veteran, is our new national account executive in charge of the Chicagoland area. And Jarod Myers, who served in the Army, is our national account executive overseeing the San Antonio region.

**CHRISTINE RUBLE** is a native of the Cincinnati area. During her tenure in the Air Force, she specialized in logistics and supply. She brings a history of marketing success to her new role, having spent 11 years at Procter and Gamble (P&G). She served as a marketing manager for Trial, Sampling and Marketing Services, a brand operations division of P&G, where she handled strategic sampling models for 150 brands and sub-brands. As a strategic display manager, she also led commercial merchandise planning for the company's Oral Care North America Division.

Ruble offers the best of both worlds. She is an Air Force veteran who has lived the veteran-to-civilian work experience, and she is a P&G-trained marketing professional. We are thrilled to have an executive of Christie's quality and character join our management team.

"I am so excited to be able to join this veteran organization and marry my two worlds of mili-

RecruitMilitary Adds Three Veterans to Staff

**I AM PLEASED** to announce that three outstanding veterans have joined our staff. Christine Ruble, a veteran of the United States Air Force, has joined our management team as director of client marketing. Kevin Schilling, a

Navy veteran, is our new national account executive in charge of the Chicagoland area. And Jarod Myers, who served in the Army, is our national account executive overseeing the San Antonio region.

**CHRISTINE RUBLE** is a native of the Cincinnati area. During her tenure in the Air Force, she specialized in logistics and supply. She brings a history of marketing success to her new role, having spent 11 years at Procter and Gamble (P&G). She served as a marketing manager for Trial, Sampling and Marketing Services, a brand operations division of P&G, where she handled strategic sampling models for 150 brands and sub-brands. As a strategic display manager, she also led commercial merchandise planning for the company's Oral Care North America Division.

Ruble offers the best of both worlds. She is an Air Force veteran who has lived the veteran-to-civilian work experience, and she is a P&G-trained marketing professional. We are thrilled to have an executive of Christie's quality and character join our management team.

by LARRY SLAGEL



and veterans service organizations as well as corporate and government employers.

In our January/February 2014 issue, we reported on post-Expo surveys of employers that exhibited at the first 56 our events in 2013. We asked the employers how many candidate interviews they expected to conduct and the number of job offers they expected to make as a result of exhibiting. The results were outstanding:

- Number of employer booths = 1,963, an average of 351 per event
- Number of interviews expected = 10,268 to

tary and marketing," she said. "I am very passionate about the mission of giving veterans opportunities to find jobs, and even more passionate about showing our clients why veterans are a huge asset to any company. My focus will be on highlighting the value of veterans to clients across all of our product lines."

**KEVIN SCHILLING** hails from Vernon Hills, Illinois, and currently resides in the Lakeview/Wrigleyville area of Chicago. He attended Illinois State University, and served in the Navy from 1995 to 1999. He was a Petty Officer-Operations Specialist 2nd Class, and was stationed at Great Lakes Naval Training Center.

Schilling is a seasoned executive, with a strong business-to-business background, and brings more than five years of sales and management experience to RecruitMilitary. He has worked previously with Sprint, Groupon, AvePoint, Inc., and Directions Training; and has worked in the IT, wireless, and advertising industries.

He knows firsthand that teamwork, drive and ability are what makes organizations excel; these are the attributes of high-quality veteran job candidates. Chicago is home to many of the largest, most dynamic, and creative organizations in the country. Leaders of these companies know that they will succeed only with the type of high-quality human talent found among our veterans.

"I am beyond thrilled and excited to come onboard with such an amazing organization and team. I'm looking forward to making a big difference and positively impacting our fellow vets," Schilling said.

**JAROD MYERS** comes from Fort Wayne, Indiana, and currently resides in San Antonio. He

holds a bachelor of science degree in applied management, and served in the Army from 2002 to 2005 as an infantryman and medical support technician. Myers deployed to Iraq in support of Operation Iraqi Freedom and was also stationed at Schofield Barracks, Hawaii.

He is a combat Iraq veteran with a passion for helping organizations succeed by attracting, appreciating, and retaining high-quality veteran talent. He has the drive and intellect to have a large impact in Texas and beyond. RecruitMilitary is interested in the central and south Texas region because of the business growth in the area, and the great support that Texans have for veterans and military.

