

search & EMPLOY[®]

MAY + JUNE 2016 VOLUME IX ■ ISSUE 3

Educational Opportunities

Opportunities in Franchising



GARDNER-WEBB
UNIVERSITY

Corie Weathers
Gardner-Webb alumna
and military spouse

Gardner-Webb University: Recognizing and Supporting Veterans

BE YOUR OWN BOSS.

GO TO **www.JDOG.com** TODAY!

AMERICAN OWNED.
VETERAN OPERATED.



Start here now!

YOUR CHECKLIST FOR FINDING A CIVILIAN JOB



Register in our database

- www.recruitmilitary.com
- 155,000+ job postings from 4,900+ employers
- Get invitations to job fairs near you
- Get job alerts matching your experience
- Get our monthly email jobs newsletter, *The VetTen*



Attend our all-veteran job fairs

- <https://events.recruitmilitary.com>
- 106 events in 2016, 106 events in 2017; schedule in this magazine
- Recruiters from employers, franchisors, schools
- Great venues - stadiums, arenas, speedways
- Post-event surveys show 56%+ of job seekers expect to get interviews as a result of attending
- Read "Job Fair Tips - and a Great New App" in this magazine

Read this magazine



- Articles about successful veterans in Corporate America
- Directories of employers, franchisors, and schools that actively recruit veterans
- Research guides to industries and occupations
- Digital replicas and PDF's of this issue and back issues accessible from <https://recruitmilitary.com/resources/search-employ>
- Read "Surf Your Way to a Job with Digital Search & Employ®" in this magazine

Participate in our webinars



- Register via links on our Facebook and LinkedIn pages
- Past webinars are viewable on YouTube
- Read "How to Work a RecruitMilitary Webinar" in this magazine

Access our job search resources



- Register in our database, then access <https://recruitmilitary.com/job-seekers/resources/job-search>
- Subjects include job search, getting started, job-search process, job fairs, education, franchising, and career advice
- Read "Get Great Job Leads with Our Free Registration and Job Search" in this magazine



Brush up your resume

- Help at <https://recruitmilitary.com/job-seekers/solutions>
- Webinar at <http://rmvets.com/6ResumeTips>



Follow us on Facebook

- www.facebook.com/recruitmilitary
- 87,000+ people like our page
- 500,000 unique visitors weekly
- 10,000-15,000 unique visitors interact with us weekly



Tweet along with us

- 9,000+ followers at @RecruitMilitary



Join us on LinkedIn


- Get news, insights, and opportunities at www.linkedin.com/company/recruitmilitary
- Network with us at www.linkedin.com/groups/RecruitMilitary-2979225
- 14,000+ people follow our company page
- 3,100+ people belong to our groups



View our pics on Instagram

- Visit us at @Recruit_Military





LET PEOPLE KNOW
YOUR WORTH
PATTERSON-UTI
DRILLING COMPANY LLC
Page 38

PHOTO COURTESY OF PATTERSON-UTI

GREGORY BLACK

Contents ▼ MAY + JUNE 2016 VOLUME IX ISSUE 3

2 / PUBLISHER'S NOTE

4 / GIVING BACK AND PROVIDING OPPORTUNITIES TO MILITARY VETERANS

Farmers Insurance

6 / SURF YOUR WAY TO A JOB WITH DIGITAL SEARCH & EMPLOY®

10 / 111 EDUCATIONAL INSTITUTIONS THAT ARE ACTIVELY RECRUITING VETERANS

14 / RECOGNIZING AND SUPPORTING VETERANS

Gardner-Webb University

16 / JOB FAIR TIPS - AND A GREAT NEW APP

17 / OPPORTUNITY EXPO CALENDAR

18 / GET GREAT JOB LEADS WITH OUR FREE REGISTRATION AND JOB SEARCH

20 / NEVER STOP LEARNING: AN EDUCATION CAN PAY DIVIDENDS FOR A LIFETIME

Education Opportunities

22 / FRANCHISING: LOOKING GOOD FOR 2016

Franchising Opportunities

24 / HOW TO WORK A RECRUITMILITARY WEBINAR

26 / FIVE REASONS TO CONSIDER FRANCHISING

30 / WHAT DO YOU VALUE?

32 / ELEVATED BY EDUCATION

36 / FROM GARAGE BAND TO GOVERNMENT CONTRACTING

40 / CONSIDER RELOCATION DETAILS - IN ADVANCE

42 / FROM THE NAVY TO SHOWBIZ

New York Film Academy

44 / FROM THE MARINES TO DIESEL SCHOOL - TWICE

Rosedale Technical College

45 / A FUTURE IN PROJECT MANAGEMENT

Vets2PM

48 / SEIZING THE OPPORTUNITY

Union Institute & University

49 / SEVEN TIPS FROM A RECRUITER

50 / SUCCESS WILL FOLLOW

Dream Vacations

51 / CHECK OUT THESE 20 FRANCHISE COMPANIES

52 / YOUR RESEARCH GUIDE TO FRANCHISE OWNERSHIP

54 / INSIDE INFORMATION FOR VETERAN HIRING INSIDERS

- Meet Our New Colleagues
 - Chris Cravens
 - Gregory Royse
 - Robert Dutton
 - Joe Bertagna
 - DJ Turner

- The Surveys Say:
Our Career Fairs
are Breaking Records!

- Need Construction Candidates?
We've Got 'Em!

56 / ADVERTISERS INDEX

A note from Peter

by PETER GUDMUNDSSON



Most men and women who are transitioning from the military feel some anxiety regarding whether civilian employers will value their skills and abilities. Veterans – and we at RecruitMilitary – know they are capable, but veterans are not sure that the people who would sign their pay checks in the civilian world have the same confidence.

Self-employment clearly is not for everyone, but becoming your own employer is one way to satisfy a concern that your employer will not understand you. The one certain way to ensure that you will be treated as you would wish to is to become your own employer. And one road to self-reliance and entrepreneurship is franchise ownership – one of the two themes of this issue of *Search & Employ*®.

IS FRANCHISING RIGHT FOR YOU?

Franchise ownership calls for a major investment of time – and, in many cases, a substantial investment of dollars. So you should definitely look before you leap. And one ingredient of the franchise recipe that deserves a long, cold look is the guy or gal in the mirror. Doubling back on the previous paragraph, be sure you understand yourself. All veterans seek some combination of four factors in their civilian careers: money, mission, mentorship, and career momentum. Reflect on that statement as you consider franchise ownership.

This magazine has done its part to help transitioning and veteran military understand the franchise business:

- Opportunities in Franchising is an issue theme every year.
- Beginning with our March-April 2014 issue, we have published a series of articles on veterans and franchising by David E. Omholt, a franchise advisor with Veteran Franchise Centers, a RecruitMilitary strategic partner.
- Before that, we published a six-part series by Dina Dwyer-Owens, chairwoman and CEO of The Dwyer Group, Inc., a holding company of 11 service-based franchise organizations.

If you would like to read articles that appeared in past issues of *Search & Employ*®, please visit <https://recruitmilitary.com/resources/search-employ>.

THINKING ABOUT EDUCATION

The other theme of this issue is Educational Opportunities, and everyone knows that education can be a key to advancement in all walks of life. An education that fits your goals, abilities, and priorities can be just what you need.

As a consumer of education, however, you must be savvy. You must understand the brand, experience, knowledge, and certification that come with any investment of time and money in education.

■ **Brand.** When you obtain a degree or certification from a given institution, you acquire the brand of that institution. In other words, people begin to associate you closely with the institution – and that association can last throughout your working life and into retirement.

In many cases, which brand you carry does not make much difference, as long as the institution has a reputation for delivering quality education and/or training. But in other cases, like it or not, brand can make a great deal of difference.

In the latter cases, I would advise veterans to use brand as a tie-breaker or virtual tie-breaker when choosing an institution to attend. So, for example, given a choice between getting an HVAC certification by training at ABC Technical Institute, which is a little less expensive and a little closer to home, or at XYZ Training, which is widely known to have harder entrance requirements and tougher exams, you might want to tilt toward XYZ.

■ **Experience.** Education is not just about attending classes, studying, and passing tests. Also to be considered are engaging in extracurricular activities, meeting interesting classmates and faculty members, enjoying on-campus events, and pacing your education in a manner that is comfortable for you.

But to be clear: If you really need to complete the next phase of your education post haste – if you really need to work and study long hours and simply pound your way through without looking up from the grindstone – and if you truly do not care about these other experiences – and you can do it – go for it, and I wish you the best. Otherwise, a couple sessions with a student advisor is probably in order. There may be ways to stretch out the process that have not occurred to you.

■ **Knowledge.** Related to the breadth of experience discussed

above is the breadth of the knowledge that you will acquire. In my view, even veterans who are interested in a strictly job-related education or course of training ought to reflect on whether certain other knowledge may turn out to be job-related in the long run.

My own undergraduate major, history, is a case in point. Certainly, studying history provides all sorts of topics for conversations outside of work, and it is fun to think about people and events of bygone days. In addition, history provides a firm foundation for advanced studies in economics, law, political science, etc. But the historical record also provides a ton of case studies on human behavior; and, needless to say, most work involves interactions with individuals and groups of people.

■ **Certification.** When you conclude your education or training – or pass an exam conducted by an outside agency such as a trade union or a state board – you will walk away with “the paper.” What kind of paper to chase – degree, diploma, certificate, etc. – and how much of it to chase is up to you. Consider the following:

- How would your education/training enhance your earning power?
- Do you need to have “the paper” to practice the profession or trade that interests you?
- Are you sure you have a strong aptitude for the subject matter/work?
- Would your studies be something more to be endured than to be enjoyed?
- Would you enjoy studying the subject matter after obtaining enough certification to begin work? Or would you rather get to work right away?
- Can you manage extensive study without running up an unacceptable amount of debt?

■ **Reality check.** The final decision will be yours, of course. But, after coming to tentative conclusions regarding the branding, experience, knowledge, and certification aspects of various educational options, get some outside advice. Ask family members, friends, and others you respect for their input.

Their responses might be an educational experience. Best wishes, and thank you for serving our country.

Peter A. Gudmundsson
CEO and president, RecruitMilitary
peter@recruitmilitary.com

★ ABOUT ★

RECRUIT MILITARY®

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 840,000 registered job seekers at www.recruitmilitary.com, email a monthly jobs newsletter called *The VetTien*, maintain a website that carries links to employers' sites and careers pages, and conduct direct recruiting.

All of RecruitMilitary's senior 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) is a non-profit organization whose mission is “to drive up employ-

ment for people with disabilities, including veterans.”

In 2013, RecruitMilitary's website won a User's Choice Award from Weddle's (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. In 2014, Mashable named RecruitMilitary to the “Sweet Sixteen” in its Most Social Small Business Contest. Mashable (<http://mashable.com>) is an independent online news site dedicated to covering digital culture, social media, and technology.

In 2014, the online publication *Small Business Trends* (www.smallbiztrends.com) named RecruitMilitary one of “30 Businesses that Are Rocking Social Media.” The publication selected our weekly Facebook feature “Find a Job Friday” for its approach to connecting veterans with jobs in real time.

The Society for Human Resource Management (SHRM) has designated RecruitMilitary as a Preferred Provider of Professional Development Credits (PDC's). RecruitMilitary holds a General Services Administration (GSA) contract in the category of Human Resource Services. The GSA is an independent agency of the United States government.

RecruitMilitary is a member of the International Association of Employment Web Sites, and is accredited by the Better Business Bureau. Company headquarters are in Loveland, Ohio (Greater Cincinnati).

search
& EMPLOY®

ASSOCIATE EDITOR AND PRODUCTION / CIRCULATION MANAGER

Elizabeth Stetler / estetler@recruitmilitary.com

RECRUITMILITARY STAFF WRITER

Katie Becker / katie@recruitmilitary.com

ART DIRECTOR

Erick Cadua / advertising@recruitmilitary.com

PUBLISHER

Peter Gudmundsson / peter@recruitmilitary.com

SR VP, SALES

Larry Siagel / larry@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 45,000. Corie Weathers cover photo courtesy of Gardner-Webb University. Background stock illustration © Can Stock Photo Inc. / chainatp.



START A CLEANING BUSINESS!

Franchised Business Opportunities available nationwide.

✓ AFFORDABLE.

Financing options available.

✓ STRUCTURED.

Turn-key with processes in place.

✓ SUPPORTIVE.

Training and on-going support.

As a Military-Friendly Franchise,
Coverall offers Veterans a Discount.*

Learn More!

www.coverall.com

800.537.3371

*"After 15 years in business,
my wife and I look back on the
moment we realized we could
do this and laugh to ourselves –
we did it!"*

Martel Brown
United States Army Veteran
Coverall Franchised Business Owner
(not pictured in advertisement)



© 2016 Coverall North America, Inc. This offer is made by prospectus only. See Franchise Disclosure Document for details.

*Discount offered may not be available in all locations and may vary depending on where you purchase your Coverall Franchised Business. See the Franchise Disclosure Document for details.

Helping communities and individuals in need is an important part of what makes Farmers Insurance a unique organization. Whether it's in their capacity as dedicated insurance professionals helping customers with their individual claims or helping entire communities recover from devastation after a tornado or a hurricane, helping and pitching in to provide assistance is part of the spirit of Farmers®.



GIVING BACK AND PROVIDING OPPORTUNITIES TO MILITARY VETERANS

... part of what makes Farmers Insurance® and its agents truly unique



In addition to their professional commitment to customers, agents and employees at Farmers regularly provide thousands of hours of volunteer assistance to community-based organizations across the country and help raise countless funds and in-kind donations to help local groups continue their important work.

In 2014, Farmers signed an agreement with Employer Support of the Guard and Reserve (ESGR), an office of the United States Department of Defense, further increasing the importance of Farmers' commitment to members of the military and those veterans recently transitioned to civilian life. Adding to the corporate commitment to our nation's military veterans, thousands of Farmers agents in communities throughout the country have also joined the company's efforts, and have some-

times even developed their own initiatives.

A Farmers agent in Northridge, California, serves as just one example of how local agents have developed initiatives to help America's military heroes in need.

Local agent Pat Lufrano symbolizes the national effort

A Farmers agent in Southern California since 2005, Patrick Lufrano typifies how agents have taken up the mantle to do their share to aid families, especially those with a military connection.

"For as long as I've been in business, I've wanted to help as many people as I can – professionally by helping customers become smarter about their insurance options as a Farmers agent, and personally by finding ways



GABRIELLA RODRIGUEZ



PATRICK LUFRANO

to contribute through my philanthropic efforts,” said Lufrano. “In particular, I want to give back to our nation’s military veterans and their families.”

For Lufrano, this meant starting his own non-profit organization, Fighting for Families, Inc., whose mission is to provide support for local veterans and their families.

“I started the Fighting for Families charity to have a local impact on our community and its veterans,” he explained. “All the funds that are raised are donated to a disabled local veteran or family of a local veteran whose life was taken in the line of duty.” He has organized an annual golf tournament to help raise funds to help local military families.

Donating a car and providing financial support

Just before Christmas in 2015, the Fighting for Families organization and Farmers Insurance identified a local veteran, Gabriella Rodriguez, to receive a donated car and cash support. Rodriguez, an Army veteran who served in Afghanistan, lost her husband in 2013. He was killed while serving a tour of duty in Afghanistan, and she was left to prepare for his funeral while also awaiting the birth of their only child.

The financial stress of losing her husband and raising a child alone prevented her from maintaining a properly functioning vehicle that would permit her to commute to work and run the errands

required to raise a young infant. Soon, her existing car gave out, impacting her ability to maintain stable employment.

Upon hearing her story, Lufrano and the Farmers organization worked with the insurer’s Rides for Hope program to secure a refurbished car for her. Additionally, Lufrano’s Fighting for Families charity group presented her with a check for \$25,000 to help her get back on her feet.

“Helping veterans like Gabriella is what our Fighting for Families group is all about,” said Lufrano. “Working with other companies and individuals committed to helping veterans is both very gratifying and inspiring to me. The hard work of fundraising that we do is very much worth it when we see the difference we are making in the lives of the military families we touch.”

For his efforts on behalf of veterans, Lufrano was honored by the Los Angeles City Council; several councilmembers thanked him for his commitment to America’s heroes.

“Being recognized by the Los Angeles City Council is a real honor for me, but it’s the military veterans who have served that deserve the recognition,” said Lufrano. “I look forward to continuing to help military veterans, as well as individuals and families in the Greater Los Angeles area to ensure they are taken care of.”

The Farmers commitment: A year-round effort

Whether it’s signing an agreement with

the Department of Defense or the efforts of individual agents like Pat Lufrano, Farmers is committed to supporting veterans and those ready to transition to civilian life in a number of ways.

In November 2015, Farmers launched a six-state “Suits for Soldiers” campaign for agents, employees, and customers to collect and donate suits for military members transitioning to civilian life. With a goal of donating 5,000 suits, Farmers Insurance announced that the final tally topped 8,000 women’s and men’s suits during the two-month effort ending on January 31, 2016.

Key to the success of the drive was notable participation across the Eastern Seaboard by Farmers Insurance agencies and territory offices in Connecticut, Georgia, Maryland, New York, New Jersey, and Pennsylvania. The suits are being provided to various veteran nonprofit organizations through The Veteran Education and Transitional (VET) Program, and then issued to military members, both men and women, transitioning to civilian careers – along with complimentary resume assistance.

Employment opportunities with Farmers Insurance

Farmers has also established itself as an organization committed to provide employment opportunities for veterans and their families. The insurer has been designated one of the top 150 military employers and one of the top 50 military spouse employ-

ers by MilitaryFriendly.com.

For those transitioning veterans with an entrepreneurial spirit interested in owning their own business, Farmers has a team specially dedicated to help.

“Farmers is committed to hiring veterans and providing additional opportunities for current and former armed services members,” said Luisa Acosta-Franco, head of recruitment marketing and field support for Farmers Insurance. “Those heroes who have served our nation proudly will find that we have a number of opportunities they should consider when they are ready to re-enter civilian life.”

Farmers has a number of opportunities available throughout the United States for which veterans may be qualified. Additionally, the national insurer is actively recruiting professionals with military experience for opportunities as agency owners.

Current or soon-to-be veterans are encouraged to learn more about opportunities with Farmers Insurance by visiting www.beafarmersagent.com or www.farmers.com/careers.

Surf your way to a job with digital *Search & Employ*[®]

by MIKE FRANCOMB



We publish *Search & Employ*[®] bimonthly in print and as a digital replica of the print magazine – and digital S&E can serve as a surfboard to a great job-finding adventure for veteran job seekers. You can access the digital version of this issue and past issues from <https://recruitmilitary.com/resources/search-employ>. In addition, keyword-searchable articles going back two years are available via <https://marketing.recruitmilitary.com/resources>. To search all articles, use the ‘Site Search’ field at the bottom of the page. For specific kinds of content, use the links listed under “Resources for Job Seekers” at the bottom of the page.

LIVE LINKS

All of the URL's that appear in the ads, articles, directories, and research guides of the print magazine are live links in digital S&E. So you can surf straight from digital S&E to the linked corporate and government websites, documents, etc.

In our directories, we list employers, franchisors, and educational institutions that have done a large amount of business with us recently. Their relationships with us are proof positive that they are interested in doing business with veteran job seekers. In the research guides, we list sources of background and employment information on the industries and occupations that are associated with the themes.

Transition counselors, veteran employment representatives, and recruiters for all kinds of organizations strongly advise job seekers to conduct research on industries, occupations, and companies that interest them. Our directories and research guides can help veteran job seekers get started with this essential work.

SURF TO OTHER THEMES

Each issue has two editorial themes, or topics, that are the subjects of articles, directories, and research guides in that issue. The themes of the issue you are reading are education and opportunities in franchising. But what if your interests lie elsewhere? Thanks to digital publishing technology, you can surf to issues that have other themes, then take off from there.

The themes of the previous issue, March-April 2016, were [Energy / Utilities](#) and [Opportunities in Government](#).

A link to that issue:

<http://rmvets.com/SE49dig>

Links to pages that carry its directories and research guides:

Energy / Utilities Directory

<http://rmvets.com/SE49eud>

Energy / Utilities Research Guide

<http://rmvets.com/SE49eur>

Government Agency Directory

<http://rmvets.com/SE49gvd>

Government Employment Research Guide

<http://rmvets.com/SE49gvr>



Links to earlier issues:

January-February 2016 – themes: [Financial Services / Insurance](#) and [Defense / Aerospace](#).