Myers brings to his new role a history of building relationships in the veteran niche. He served as a veteran constituent liaison for Congressman John Carter (R-TX31), and held a management role at the TexVet Initiative. Myers is also the founder and president of Centurion Military Alliance (Texas), and has served as a regional manager at Bluebonnet Trails Healthcare Center, where he identified and directed advocacy opportunities for veterans.

"I am genuinely excited to represent a company that has led the way for years in developing and providing industry-leading solutions for both companies with a vested interest in hiring veterans, and veterans seeking employment," he said.

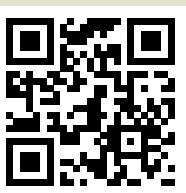
*Peter Gudmundsson is CEO and president of RecruitMilitary and a former officer in the United States Marine Corps. He is available at [peter@recruitmilitary.com](mailto:peter@recruitmilitary.com).*



JAROD MYERS



KEVIN SCHILLING



■ EXPO INFO ■

tainment events since 2006. By the end of 2014, we will have produced more than 550 events in over 50 cities. We have scheduled 67 events for 2014.

Selected events are designated Hiring Our Heroes/RecruitMilitary Veteran Opportunity Expos. We produce these events in collaboration with the U.S. Chamber of Commerce. They will be part of the Chamber's Hiring Our Heroes veteran hiring career fair initiative, which was launched in March 2011.

If you are a recruiter for an employer and you like the look of our numbers, contact me at [larry@recruitmilitary.com](mailto:larry@recruitmilitary.com). For details and rates, visit <http://recruitmilitary.com/employers/job-fairs>.

*Larry Slagel is senior vice president of sales at RecruitMilitary and a former captain in the United States Marine Corps.*

SPECIAL SECTION for VETERAN HIRING LEADERS

by JOHN LUNDBERG



Statistics (BLS), a part of the United States Department of Commerce. On January 8, 2014, the BLS published the 2014-15 *Handbook*, and we have updated the tables accordingly.

Veterans offer civilian employers a wide variety of skill sets that they acquired while in the service. In many cases, the skills are immediately applicable in the workplace. In other cases, the employers need to provide job-specific training — but the veterans' skill levels are already so high that they absorb the training quickly.

The overwhelming majority of active-duty personnel work in military employment categories that have easily recognized civilian counterparts, ranging from "Engineering, Science, and Technical" and "Machine Operator and Production" to "Transportation and Material Handling" and "Executive, Administrative, and Managerial."

Why Hire Veterans?



AN UPDATE ON MILITARY SKILL SETS

In our July/August 2012 issue, I presented two tables on military skill sets, based on data in the *2012-13 Occupational Outlook Handbook*. The *Handbook* is published by the Bureau of Labor

Statistics (BLS), a part of the United States Department of Commerce. On January 8, 2014, the BLS published the 2014-15 *Handbook*, and we have updated the tables accordingly.

Veterans offer civilian employers a wide variety of skill sets that they acquired while in the service. In many cases, the skills are immediately applicable in the workplace. In other cases, the employers need to provide job-specific training — but the veterans' skill levels are already so high that they absorb the training quickly.

The overwhelming majority of active-duty personnel work in military employment categories that have easily recognized civilian counterparts, ranging from "Engineering, Science, and Technical" and "Machine Operator and Production" to "Transportation and Material Handling" and "Executive, Administrative, and Managerial."

Law-enforcement agencies are eager to hire veterans who had a "Combat Specialty" — often referred to as "Combat Arms." And employers in a wide variety of industries value combat arms veterans for their leadership and decision-making skills.

In our tables, the figures following the names of the categories represent the numbers of personnel engaged in those occupations in June 2013. The source of the figures is the Defense Manpower Data Center of the United States Department of Defense (DoD). The originals of the tables are in the "Military" chapter of the *Handbook*, at <http://www.bls.gov/ooh/military/military-careers.htm>.

Enlisted personnel serve in ranks through the highest sergeant levels in the Army, Air

Force, and Marine Corps; and in rates through the highest petty officer levels in the Navy and Coast Guard. Commissioned officers serve in ranks from second lieutenant through the highest levels of general in the Army, Air Force, and Marine Corps; and from ensign through the highest admiral ranks in the Navy and Coast Guard. Ranked between enlisted personnel and commissioned officers in the Army, Navy, Marine Corps, and Coast Guard are specialists known as warrant officers.