Issue:

<http://rmvets.com/SE48dig>

Financial Services / Insurance Directory

<http://rmvets.com/SE48fsd>

Financial Services / Insurance Research Guide

<http://rmvets.com/SE48fsr>

Defense / Aerospace Directory

<http://rmvets.com/SE48dfd>

Defense / Aerospace Research Guide

<http://rmvets.com/SE48dfr>



Links to earlier issues:

November-December 2015 – themes: [Law Enforcement / Security](#) and [Information Technology / Telecommunications](#).

Issue

<http://rmvets.com/SE47dig>

Law Enforcement / Security Directory

<http://rmvets.com/SE47led>

Law Enforcement / Security Research Guide

<http://rmvets.com/SE47ler>

Information Technology (IT) Directory

<http://rmvets.com/SE47itd>

Telecommunications Directory

<http://rmvets.com/SE47itd>

IT / Telecommunications Research Guide

<http://rmvets.com/SE47itr>



September-October 2015 – themes: [Healthcare](#) and [Retail](#).

Issue:

<http://rmvets.com/SE46dig>

Healthcare Directory:

<http://rmvets.com/SE46hed>

Healthcare Research Guide

<http://rmvets.com/SE46her>

Retail Directory

<http://rmvets.com/SE46rtd>

Retail Research Guide

<http://rmvets.com/SE46trr>



July-August 2015 – themes: [Transportation / Logistics](#) and [Manufacturing](#).

Issue

<http://rmvets.com/SE45dig>

Transportation / Logistics Directory

<http://rmvets.com/SE45tnd>

Transportation / Logistics Research Guide

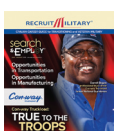
<http://rmvets.com/SE45tnr>

Manufacturing Directory

<http://rmvets.com/SE45mnd>

Manufacturing Research Guide

<http://rmvets.com/SE45mnr>



Mike Francomb is senior vice president of development at RecruitMilitary and a former captain in the United States Army. Contact him at mike@recruitmilitary.com.

We're the neighborhood retailer that makes health and happiness simpler, easier and within reach for everyone. From our stores to our corporate headquarters, you'll find that innovation thrives and incredible career and growth opportunities await.

To apply, visit www.walgreens.jobs

Walgreens is an Equal Opportunity Employer and welcomes individuals of diverse talent and backgrounds. Walgreens promotes and supports a smoke-free and drug-free workplace.

Walgreens
AT THE CORNER OF **HAPPY & HEALTHY**[™]

WE ARE LOOKING FOR YOU!

WATER

14,000
AMERICANS

experience a water
damage emergency at
work or home each day.



[NFPA, Home Structure Fires, 2015]

37%

OF U.S. HOMEOWNERS
claim to have
suffered losses from
water damage.



[Snell Experts, Mold Facts and Statistics, 2011]

98%

OF BASEMENTS
IN THE U.S.

will experience some
type of water damage
during their lifespan.



[Water Damage Defense, Water Damage By The Numbers, 2015]

FIRE

From 2009-2013, approximately
one out of 335 households
per year reported a home fire.

[Water Damage Defense, Water Damage By The Numbers, 2015]



MOLD

There has been a 1,100%
increase in mold-related insurance
claims over the past decade.

[Water Damage Defense, Water Damage By The Numbers, 2015]



GOING GREEN

The restoration industry
offers environmentally friendly
products and practices.

[Industry IQ, Fire and Water Damage Restoration, 2007]



HOW WE'RE DIFFERENT:

- **Average Gross Annual Sales: \$1,048,293**
Reflects the average collected revenue of the 12 franchised business in operation for the full calendar year 2015.
- **Recession Proof Business**
- **Low Start-Up / Low Overhead**
- **\$7,000 discount for Qualified Veterans**
Qualifying military veterans receive a \$10,000 discount on franchise fee
- **Over 50 Locations & Expanding Rapidly**
- **Financing Available**

Restoration
WATER DAMAGE EXPERTS



GET STARTED NOW!

Visit us at restoration1franchise.com
or contact our CEO, Gary Findley, at
800.993.0803 or gary@restoration1.com

IT ISN'T EASY IN HERE. BECAUSE IT ISN'T EASY OUT THERE.

Use your experience in the armed forces to pursue an education and career in the creative arts. We're committed to supporting you on your creative journey, and will evaluate your military service transcripts to determine if we can award credit for your training and experience. Contact us today; we're ready when you are.

The Art Institutes is a system of over 50 schools throughout North America. Programs, credential levels, technology, and scheduling options vary by school and are subject to change. Not all online programs are available to residents of all U.S. states. Several institutions included in The Art Institutes system are campuses of South University or Argosy University. Administrative office: The Art Institutes, 210 Sixth Avenue, 33rd Floor, Pittsburgh, PA 15222 © 2015 The Art Institutes. All rights reserved. Our email address is materialsreview@aii.edu.

See aipprograms.info for program duration, tuition, fees and other costs, median debt, salary data, alumni success, and other important info.



The Art Institutes®

Bachelor's and associate's degree programs.
Four fields of study: Design, Media Arts, Fashion, and Culinary.

veterans.artinstitutes.edu

1.800.894.5793

111 Educational Institutions That Are

ACTIVELY RECRUITING

★ VETERANS ★

Centura College

<http://centuracollege.edu>

Since 1969, we have been training working adults in the fields of computers, business, law, healthcare, skilled trades. We offer professional facilities, knowledgeable instructors, day or evening classes, job placement assistance.

Education Corporation of America

<http://www.ecacolleges.com/>

ECA schools Virginia College and its Culinary Institute, Golf Academy of America, Ecotech Institute, and New England College of Business offer certificate courses and associate, bachelor's, and master's degrees on campus and online.

Florida Diving Institute

<http://divestation.com/>

The Dive Station is a VA Approved Dive Training Facility. All FDI Instructors are retired or ex-military. Whether you're just starting out or are an experienced diver, we can help further your diving career.

Great Lakes Truck Driving School

<http://greatlakestruckdrivingschool.com>

Great Lakes Truck Driving School is honored to serve our veterans as the nation's premier CDL, Heavy Equipment Operation, & Oilfield training facility. Job placement in transportation, construction, drilling & pipeline industries.

Lincoln Educational Services	www.lincolnedu.com	My Computer Career	www.mycomputercareer.edu
Academy of Art University	www.academyart.edu	New Horizons Computer Learning Centers, Inc.	www.newhorizons.com
Argosy University	http://www.argosy.edu	Redstone College	http://redstone.edu
DeVry University	www.military.devry.edu	The Art Institutes	https://www.artinstitutes.edu
Drexel University	www.drexel.edu	Troy University	www.troy.edu
Heavy Equipment College of California	www.ccc-north.com/	Union Institute and University	http://myunion.edu

Adelphi University	www.adelphi.edu
American Truck Training School	http://oklovestrucking.com/
American University	www.american.edu
American University of Integrative Sciences	www.auis.edu/
Asher College	www.asher.edu
Auburn University	www.auburn.edu/
Aviation Institute of Maintenance	www.aviationmaintenance.edu
Barber School of Pittsburgh	www.bsp.edu
Berkeley College	http://berkeleycollege.edu
Blue Star Learning	www.bluestarlearning.com
Brightwood College	https://www.brightwood.edu
Brown Mackie College	https://www.brownmackie.edu
CAE Simulite, Inc	www.cae.com/en/aviation.training/tc.dallas.asp
California College San Diego	www.cc-sd.edu
Cambridge Business Institute	http://cambridge-edu.com
Canyon State Institute (CSI)	http://canyonstateedu.com
CDA Technical Institute	www.cda.edu
Center For Technology Training	www.cttschool.com
Central Michigan University, Atlanta Metro	www.cmuatlanta.com
Centriq Training	www.centriq.com
Century College	https://www.century.edu
Colorado Christian University	www.ccu.edu
Colorado State University	www.colostate.edu
Columbia College	www.ccis.edu
Columbia University School of Nursing	www.columbia.edu
Community College of Philadelphia	www.ccp.edu
Connecticut School of Broadcasting	www.gocsb.com
Cook Street School of Culinary Arts	http://cookstreet.com/
Crescent Schools of Gaming and Bartending	www.crescent.edu
Dallas Baptist University	www.dbu.edu
Duquesne University	www.duq.edu
Eastern Washington University	www.ewu.edu
ECPI University	www.ecpi.edu
Ferris State University	www.ferris.edu
Florida National University	www.fnu.edu/
Florida Vocational Institute	www.fvi.edu
Fordham University, The Gabelli School of Business	www.fordham.edu
Gardner-Webb University	www.gardner-webb.edu/military
Golden Gate University	www.ggu.edu
Hagerstown Community College	www.hagerstowncc.edu
Harvard University	www.harvard.edu
Heritage College	www.heritagecollege.edu
Hillsborough Community College	www.hccfl.edu/
Houston Community College	www.hccs.edu/
Indiana Tech Law School	http://law.indianatech.edu/

Check out these schools that have demonstrated their commitment to the education of veterans by using RecruitMilitary products and services. All of the URL's listed are live inks in the digital replica of Search & Employ®, which is accessible from <https://recruitmilitary.com/resources/search-employ>.

Heavy Equipment College of Georgia

<http://hecgeorgia.com>

Learn to operate dozers, excavators, backhoes, cranes and more in three weeks at the Heavy Equipment College of Georgia's heavy equipment training school.

Heavy Equipment College of Oklahoma

www.ok-cc.com/

The Heavy Equipment College of Oklahoma offers one of the most respected heavy equipment training programs in the country. We offer hands-on training and "real world" experience in the field from our industry leading instructors.

Stratford University

www.stratford.edu/discover/military

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.

Strayer University

www.strayer.edu/admissions/military/tuition-assistance

Strayer University offers military scholarships & can assist in the use of Tuition Assistance programs & Veteran Benefits. Get credit for the things you've already done & choose from classes online, on campus or both. 1.866.324.5918.

Utah Valley University School of Aviation Sciences

www.flyuvu.com

UVU stands out as a top choice for honored veterans seeking an excellent safety record, rigorous flight training, and great career placement. UVU operates one of the safest and most advanced training aircraft fleets in the world.