*John Lundberg is director of event operations and logistics at RecruitMilitary and a former gunnery sergeant in the United States Marine Corps. He is available at [john.lundberg@recruitmilitary.com](mailto:john.lundberg@recruitmilitary.com).*

OCCUPATIONS OF ACTIVE-DUTY ENLISTED PERSONNEL

	Army	Navy	Air Force	Marines	Coast Guard	TOTAL
Administrative	6,042	19,147	14,946	12,268	1,546	<b>53,949</b>
Combat Specialty	122,254	8,219	581	43,707	636	<b>175,397</b>
Construction	18,144	4,410	5,647	6,102	—	<b>34,303</b>
Electronic and Electrical Equip. Repair	35,203	46,387	32,359	17,561	4,633	<b>136,143</b>
Engineering, Science, and Technical	44,873	38,923	49,557	28,472	1,272	<b>163,097</b>
Health Care	32,199	26,253	16,638	—	730	<b>75,820</b>
Human Resource Development	16,608	3,956	8,292	2,284	1	<b>31,141</b>
Machine Operator and Production	4,615	8,353	6,609	2,711	1,886	<b>24,174</b>
Media and Public Affairs	7,643	1,882	6,870	2,561	141	<b>19,097</b>
Protective Service	25,167	11,378	35,695	6,359	2,828	<b>81,427</b>
Support Service	11,086	7,901	5,744	2,441	1,239	<b>28,411</b>
Transportation and Material Handling	53,833	37,246	31,935	24,396	10,284	<b>157,694</b>
Vehicle and Machinery Mechanic	49,237	46,551	44,634	21,806	5,641	<b>167,869</b>
Non-occupation or unspecified coded	2,984	2,966	4,722	2,100	1,531	<b>14,303</b>
<b>TOTAL</b>	<b>429,888</b>	<b>263,572</b>	<b>264,229</b>	<b>172,768</b>	<b>32,368</b>	<b>1,162,82</b>

OCCUPATIONS OF ACTIVE-DUTY OFFICERS

	Army	Navy	Air Force	Marines	Coast Guard	TOTAL
Combat Specialty	23,312	5,845	3,870	4,649	—	<b>37,676</b>
Engineering, Science, and Technical	25,343	9,720	16,238	4,375	—	<b>55,676</b>
Executive, Administrative, and Managerial	14,716	6,942	7,275	3,025	—	<b>31,958</b>
Health Care	12,192	6,382	9,286	—	—	<b>27,860</b>
Human Resource Development	3,172	3,189	1,940	271	—	<b>8,572</b>
Media and Public Affairs	388	256	327	206	—	<b>1,177</b>
Protective Service	3,145	991	1,146	414	—	<b>5,696</b>
Support Service	1,782	939	716	41	—	<b>3,478</b>
Transportation	13,055	11,025	19,782	6,484	—	<b>50,346</b>
Non-occupation or unspecified coded	2,686	8,967	4,523	2,575	—	<b>18,751</b>
<b>TOTAL</b>	<b>99,791</b>	<b>54,256</b>	<b>65,103</b>	<b>22,040</b>	<b>8,659</b>	<b>249,849</b>

RecruitMilitary

Wins Its Second WEDDLE's Award

by MIKE ROLLINS



**WITH MORE THAN** 100,000 employment sites on the Internet, its users have spoken. RecruitMilitary has been named a winner of the 2014 WEDDLE's User's Choice Awards for the second consecutive year. RecruitMilitary is laser-focused on the needs of all our users — veteran candidates and client employers alike. It

is reassuring that our efforts are formally recognized through this award.

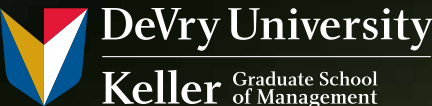
These awards are the only accolades in the on-line employment services industry in which actual users pick the winners. Each year, employers, recruiters, and job seekers are invited to cast their ballots on Weddles.com. The top 30 sites then earn User's Choice Award designation.

This is the tenth year anniversary of the awards. Winners will be included in WEDDLE's "Best Practices" training provided to recruiters and HR professionals.

WEDDLE's is a research, publishing, and consulting firm dedicated to helping individuals and organizations maximize their employment success. Since 1996, WEDDLE's has conducted surveys of recruiters and job seekers and of websites providing employment-related products and services online. The company's research has been cited in such publications as *The Wall Street Journal*, *The New York Times*, *Money*, *Fortune*, and *Inc.* magazine.

Peter Weddle, chief executive officer of WEDDLE's, LLC, noted, "We all work in a highly competitive industry in which many organizations claim to be the best in the business. The WEDDLE's User's Choice Awards are proof positive that an organization is, in fact, among the elite in its field." ♦

*Mike Rollins is vice president of sales at RecruitMilitary and a veteran of the United States Navy. He is available at [mike.rollins@recruitmilitary.com](mailto:mike.rollins@recruitmilitary.com).*



WITH YOU  
every step of the way

We are dedicated to encouraging, mentoring and championing our veteran and military students from enrollment through graduation and beyond.

- YEAR-ROUND CLASSES WHEN AND WHERE YOU WANT IT
- SPECIAL MILITARY PRICING
- CAREER SERVICES

[lp.keller.devry.edu/search1c](http://lp.keller.devry.edu/search1c) | 877.894.6388

Keller Center for Corporate Learning of DeVry University Military Affairs

In New York State, DeVry University operates as DeVry College of New York. DeVry University is accredited by The Higher Learning Commission of the North Central Association of Colleges and Schools, [www.ncahlc.org](http://www.ncahlc.org). Keller Graduate School of Management is included in this accreditation. DeVry is certified to operate by the State Council of Higher Education for Virginia. DeVry University is authorized for operation by the THEC. [www.state.tx.us/thec](http://www.state.tx.us/thec). Nashville Campus — 3343 Perimeter Hill Dr., Nashville, TN 37211. Licensed by the Mississippi Commission on Proprietary School and College Registration, Certification No. C-498. AC0060. Program availability varies by location. ©2013 DeVry Educational Development Corp. All rights reserved.





Thank you for your service!



### HIRING HEROES NATIONWIDE

GEO offers challenging and rewarding career opportunities individuals who are:

- Transitioning from military to civilian life
- Veterans or prior military service members
- Members of the National Guard or Reserve



866.301.4436, EXT 5863 | [www.geogroup.com/hiringheroes](http://www.geogroup.com/hiringheroes) | [www.jobs.geogroup.com](http://www.jobs.geogroup.com)  
Equal Opportunity Employer



**TRAIN TO BE A COMMERCIAL  
DIVER OR NON-DESTRUCTIVE  
TESTING TECHNICIAN IN  
LESS THAN EIGHT MONTHS**



**VETERANS HAVE CHOSEN THE OCEAN  
CORPORATION FOR OVER 41 YEARS**



Have questions or want more information? Send us an email at [military@oceancorp.com](mailto:military@oceancorp.com)

**The Ocean Corporation**  
800.321.0298  
[OceanCorp.com](http://OceanCorp.com)  
10840 Rockley Road  
Houston, Texas 77099

Hands-on Training  
Diving and Non-diving Career Options Available  
Job Placement Assistance  
New Classes Begin Every Five Weeks  
Financial Aid is available for those who qualify  
Approved and Regulated by Texas Workforce Commission  
Accredited by Accrediting Commission of Career Schools & Colleges