Infilaw	www.infilaw.com
Institute for Defense & Business	www.idb.org/
International Diving Institute	www.ididiver.com
ITT Educational Services, Inc.	https://www.itt-tech.edu
Kennesaw State University	www.kennesaw.edu
Legends Real Estate School	www.legendsrealestateschool.com/
Loyola University Chicago	www.luc.edu
Midwestern University	https://www.midwestern.edu
Milestone Technical Institute	www.milestoneinstitute.com/
NetCom Learning	www.netcomlearning.com
New England Culinary Institute	www.neci.edu/
New England Tractor Trailer Training School	www.nettts.com/
New York University	www.nyu.edu
Northwestern University	www.northwestern.edu
Northwood University	www.northwood.edu
Norwich University	www.norwich.edu
Penn State World Campus	www.psu.edu
Retail Ready Career Center	www.hvacfuture.com/
St. Michael's Learning Academy	www.stmichaelslearningacademy.com/
School of Visual Arts	www.sva.edu
South University	https://www.southuniversity.edu
Southern Illinois University	http://siu.edu
Southwest Truck Driver Training	www.swtdt.com
Sullivan University	http://sullivan.edu
Texas A&M University	www.tamu.edu
The Fab School	http://thefabschool.com
The Learning Center	www.tlclasvegas.com
The Ocean Corporation	www.oceancorp.com
The University of Alabama at Birmingham	www.uab.edu
The University of Arizona	www.arizona.edu/
Tidewater Tech	www.tidewatertechtrades.edu
Touro College	www.touro.edu/departments/veterans-program/
Trevecca Nazarene University	https://www.trevecca.edu
TTY Career College	www.trainingtoyou.com
University of Connecticut	http://uconn.edu
University of Maryland, Baltimore	www.umd.edu
University Of Michigan	http://umich.edu
University of the Rockies	www.rockies.edu/
University of Wyoming	www.uwyo.edu
Washington University in St. Louis	http://wustl.edu/
West Chester University	www.wcupa.edu/
West Coast Training	www.heavyequipmenttraining.com
William James College	www.williamjames.edu
Wright State University	www.wright.edu
Xavier University	www.xavier.edu

YOUR COMMITMENT DESERVES OURS AT STRAYER UNIVERSITY



We understand the challenges and opportunities of your military service and we know that choosing the right school is important to you.

Support: Our Veteran Service Team is here to support you every step of the way. We'll help you choose a program that aligns with your goals then work with you to build a personal education plan. Your Success Coach will help you stay on track and continue to champion your success through graduation and beyond. Whether you're taking classes online or on campus, you can join our veteran student community to collaborate with other students who may have like experiences.

Military Experience: Let us evaluate your military training, certifications, CLEP/DANTES and prior college to award transfer credit for your life experiences – so you can reach your goals sooner! Strayer University is a member of the SOC Degree Network System. We are also a participating school with the Navy College Distance Learning Program as well as Air University's – ABC Program.

Accreditation Matters: Strayer University has been successfully educating working adults since 1892. With more than 100,000 graduates, you can be confident that your Strayer degree is recognized, respected and valued. Strayer University is Regionally Accredited by the Middle States Commission on Higher Education, the same organization that accredits universities like Princeton University, Johns Hopkins University, Syracuse University, and many more.

Affordability: Strayer University is proud to demonstrate its commitment to our nation's veterans by participating fully in the Yellow Ribbon Program. We also offer scholarships to active duty service member and spouses.

Call us and we'll help you get started **1.866.324.5918**.
Learn more at **strayer.edu/military** and visit our Facebook
page at **www.facebook.com/StrayerUniversity**



Recognized

#1

for 2015
and 2016*



**“Stability and control of
my own destiny make
Combined Insurance
a great place to work.”**

-Shannon Vaillancourt, U.S. Army National Guard Veteran and Combined Insurance Territory Manager



Military Leadership: Valued Experience at Combined Insurance

As a veteran of the National Guard, Shannon Vaillancourt was impressed with Combined Insurance's commitment to the military. Combined Insurance reached out to Vaillancourt, confident in her ability to find success at the company. Now a Territory Manager in Maryland, Vaillancourt is proud she joined forces with Combined Insurance.

Her success largely contributes to her excitement about the company, a leading provider of supplemental insurance products. But the similarities Vaillancourt finds between military and corporate life at Combined Insurance make it the perfect fit. **"We are given a directive; we train, gather the necessary information and obtain the objective. Diligence, strength, respect, pride and selflessness are all characteristics that come to mind when I think of our servicemen and servicewomen. These are also the traits of successful Combined Insurance team members."**

Combined Insurance, the nation's #1 Military Friendly Employer* for two consecutive years, is the right fit for many veterans, men and women in the National Guard and military family members. Through its Veteran Hiring Initiative, Combined Insurance proactively seeks candidates with military backgrounds to join the ranks of the growing organization, resulting in 34 percent of 2015 hires having a military affiliation or background.

Being named the number one Military Friendly Employer by *G.I. Jobs* for 2015 and 2016 is a source of pride for everyone at Combined Insurance. **"We hire vets and we're proud of it,"** says Senior Vice President of Business Development, Art Kandarian. **"And it's more than just counting the number of hires. We're actively pursuing military veterans with proven leadership skills and providing them with growth opportunities and the support they need."** Focused on supporting the military community, Kandarian, retired Colonel, U.S. Army, leads the strategy aimed at helping veterans understand how their skills and characteristics, not just their specific military jobs, make them ideal Combined Insurance candidates.

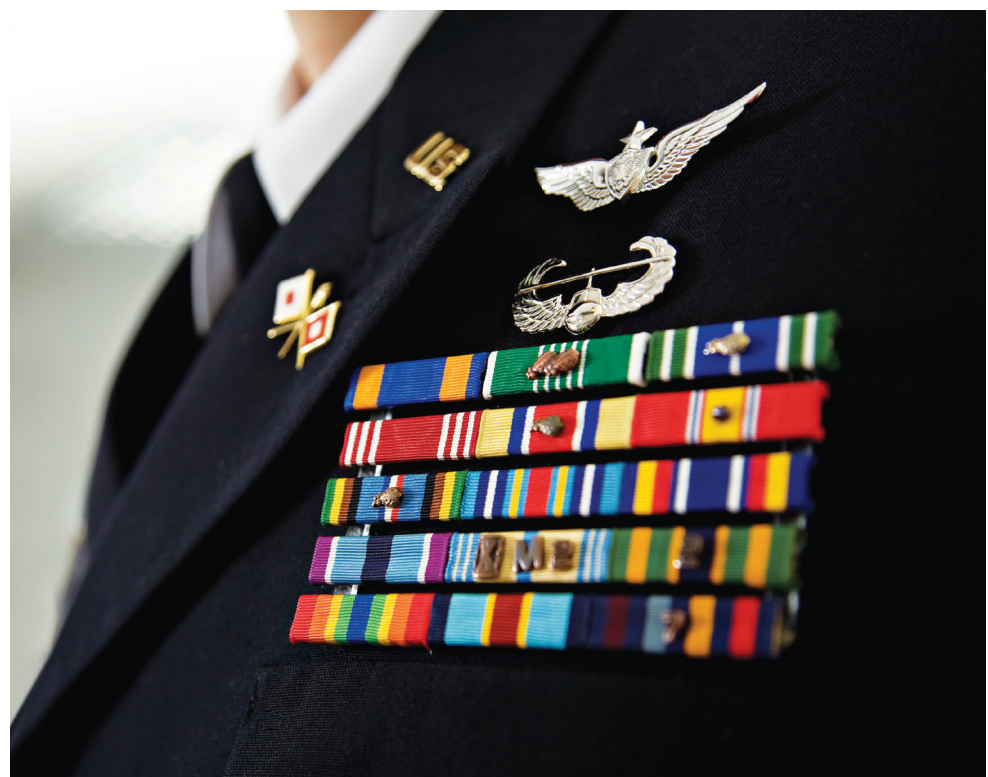
Vaillancourt describes her experience at Combined Insurance as rewarding, **"For the first time in my life, I am working for a company where I do not fear layoffs, job eliminations or downsizing. I have always gone above and beyond for my employees, clients and constituents, and Combined Insurance rewards me for my efforts. After fourteen years in the insurance industry, I have never seen anything like it!"**

Being a part of the Combined Insurance team has allowed Vaillancourt to channel her experience and work ethic in exciting new ways, **"Being the Territory Manager of the Maryland Elite team allows me the pleasure of sharing all I have learned and experienced with my staff. Training, communication and leading by example are all aspects I have found essential to building a positive environment and great team morale."**

Following training, Combined Insurance team members can expect continued opportunities to support the military community. Sales incentives and volunteer affiliations benefit organizations focused on assisting military families in need, such as Luke's Wings and Fisher House Foundation, extending Combined Insurance's military reach and adding further inspiration for veterans to achieve long-term success with the organization.

Are you a proven military leader looking to translate your valued skills into the corporate world? If so, Combined Insurance would like to talk with you.

Visit combinedinsurance.com/militaryleaders or call 888-356-3272 today.



Recognizing and Supporting Veterans

MATTHEW AND CORIE WEATHERS



GARDNER-WEBB
UNIVERSITY

PHOTOS COURTESY OF GARDNER-WEBB UNIVERSITY

GARDNER-WEBB UNIVERSITY (GWU), a private, Baptist-related university, provides undergraduate and graduate education that is grounded in the liberal arts, while offering opportunities to prepare for various professions. The main campus of 200 acres is in Boiling Springs, North Carolina, 50 miles west of Charlotte. About 5,000 students from 37 different states and 21 foreign countries attend GWU through the traditional day program, graduate studies offerings, and the Degree Completion Program.

GWU currently serves more than 100 veterans, active-duty personnel, and family members in undergraduate and graduate degree programs. In January 2015, the Military Order of the Purple Heart named GWU a Purple Heart University. GWU was the first institution of higher education in North Carolina to receive that distinction.

"Gardner-Webb University's recognition as a Purple Heart University further confirms our commitment to our active-duty personnel, veterans, and their families," said David Hawsey, vice president for enrollment management and marketing and a veteran of the United States Navy. "We are grateful for the many Purple Heart recipients in our region, the state of North Carolina, and nationwide for their service and sacrifices that ensure our freedom."

In November 2015, GWU recognized its veterans by dedicating "Freedom Hall," a wall of honor in Dover Campus Center, a building that houses the student cafeteria, a banquet hall, and lounges. On the wall are pictures of veterans of various eras who were GWU students or faculty members, and various military images.

and veterans and their families are Matthew and Corie Weathers. Matthew is a United States Army chaplain who holds the rank of captain. Corie is a licensed professional counsellor and mental health clinician. She is the 2015 National Armed Forces Insurance (AFI) Military Spouse of the Year, and she uses that award as a platform to speak at events for military families across the nation.