#### SEARCH & EMPLOY® ADVERTISERS INDEX

↓ PAGE	↓ ADVERTISER	↓ LINK
43	Adobe Systems Incorporated	<a href="http://www.adobe.com/careers">www.adobe.com/careers</a>
36	AdvancePierre Foods	<a href="http://www.advancepierre.com">www.advancepierre.com</a>
Inside Front Cover	Air National Guard	<a href="http://GoANG.com/employ">http://GoANG.com/employ</a>
20	Alcoa, Inc.	<a href="http://www.alcoa.com/careers">www.alcoa.com/careers</a>
26	Amtrak	<a href="http://www.Amtrak.com/veterancareers">www.Amtrak.com/veterancareers</a>
31	AMVETS	<a href="http://www.amvets.org/CareerCenter/">www.amvets.org/CareerCenter/</a>
11	API Group Inc.	<a href="http://www.apigroupinc.com">www.apigroupinc.com</a>
14	Archer-Daniels-Midland Company	<a href="http://www.adm.com/militaryrecruiting">www.adm.com/militaryrecruiting</a>
35	Areva Inc.	<a href="http://www.careers.areva.com">www.careers.areva.com</a>
22	AutoNation	<a href="http://jobs.autonation.com/">http://jobs.autonation.com/</a>
42	Best In Class Education	<a href="http://bestinclasseducation.com/">http://bestinclasseducation.com/</a>
Outside Back Cover	BNSF Railway	<a href="http://www.bnsf.com/careers/military">www.bnsf.com/careers/military</a>
18	C.R. England, Inc.	<a href="http://www.crengland.com/vets">www.crengland.com/vets</a>
23	Cape Air	<a href="http://www.capeair.com/jobs">www.capeair.com/jobs</a>
34	Capital One	<a href="http://www.capitalonemilitary.com">www.capitalonemilitary.com</a>
16	CDA Technical Institute	<a href="http://www.cda.edu">www.cda.edu</a>
8	Clay Cooley Automotive Group	<a href="http://www.ComeSeeClay.com">www.ComeSeeClay.com</a>
39	Comcar Industries	<a href="http://joincomcar.com/military">http://joincomcar.com/military</a>
5	DeVry University	<a href="http://lp.keller.devry.edu/search1b">http://lp.keller.devry.edu/search1b</a>
47	DeVry University	<a href="http://lp.keller.devry.edu/search1c">http://lp.keller.devry.edu/search1c</a>
10	Duke Eye Center's Ophthalmic Technician Training Program	<a href="http://tinyurl.com/DukeOptech">http://tinyurl.com/DukeOptech</a>
15	Eaton Corporation	<a href="http://www.eaton.com/MilitaryCareers">www.eaton.com/MilitaryCareers</a>
45	Embry-Riddle Aeronautical University	<a href="http://worldwide.erau.edu/military/">http://worldwide.erau.edu/military/</a>
28	Enterprise Products	<a href="http://careers.enterpriseproducts.com">http://careers.enterpriseproducts.com</a>
3	Florida Army National Guard	<a href="http://www.nationalguard.com/">www.nationalguard.com/</a>
21	Florida Hospital Waterman	<a href="http://www.fhwat.org/">www.fhwat.org/</a>
32	GE Oil & Gas	<a href="http://www.ge.com/veterans">www.ge.com/veterans</a>
27	General Electric	<a href="http://www.ge.com/veterans">www.ge.com/veterans</a>
4	Georgia College of Construction	<a href="http://www.georgiacc.com/">www.georgiacc.com/</a>
33	Goodyear Tire & Rubber	<a href="http://www.goodyear.com/careers/">www.goodyear.com/careers/</a>
23	Groendyke Transport, Inc.	<a href="http://www.groendyke.com">www.groendyke.com</a>
9	H&E Equipment Services, Inc.	<a href="https://hehiring.com/">https://hehiring.com/</a>
5	Keller Center for Corporate Learning	<a href="http://lp.keller.devry.edu/search1b">http://lp.keller.devry.edu/search1b</a>
34	Lowe's	<a href="http://Lowe's.com/Careers">http://Lowe's.com/Careers</a>
44	Mastec Network Solutions	<a href="http://www.mastecnetworksolutions.com/">www.mastecnetworksolutions.com/</a>
12	McDonald's Corporation	<a href="http://www.mcdonalds.com/veterans">www.mcdonalds.com/veterans</a>
17	Military Sealift Command	<a href="http://www.sealiftcommand.com">www.sealiftcommand.com</a>
41	NetVersant Solutions, LLC	<a href="http://www.netversant.com/content/careers">www.netversant.com/content/careers</a>
3	9Round Fitness Franchise	<a href="http://www.9round.com/">www.9round.com/</a>
4	Northern California College of Construction	<a href="http://www.ccc-north.com">www.ccc-north.com</a>
4	Oklahoma College of Construction	<a href="http://www.ok-cc.com">www.ok-cc.com</a>
38	Petro Truck Stops	<a href="http://www.petrotruckstops.com">www.petrotruckstops.com</a>
44	PlaneTechs LLC	<a href="http://www.planetechs.com/apply">www.planetechs.com/apply</a>
42	Prime, Inc.	<a href="http://Driveforprime.com">http://Driveforprime.com</a>
19	Prudential Financial	<a href="http://jobs.prudential.com">http://jobs.prudential.com</a>
13	Quest Diagnostics	<a href="http://www.questdiagnostics.com/home/about/careers">www.questdiagnostics.com/home/about/careers</a>
25	RecruitMilitary Job Board	<a href="http://recruitmilitary.com">http://recruitmilitary.com</a>
33	RecruitMilitary Resume Writing	<a href="https://recruitmilitary.com/resume-writing">https://recruitmilitary.com/resume-writing</a>
36	Republic Services	<a href="http://www.RepublicServices.com/careers">www.RepublicServices.com/careers</a>
30	Risk Management Solutions, Inc.	<a href="http://www.rms.com/careers">www.rms.com/careers</a>
21	Ross Stores, Inc.	<a href="http://rossstores.com/careers">http://rossstores.com/careers</a>
6 - 7	Schlumberger	<a href="http://careers.slb.com/">http://careers.slb.com/</a>
Cover, 24-25	Snap-On Tools	<a href="http://www.snaponfranchise.com">www.snaponfranchise.com</a>
40	St. Jude Children's Research Hospital	<a href="http://www.stjude.org/jobs">www.stjude.org/jobs</a>
38	T A Travel Centers of America	<a href="http://www.tatravelcenters.com">www.tatravelcenters.com</a>
13	Texas A&M Engineering Extension Service	<a href="http://teex.org/va">http://teex.org/va</a>
22	Texas Instruments	<a href="http://careers.ti.com/">http://careers.ti.com/</a>
37	The Art Institutes	<a href="http://artinstitutes.edu/">http://artinstitutes.edu/</a>
48	The GEO Group, Inc.	<a href="http://www.geogroup.com/hiringheroes">www.geogroup.com/hiringheroes</a>
Inside Back Cover	The Home Depot	<a href="http://work4homedepot.com/searchandemploy">http://work4homedepot.com/searchandemploy</a>
48	The Ocean Corporation	<a href="http://www.oceancorp.com">www.oceancorp.com</a>
38	Transocean Offshore Deepwater Drilling	<a href="http://deepwater.com/careers">http://deepwater.com/careers</a>
35	TTX Company	<a href="http://www.ttx.com">www.ttx.com</a>
29	USAA	<a href="http://usaa.com/recruitmilitarycc">http://usaa.com/recruitmilitarycc</a>
33	UTC Aerospace Systems	<a href="http://www.utcaerospacesystemscareers.com">www.utcaerospacesystemscareers.com</a>
18	UXO Global	<a href="http://www.uxoglobal.com">www.uxoglobal.com</a>
10	West Virginia Army National Guard	<a href="http://www.wv.ngb.army.mil/">www.wv.ngb.army.mil/</a>

WWW.RECRUITMILITARY.COM

PASSION

All you do, helps them do more.



Do you enjoy a fast-paced environment where you can help people every day? Are you a problem solver who puts the customer's needs first? If so, then you'll find the perfect fit at The Home Depot.

**Now Hiring:**  
**Part-Time Sales/Customer Service Associates**  
**General Warehouse Associates**  
**Outside Sales Consultants**

To apply, visit  
**[work4homedepot.com/searchandemploy](http://work4homedepot.com/searchandemploy)**

Variety of Benefits options / 401(k) / Performance Bonuses

The Home Depot is an Equal Opportunity Employer. Bilingual candidates are encouraged to apply. Available positions may vary by location.

Search: Home Depot Careers







# CLIMB ABOARD!

Your future is ahead

## BNSF Railway is now hiring.

For details visit [bnsf.com/careers](https://www.bnsf.com/careers)

BNSF Railway is one of North America's leading freight transportation companies operating on 32,500 route miles of track in 28 states and two Canadian provinces. BNSF is one of the top transporters of consumer goods, grain, industrial goods and low-sulfur coal that help feed, clothe, supply, and power American homes and businesses every day. BNSF and its employees have developed one of the most technologically advanced and efficient railroads in the industry. And we are working continuously to improve the value of the safety, service, energy, and environmental benefits we provide to our customers and the communities we serve. You can learn more about BNSF at [www.bnsf.com/careers/military](https://www.bnsf.com/careers/military).



Applicants must be at least 18 years of age and pass a drug screen and successful background check as conditions of employment. BNSF is an EEO/AA/M/W/D/V Employer. We welcome and encourage diversity in our workplace.