In addition, Matthew and Corie co-own Insightc2 (<http://insightc2.net>), a ministry that serves and supports military marriages. And in early 2016, Corie became the foundation ambassador for the Chris Kyle Frog Foundation (<https://www.chriskyalefrogfoundation.org/>), which provides retreats and other services to first-responder and military families. The foundation is named after the late Chris Kyle, a Navy SEAL and author of the book *American Sniper*.

Corie and Matthew Weathers met at GWU, and they were married a week after graduation in 1999. In 2004, Matthew joined the Army Reserve as a chaplain. In 2008, he joined the active component of the Army.

Education and Preparation

Corie Weathers believes that many things she learned as a student at GWU have carried her forward to where she is now. "The professors at

Noteworthy Graduates

Among the most noteworthy graduates who are contributing to the well-being of active-duty military



WEATHERS FAMILY

Gardner-Webb gave me confidence,” she said. “They really challenged me.”

“Because of them, I discovered that writing well was something I could do. I never thought that was possible before I went to school there. Also, their counselling department was excellent. By the time I went to graduate school, I was completely prepared. Going to school at Gardner-Webb really shaped me and helped me grow.”

One of the most important things she gained at GWU was a powerful work ethic. “The professors were tough,” she said, “but they prepared me for life. They taught me to work hard and study hard. Everything I learned there was applicable to real life.”

She also gained a spiritual education – and that taught her how to recognize the difference between healthy leadership and toxic leadership. “That was something I found really valuable,” she said. “It is so important to be able to recognize and build a healthy support system. Gardner-Webb taught me how to do this both spiritually and professionally.

“Now, I have an incredible group of military spouses who champion me. I know I can lean on them for support, and they can count on me as well. I also have a support system of friends from Gardner-Webb who hold me accountable, and vice versa. We all still keep in touch and regularly check in.”

Milestones

When Matthew deployed from 2009 to 2010, she found herself prepared for the difficulties that they faced as a couple, mostly due to the foundation she had built with him at GWU. “Many of the challenges that came up were things we knew could happen,” she said. “The spiritual foundation we got from our experience at Gardner-Webb was rock-solid. It really shaped us – it gave us a good understanding and outlook when the challenges came.”

Indeed, she counts that deployment as a milestone in her life and career. “It was a very difficult deployment, and not just because it was our first,” she said. “Matthew came home safe, but things were different. The entire experience solidified my passion to work with couples who have been separated due to military service and those who struggle with post-traumatic stress disorder (PTSD).”

Another milestone: Being able to work behind the scenes to help military families as a group practice clinician. “That was eye-opening. I realized that military spouses need more resources. And I really could understand what different couples were going through because I had gone through those same things. My husband and I worked together to wrestle our way through the

struggles. That gave me something to talk to people about.”

During this time, she also gained a deeper insight into people affected by PTSD. “It really softened my heart for those struggling with the disorder,” she explained, “because I saw how prevalent it is in the military community – and how many different ways it affects families and couples.

“Interestingly enough, I think the first book I read in my psychology class at Gardner-Webb had a chapter devoted to soldiers with PTSD. It’s just something that stayed with me.”

And yet another milestone: In December 2015, as Military Spouse of the Year, she joined Secretary of Defense Ashton Carter on his holiday tour of Turkey, Iraq, Afghanistan, and the Persian Gulf. “This experience was so enlightening,” she said. “It helped me further understand the experience of servicemembers overseas – and that new understanding helps me bridge the gap between veteran and spouse.”

Advice for Other Spouses

Weathers urges military spouses to find the confidence to ask for help when they need it. “Being a military spouse has definitely toughened me up,” she said. “I had to learn to overcome adversity. But I also had to learn that it was okay to need help.”

She also reminds military couples that a support network can be huge in maintaining a healthy relationship. “We can’t do everything ourselves,” she said. “We need resources and friends and advice. Isolation keeps us from growing emotionally and spiritually. We need to be willing to reach out. As an example, I am still in touch with my professors at Gardner-Webb. I will ask for advice on books to read to help me understand certain issues better.”

But advice and support can go only so far. “Even the best of outside leadership cannot fix marriages,” said Weathers. “In the final analysis, we as couples are responsible for our families and marriages. No one but ourselves can make us succeed. It is up to us to work through challenges together – as partners.”

Transition Time

Although Weathers was not in transition from military service when she attended Gardner-Webb University, she recommends the school to those who are. “Transition is a difficult process, and it is okay to take it slowly,” she said. “Transition time is a great time to get an education and use your benefits. Gardner-Webb gave me a great education and contributed to my spiritual development. The campus is in a peaceful and beautiful location. It is simply a wonderful place for those who want or need centering.”

be > you
imagined

Bring your talent and passion to a global organization at the forefront of business, technology and innovation. Collaborate with diverse, talented colleagues and leaders who support your success. Help transform organizations and communities around the world. Sharpen your skills through industry-leading training and development, as you build an extraordinary career.

Accenture is hiring 5,000 US veterans and military spouses by 2020. Join Accenture and discover how great you can be.

Visit accenture.com/military



>
accenture
High performance. Delivered.

Strategy | Consulting | Digital | Technology | Operations



3D Character Design by Emre Ekmekci,
School of Game Development



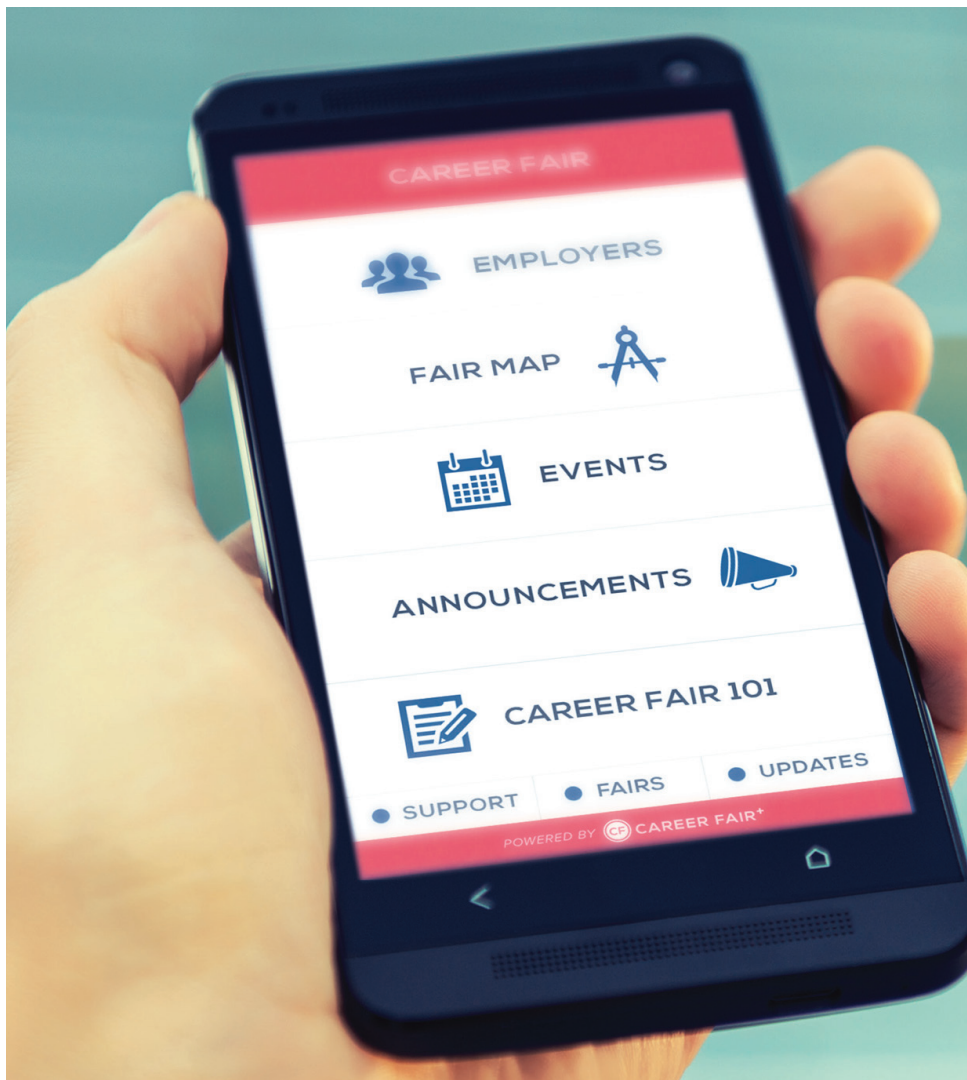
Companies who hire our graduates:
Adobe, BMW, EA Games, Facebook,
Missoni, Pixar, Tesla, and many more!!

Photography / Motion Pictures
& Television / Animation
& Visual Effects / Music
Production & Sound Design
for Visual Media / Illustration
/ Game Development / Game
Programming / Graphic Design
/ Architecture / Web Design &
New Media / And Many More!

Academy of Art University
Founded in San Francisco 1929
888.680.8691
academyart.edu
Yellow Ribbon Participant

Visit www.academyart.edu to learn more about total costs, median student loan debt, potential occupations and other information. Accredited member WSCUC, NASAD, CIDA (BFA-IAD, MFA-IAD), NAAB (B.ARCH, M.ARCH), CTC (California Teacher Credential).

OPPORTUNITY EXPOS



Job Fair Tips – and a Great New App

by ROBERT WALKER



Employers that attend our RecruitMilitary Job Fairs in the next 12 months will almost certainly extend more than 15,000 job offers as a result of their attendance. Will one of the offers be yours?

I base this estimate on our post-event surveys and on the fact that we

have introduced a free app that will greatly enhance the job fair experience for job seekers and employers alike. For survey details, see Mary Beth Miller's article, "The Surveys Say: Our Career Fairs Are Breaking Records!" in this magazine.

The app, RecruitMilitary CareerFair+, is a full-featured iPhone, iPad, and Android marvel. The app will put the power to prepare for our events literally in the job seeker's hands. Its main features:

- **Complete employer listing.** You will be able to search for employers, based on custom filters. To accelerate your research, we will collect the following information on employers: website URL; overview; and hiring needs, which will correspond to work categories that you will enter when you pre-register for an event. In addition, you will be able to

mark potential employers as favorites.

- **Interactive floor plan.** Map your booth visits by showing only your favorite employers on the floor plan.
- **Event details,** for adding pre-event workshops to your calendar.
- **Announcements.** Learn about changes in employer information in real time.
- **Career Fair 101.** Directly access tips and advice to help you prepare for the event. Subjects will include personal appearance, your elevator speech, and a general approach for interacting with recruiters.

We will test RecruitMilitary Career Fair+ at four events: May 11 in Dallas, May 12 in Norfolk, May 12 in Omaha, and May 26 in Cincinnati. To access the app, search for RecruitMilitary Career Fair Plus on the App Store or the Google Play Store.

OPPORTUNITIES GALORE

There will be opportunities all over the room at our events – 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.

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

THE OVERALL SCENE

► WHERE DO YOU START?

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.

At many of our job fairs, organizations present pre-event seminars on subjects such as "Understanding Education and Your Career Plans," "Become Your Own Boss," and "Five Steps to Informed Financial Transition." The seminars usually begin at 10:00 or 10:30.

The Opportunity Expo itself begins at 11:00. 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.

► WHAT DO THE RECRUITERS DO?

To learn how recruiters interact with job seekers at our events, read Elizabeth Stetler's article "I Ask About Recruiters' Best Practices" in the March-April 2016 issue of *Search & Employ*®; <http://rmvets.com/SE49rbp>.

► 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 6½ 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 840,000+ veteran job seekers, which is continually being searched by employers.

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 of sales at RecruitMilitary and a veteran of the United States Army. He is available at robert.walker@recruitmilitary.com.

RecruitMilitary VETERAN OPPORTUNITY EXPOS

All of the dates in this schedule have embedded links in the digital replica of *Search & Employ*®, which is accessible from <https://recruitmilitary.com/resources/search-employ>. Each link points to a web page for that specific event. You can navigate from that page to a pre-registration form for the event. You can access a live map of our events by typing <https://events.recruitmilitary.com>.

MAY 2016 ▼	29 Cincinnati, OH 29 Portland, OR	2 New Orleans, LA 9 Houston, TX 9 New York, NY 23 Pittsburgh, PA 23 Washington, DC 30 Columbus, OH 30 Philadelphia, PA	17 Louisville, KY 24 Denver, CO 24 Dallas, TX 24 Birmingham, AL 31 Boston, MA 31 Cleveland, OH 31 San Antonio, TX
5 Charlotte, NC 5 Oakland, CA 11 Dallas, TX 12 Omaha, NE 12 Norfolk, VA 19 San Antonio, TX 19 Milwaukee, WI 26 New York, NY 26 Cincinnati, OH	OCTOBER 2016 ▼	APRIL 2017 ▼	SEPTEMBER 2017 ▼
6 Chicago, IL 6 San Francisco, CA 6 Atlanta, GA 13 Baltimore, MD 13 Austin, TX 13 Minneapolis, MN 20 Pittsburgh, PA 20 Oklahoma City, OK 20 Riverside, CA 27 Milwaukee, WI 27 Charlotte, NC 27 Hartford, CT	6 Baltimore, MD 2 Seattle, WA 9 Colorado Spr., CO 9 Phoenix, AZ 16 Detroit, MI 16 Los Angeles, CA 16 Houston, TX 23 Atlanta, GA 23 Washington, DC 23 Dayton, OH	6 Austin, TX 6 Boston, MA 6 Cleveland, OH 13 Louisville, KY 13 Denver, CO 20 Chicago, IL 20 Orlando, FL 27 Minneapolis, MN 27 Orange County, CA	7 Miami, FL 7 Oakland, CA 7 Houston, TX 14 Nashville, TN 14 New York, NY 14 San Jose, CA 21 Phoenix, AZ 21 Columbia, SC 21 Kansas City, MO 28 Cincinnati, OH 28 Hartford, CT
JUNE 2016 ▼	NOVEMBER 2016 ▼	MAY 2017 ▼	OCTOBER 2017 ▼
2 Baltimore, MD 2 Seattle, WA 9 Colorado Spr., CO 9 Phoenix, AZ 16 Detroit, MI 16 Los Angeles, CA 16 Houston, TX 23 Atlanta, GA 23 Washington, DC 23 Dayton, OH	3 Columbus, OH 3 Detroit 3 Washington, DC 10 Los Angeles, CA 10 St. Louis, MO 10 Norfolk, VA 17 Seattle, WA 17 Dallas, TX 17 Philadelphia, PA	4 Charlotte, NC 4 Oakland, CA 11 Norfolk, VA 11 Omaha, NE 11 Dallas, TX 18 San Antonio, TX 18 Milwaukee, WI 25 New York, NY 25 Cincinnati, OH	5 Chicago, IL 5 Atlanta, GA 5 San Francisco, CA 12 Baltimore, MD 12 Austin, TX 12 Minneapolis, MN 19 Pittsburgh, PA 19 Oklahoma City, OK 19 Riverside, CA 26 Milwaukee, WI 26 Charlotte, NC 26 Portland, OR
JULY 2016 ▼	DECEMBER 2016 ▼	JUNE 2017 ▼	NOVEMBER 2017 ▼
7 Indianapolis, IN 7 Hartford, CT 14 St. Louis, MO 21 Sacramento, CA 21 Tampa, FL 28 Columbus, OH	1 Houston, TX 1 San Diego, CA 1 Jacksonville, FL 8 Indianapolis, IN 8 Las Vegas, NV 8 Orlando, FL	1 Baltimore, MD 1 Seattle, WA 8 Colorado Springs, CO 8 Phoenix, AZ 15 Detroit, MI 15 Los Angeles, CA 15 Houston, TX 22 Washington, DC 22 Atlanta, GA 22 Dayton, OH	2 Los Angeles, CA 2 Washington, DC 2 Columbus, OH 9 Seattle, WA 9 St. Louis, MO 9 Norfolk, VA 16 Philadelphia, PA 16 Detroit, MI 16 Dallas, TX 30 San Diego, CA 30 Houston, TX 30 Jacksonville, FL
AUGUST 2016 ▼	JANUARY 2017 ▼	JULY 2017 ▼	DECEMBER 2017 ▼
4 Raleigh, NC 4 San Diego, CA 11 New Orleans, LA 11 Philadelphia, PA 18 Louisville, KY 18 Richmond, VA 25 Dallas, TX 25 Birmingham, AL 25 Denver, CO	12 San Antonio, TX 12 Tampa, FL 19 Oklahoma City, OK 19 Sacramento, CA 26 Raleigh, NC	6 Indianapolis, IN 6 Hartford, CT 13 St. Louis, MO 20 Sacramento, CA 20 Tampa, FL 27 Columbus, OH	7 Orlando, FL 7 Indianapolis, IN 7 Las Vegas, NV
SEPTEMBER 2016 ▼	FEBRUARY 2017 ▼	AUGUST 2017 ▼	
1 Boston, MA 1 Cleveland, OH 1 San Antonio, TX 8 Miami, FL 8 Houston, TX 8 Oakland, CA 15 New York, NY 15 Nashville, TN 15 San Jose, CA 22 Columbia, SC 22 Phoenix, AZ 22 Kansas City, MO	2 Atlanta, GA 2 Riverside, CA 9 Baltimore, MD 9 Nashville, TN 16 Phoenix, AZ 16 Richmond, VA 16 Jacksonville, FL 23 Dallas, TX 23 Miami, FL	3 Raleigh, NC 3 San Diego, CA 10 New Orleans, LA 10 Philadelphia, PA 17 Richmond, VA	
	MARCH 2017 ▼		
	2 San Diego, CA		

Testimonials of Job Seekers at Recent Events



DALLAS / FEBRUARY 25

■ It was great to see so many of my brothers in the same room. I never felt more at home. I’ve already interviewed and should be starting my new career next week. Mission accomplished. – **Army**
■ The best I ever attended. – **Navy**

MIAMI / FEBRUARY 25

■ Most of the employers were very helpful and open to helping both myself and my wife apply for a job. – **Army National Guard**
■ The number and variety of participating exhibitors was very good. – **Air Force**

NEW YORK / FEBRUARY 18

■ I appreciated the pre-event pep talk. I like how exhibitors were positive and approachable. – **Air Force**
■ Wow! The event was great, and I came away with a few job offers. I am still getting emails from recruiters two weeks after the event. – **Army**

RICHMOND / FEBRUARY 18

■ I enjoyed meeting different employers at the career fair. Everyone was very approachable. – **Air Force**
■ Very professional and nicely organized. – **Army**

PHOENIX / FEBRUARY 18

■ I didn’t expect there to be so many vendors that were veterans. That seemed to foster a stronger connection with job seekers. – **Air Force**
■ I applaud your stepping out, ahead of the pack, in providing an additional venue for our country’s oft-forgotten veterans. – **Marine Corps**

BALTIMORE / FEBRUARY 11

■ I had the opportunity to ask industry-specific questions with recruiters as I focus my job search and learn where my KSA’s and interests fit. – **Marine Corps**
■ Employers seemed very approachable and willing to hire, rather than just being there for show purposes. – **Army Reserve**

NASHVILLE / FEBRUARY 11

■ I appreciated that several of the presenters were veterans themselves and shared their success stories. – **Army and Air Force**
■ Great experience – swapped info with several contacts and I got a job. – **Navy**

RIVERSIDE / FEBRUARY 4

■ It’s a great start getting back to work. Everyone wants you to succeed. – **Navy**
■ It was outstanding from start to finish. Keep up the awesome work. – **Marine Corps**

ATLANTA / FEBRUARY 4

■ I have already had interviews with employers I met with there and have a final interview next week. Thank you. – **Marine Corps**
■ This is the best career fair I have been to. It made me feel very positive about getting a great opportunity to another career. – **Army**

RALEIGH / JANUARY 28

■ The companies were serious about finding new employees and took the time to explain what they were looking for. – **Air Force**
■ It showed me that I was not alone in my situation. The outreach evident through this was also an emotional lift. – **Army**

OKLAHOMA CITY / JANUARY 21

■ It is worth your time to speak to everyone. There are opportunities where you least expect them. – **Navy**
■ This is great for vets and their families. You won’t find this personal experience at a civilian job fair. – **Air Force**

SACRAMENTO / JANUARY 21

■ It was very easy to approach any of the recruiters and talk about the opportunities they may have that fit my skill set. – **Marine Corps**
■ Even though my specialty was outside the on-site recruiters’ area, I found several asking me to email them so they could get me to the right person. – **Air Force**

SAN ANTONIO / JANUARY 14

■ If you have never attended one, you need to. It will change your life. This is not your regular job fair. – **Air Force**
■ I became aware of companies that I had never even considered for a job. It was an eye-opening experience for me – **Army**

TAMPA / JANUARY 14

■ Nice job. I already had one interview and am going on a second one. – **Marine Corps**
■ I received emails and calls back for interviews within a week. One has offered a job, and the second looks hopeful as well. – **Air Force**

Honor.
Courage.
Commitment.
Integrity.

GET GREAT JOB LEADS WITH OUR FREE

REGISTRATION AND JOB SEARCH

PART 1 // GETTING STARTED

Do you have a few minutes right now to sign up for RecruitMilitary's free job services? When you sign up, you will join a database of more than 840,000 transitioning and veteran job seekers – a treasury of talent that is searched by recruiters representing more than 4,000 employers, franchisors, and educational institutions.

by CHRIS CRAVENS



In addition, members of our database can search the 215,000+ postings on our job board – and they can receive:

- job alerts matching their experience
- invitations to nearby DAV/RecruitMilitary All

Veterans Job Fairs

- RecruitMilitary's monthly email jobs newsletter, *The VetTen*.

To sign up, you will fill out a registration form, and you will have an opportunity to post your resume. On the form, only a few fields are required. Nevertheless, I urge you to fill out the entire form and post your resume. The more information you provide, the less work you make for recruiters who are eager to hire veterans. And many recruiters will not even consider job seekers who do not post resumes.

Recruiters are very busy people. By failing to fill out the entire form and post a resume, you could miss the cut repeatedly because recruiters are too busy to go after fundamental information about you.

Another tip: If you are seeking a professional position, you should attach your LinkedIn profile. This step is not only useful, it is also easy due to the fact that the database automatically asks you if you would like to attach your LinkedIn profile, and then makes the connection for you if you answer "yes."

Contact Information	✓	The headline and summary appear prominently on search results, as well as on your profile . We suggest using the summary to provide any additional information that our standard profile doesn't ask you.
Military Background	✓	
Security Clearances	✓	
Résumé & Summary		
Education		Headline
Work Experience		Experienced logistician open to transitioning into other fields
Employment Preferences	✓	Maximum Length: 100 characters. Characters Left: 37
Work Background		Summary
		Skills: -Ensured safety of crew and cargo while operating vehicles and equipment over varied terrain and roadways -Conducted quality control for identifying, correcting or reporting all vehicle deficiencies -Ability to think outside the box when employing convoy defense techniques
		Maximum Length: 500 characters. Characters Left: 219
		Résumé
		<input type="button" value="Choose File"/> No file chosen
		Accepted file formats: DOC, DOCX, PDF, and TXT
		Need a more professional résumé? Try our résumé writing service .
		<input type="button" value="Save and Go to Next Step"/> Skip this Step <input type="button" value="Cancel"/>

RESUME AND SUMMARY

ge.com/veterans



Code. They specify the code and, to capture nearby residents, a number of miles from the zone (zone is the “Z” in “ZIP”).

Filling in city and state opens the way for recruiters who use those terms instead of a ZIP Code.

Filling in your street address helps local recruiters, especially in cities that are spread out geographically – Fort Worth, for example. A recruiter in that city will probably be more likely to pursue candidates who supply their street addresses, rather than simply “Fort Worth.”

Another benefit to disclosing your location is that the database will tell you what job fairs will be in your area soon. Yes, you can look that information up on your own, but it is useful and saves time to have the information readily available.

// PHONE

Many recruiters use the phone, rather than email, to make their first contacts with job seekers. True, you may get a lot of calls that do not pan out. But I advise you to look on fruitless calls as a time-cost of doing the job of getting a job.

// MILITARY BRANCH

Some employers prefer to recruit veterans of a specific branch of the service for certain jobs. For example, many recruiters seek Navy veterans for engineering and technical jobs.

// MILITARY PAY GRADE

What you put in this field and the Military Branch field will inform veteran recruiting specialists about your command responsibilities

in the service. But what about non-specialist recruiters? They can check a pay grade-and-rank table – E-6 is a staff sergeant in the Army, etc. – to get a general idea of your leadership experience.

If you are transitioning out of the military, your pay grade will also give recruiters an idea of your overall qualifications and career expectations – the level at which you expect to enter the civilian work force, etc.

// SEPARATION DATE

This field is for men and women who are still in the service. Providing your time until separation will help recruiters who need to fill future job openings. Intervals range from one month to five years.

// SECURITY CLEARANCE CHECK BOX

Certain positions in the federal government and certain defense jobs require security clearances. Listing yours may make a difference when a recruiter searches our database.

// MOS

Further down in the registration process, you will come to the Military Background page shown in this article. This page asks for MOS codes and equivalents.

Why make a selection for this field? It is true that many recruiters do not understand MOS's, and certain MOS's do not seem to be good qualifications for civilian jobs. But it is also true that many companies have military recruiting specialists – many of them veterans themselves – who understand military terminology thoroughly. These specialists also

Contact Information

Military Background

Security Clearances

Resume & Summary

Education

Work Experience

Employment Preferences

Work Background

Current Status*

Military Branch*

Pay Grade*

Years In Service

Separation Date

MOS/AFSC/NEC Codes

Military Schools

Separated

Army

E-5

4

October

2008

Search MOS/AFSC/NEC Codes

Counterintelligence Agent

Search Military Schools

Nuclear, Biological, Chemical

Army Basic NCO Course (BNOC)

Fields marked with * are required.

Save and Go to Next Step

Skip this Step

Cancel

Remove this military background

+ I want to add another military background

understand better than many veteran job seekers the value of certain military experience. For example, service as a small unit leader in combat translates well into supervision of work crews in the civilian world.

// MILITARY SCHOOLS

This is another field designed for veteran recruiting specialists, many of whom look for job seekers with specific military schooling. Here is a random selection of listings: Air Conditioning and Refrigeration School, Aircraft Hydraulics School, Enlisted Supply Intermediate Course, Motor Transport Maintenance, Navy Search and Rescue, USAF Records Management Training.

// SECURITY CLEARANCES

On the next page, you will be able to specify expiration dates for your clearances in the following categories: Secret, TS/SCI, Q-DOE, Top Secret, ISSA, and L-DOE.

// HEADLINE

Next will come the Resume and Summary page shown in this article. The headline field on this page is extremely important. This is the place to grab a recruiter's attention and tell him or her why you are the perfect candidate for the employer's hiring needs. If you are looking to change fields, say so. If you want to stay in the field you are already in, mention years of experience in that field.

Keep it short and sweet. Think of this as the opening of your “elevator pitch,” a quick introduction to yourself and your experience that will spark the interest of a recruiter.

// SUMMARY

This should be a quick and easy read. When listing your skills and experience, use bullet points rather than paragraphs. This is also a great place to use the keywords you found while conducting your research on jobs and industries.

Describe your skills and experience in a way

that will be marketable to a new employer. If you sound as if you can do only a few very specific tasks and nothing else, you will not come across as trainable. Let your experience be a platform to show your skills and your flexibility.

// EDUCATION LEVEL

The next page, Education, has fields for the name of the school, your academic program, your highest education level, your grade point average, and your start and end dates. There is also a box to check to indicate whether you are still attending.

Education pages are pretty much routine for job board registrations, so you should fill ours in. You will note that our list of education levels includes “Professional Certificate,” so veterans who have earned civilian certification based on skills gained in the military can put that front and center.

Do not be too concerned if your grade point average is not stellar. Employers are looking more for a record that shows your determination to advance your career via continuing education.

// NEXT UP

In Part 2 of this article, I will discuss the page on which we ask job seekers about their work backgrounds. We will also take a look at a sample profile, and I will review the list of the resources available on our website to help veterans get great jobs.

But, of course, you do not have to wait for Part 2 to fill out the registration form completely and post your resume. I hope that I have already made the case that it is in your best interest to do so.

Best wishes, and thank you for serving in the armed forces of the United States.✧

Chris Cravens is the national director of candidate acquisition and a veteran of the United States Marine Corps. Contact him at cravens@recruitmilitary.com.

RECRUITMILITARY®

The RecruitMilitary VetTen

Welcome to the March issue of our VetTen newsletter. Together with Indian Health Service, we are pleased to bring you a selection of eleven career options available from organizations that are eager to employ veterans, provide career-enhancing education, or establish them in businesses of their own.

In addition to the career opportunities, please check out the articles we have included to help you in your job search. You will find them interspersed between the employment listings.

As always, we thank you for serving your country and for being a part of the RecruitMilitary community.

Our idea of career transition.

Indian Health Service Careers

INDIAN HEALTH SERVICE
1915 • 1974

LEARN MORE ▶

1. Indian Health Service

IHS Careers - Opportunity. Adventure. Purpose.

Uncompromising values, unique perspectives, high expectations and a commitment to patriotic and public service lead many transitioning military veterans to choose IHS, you'll serve a patient while keeping your military skills.

VETTEN JOBS NEWSLETTER

INDIAN HEALTH SERVICE

MORE ARTICLES | MARKETING.RECRUITMILITARY.COM/RESOURCES

MAY+JUNE 2016 SEARCH & EMPLOY® | 19

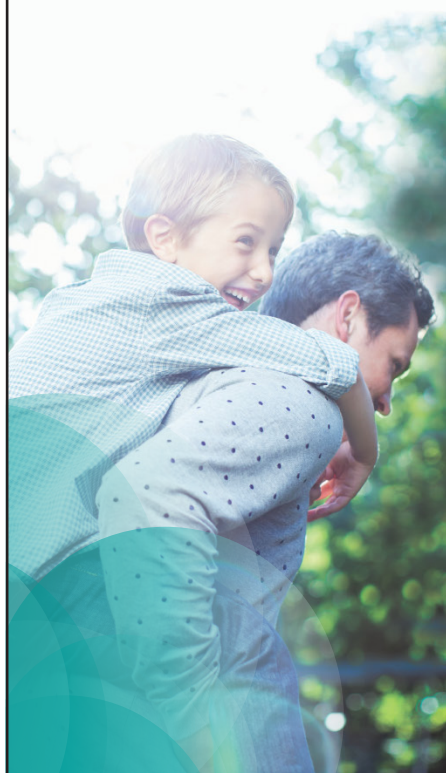
MERCK IS COMMITMENT

Committed to improving lives through innovative prescription medicines, vaccines, and biologic therapies, Merck is a global health leader. We invest billions of dollars in research and development to address a multitude of conditions, including infectious diseases, diabetes, maternal health and cancer. Achieve lasting, positive change. Support our Mission. Work with Merck.

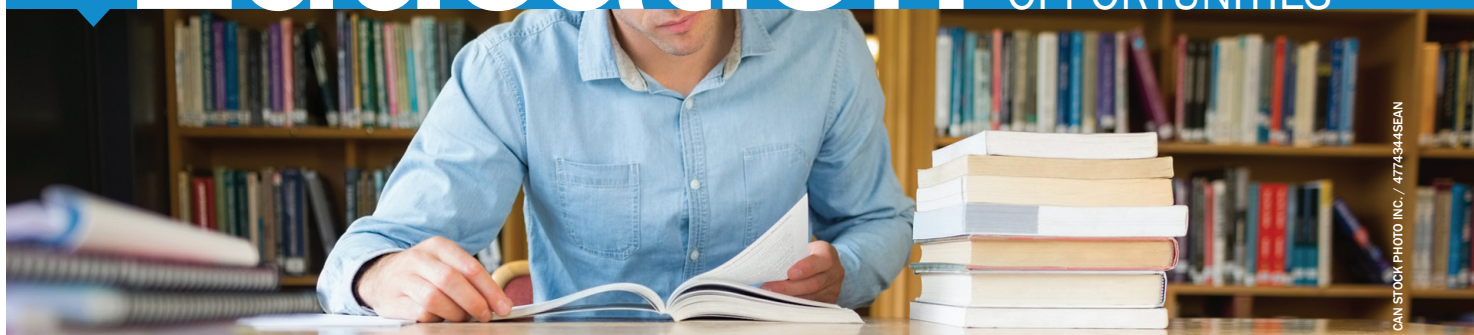
Merck is proud to be a military friendly employer, providing veterans with meaningful opportunities in a range of professional areas.

WORK FOR THE GREATER GOOD.
WORK WITH MERCK.
merck.com/careers

Merck is an equal opportunity employer. Minority/Female/Disability/Veteran – proudly embracing diversity in all of its manifestations.



Education OPPORTUNITIES



© CAN STOCK PHOTO INC. / 4774344/SEAN

NEVER STOP LEARNING

AN EDUCATION CAN PAY DIVIDENDS FOR A LIFETIME

If the only reason you hear about not getting a job you want is that you are “overqualified,” consider yourself fortunate. If that is the case, you are likely setting your job-hunting goals a little too low. But being overqualified is no reason to stop your educational advancement dead in its tracks. In fact, the opposite is true; you should look to learn more about your field – and anything connected to your field – every chance you get.

It is no surprise that – in most cases – more and more education and training leads to higher career satisfaction and a better-than-average paycheck. After all, not many people with doctorates or master’s degrees are ringing up groceries at your local store. Nor are there many CEO’s and high-level project managers who do not have college degrees.

So it is well worth noting that the word “learn” contains the word “earn.” There is usually a direct correlation between a person’s level of education and his or her level of income.

Some people have said that the rising cost of college education is making getting a degree too expensive and not worth it in the long run. But labor economists – people who study the relationship between education and earning – say that is a dangerous myth that lulls some into not pursuing higher education. In fact, the best evidence says that a college degree leads to a lifetime earnings increase of up to \$350,000, even after subtracting the cost of that higher education. That return apparently applies to all undergraduate majors, not just those specifically tied to expected higher earnings.

The medical field has been very much in the

news because it offers a lot of opportunities, job satisfaction, and job security. There are opportunities for those without college degrees, but people who pursue an education beyond high school have much higher earning potential. Medical jobs that do not require a college degree generally pay between \$24,000 and \$43,500 per year in most areas of the country. The pay rises to between \$45,000 and \$63,500 for people with just a two-year college degree. Advanced nursing positions that usually require a master’s degree pay upwards of \$98,000 in some areas. And we all know that doctors – who spend a lot of time in school – make the big bucks.

Nobody is saying you need to go to med school, but the connection between education and higher salaries is clear. And the value of education goes beyond what students read in books or hear from their professors. Employers understand that people who have earned higher education degrees know how to learn and will be quicker to pick up new skills and knowledge on the job. Also, when students interact with one another, they can develop communication skills such as persuasion and conflict resolution. In addition, because they are so busy, students have to develop time and task management skills to handle the many projects, deadlines, and other demands of obtaining an education. Students also have the advantage of learning from others – not just professors – while they are “hitting the books.”

The phrase “knowledge is power” might be overused, but it is true. People who have the knowledge and education more often than not find success in this world. While the recent recession hit everybody in one way or another, people without college degrees tended to be hit the hardest. So education, at the very least, can be a shield against economic adversity.

Sometimes that education comes from on-the-job training and independent study, but more and more employers are looking for college degrees when it comes to hiring for open positions. That is especially true now that there are more ways than ever to get a college degree. The traditional way is to learn on a college campus with ivy on the aca-

demic buildings and Frisbee on the quad. But as the non-traditional student becomes more traditional, colleges of all levels have learned to adapt. Colleges are offering more and more classes online and at night so that people who work day jobs can further their education at their own pace.

It is hard to put a precise dollar value on education. But, at the very least, earning a degree beyond high school widens one’s range of career opportunities and chances for advancement. Many of the jobs that did not require a college degree before the recent recession now have that stipulation; many jobs that required a bachelor’s degree now call for a master’s degree.

Companies can afford to be pickier when it comes to hiring. They are asking for the best, the brightest, and the most educated.

► MANY OPTIONS

There are education opportunities out there for everybody, from people who want to earn a certification for a trade to those who want to go back to college – or go there for the first time – to earn a college degree. The traditional college is not for everyone, and options are available. For example, students do not have to be in a classroom to hear their professors lecture or even to take tests. The students can watch recorded lectures in the comfort of their own homes and on their own schedules.

Here are some of the major options:

Full-time, on-campus learning at a college or university. The most traditional route, this option enables the student to get the full college experience. He or she attends most, if not all, classes in a traditional classroom, and may even live on or near the campus.

Many people call this option a four-year program, but an increasing number of students are taking longer than four years because they are working jobs on the side or are pursuing double majors. Others, of course, take longer because they go on to earn graduate degrees.

The advantages of this option are the availability of professors and classroom learning. There is also more social interaction; and in some

Continued on Page 42

Squared Away®



“As a leader of Marines, my passion was helping young men and women get their military careers squared away. Now, as a trusted Advisor, I’m just as passionate about helping military families get their financial lives squared away.”

To learn more about Brad’s story, visit firstcommand.com/bradwitham.

**CALL 877-601-5783
TO GET YOUR NEXT CAREER
SQUARED AWAY.**

Brad Witham
Capt., USMCR
Advisor since 2011


FirstCommand®
FINANCIAL SERVICES

Hear Brad’s story now using the  app



©2014 First Command Financial Services, parent of First Command Financial Planning, Inc. (Member SIPC, FINRA). Financial planning services and investment products, including securities, are offered by First Command Financial Planning, Inc. First Command Financial Services, Inc. and its related entities are not affiliated or endorsed by the U.S. government or U.S. armed forces.

FRANCHISE
BUSINESSFRANCHISING:
LOOKING GOOD FOR 2016

© CAN STOCK PHOTO INC. / ALEXMILLIOS

Franchises are everywhere. The traditional “Mom and Pop” stores that used to dominate America’s brick-and-mortar Main Street shops have largely been replaced by a variety of franchises that cover everything from selling Italian ice to finding someone the right cruise for a vacation.

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 “Kyle’s Comics” and “Aidan’s Pest Services.” But now, the Mom’s and Pop’s have the backing of franchises that have already established success.

Don’t feel badly uninformed 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 house painters to battery stores. 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 batteries 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 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 is better, it’s still not back to the pre-recession glory days when it seemed that every business was printing its own money. But this is still a great time to join a franchise. In fact, 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 2016

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 2016. Fueling the growth will be faster growth of consumer spending and a pick-up in the housing sector. The report, *Franchise Business Economic Outlook for 2016*, was prepared by IHS Global Insight, an economic analysis and forecasting firm, and published in January 2015; it is available at <http://emarket.franchise.org/FranchiseOutlookJan2016.pdf>.

<http://emarket.franchise.org/FranchiseOutlookJan2016.pdf>.

The report projects 3 percent growth in consumer spending in 2016. The implications for the franchise sector in 2016 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 2016, which is in line with 2015 numbers. The report also indicates that employment in franchise establishments will increase 3.1 percent in 2016, outpacing non-franchise employment. The growth projection differs among industrial groups, ranging from a low of 1.5 percent in Retail Food, Automotive and Quick Service Restaurants to 2.0 percent in Business Services.

The Outlook projects that Retail Products and Services – the third largest franchise-business line – will lead the franchise-business lines in employment growth, and will rank second in output growth.

According to the report, franchises will add nearly 300,000 jobs in 2016. The pace of employment gains will increase compared with 2015. The number of franchise businesses will rise by about 13,000 in 2016, bringing total establishments to 795,932.

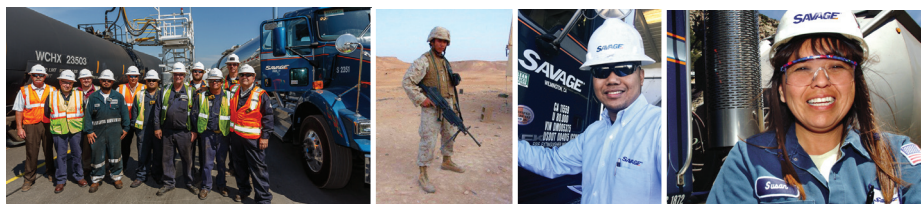
Within the franchising sector, all of the categories will drive job creation in 2016. With the biggest growth in employment, Quick Service Restaurants will add 108,823 franchise jobs.

► VETERAN STRATEGIC INITIATIVE

The International Franchise Association 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 and updated a year later, that mission has helped bring 203,890 such individuals into franchising – including 5,608 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 <http://emarket.franchise.org/VetFranStudy2014.pdf>.

Operation Enduring Opportunity is built on the IFA’s VetFran strategic initiative (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 in a long time 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 2016.

CREATE YOUR FUTURE AT
SAVAGE

At Savage, we value your commitment and loyalty, and the sacrifices you’ve made to protect our freedoms.

Savage is an ideal place for former military personnel to find their next career, and many of the opportunities we offer give you the chance to utilize the skills you’ve worked so hard to build. We invite you to explore your future with us!

For more information, visit **savageservices.com**

Ready to Change Uniforms?

Contact the Veteran Employment Services Office (VESO)

Your Gateway to VA Careers



If you are a transitioning military member or a Veteran seeking VA employment, VESO provides a host of career-readiness services, to include résumé review, interview preparation and job-application assistance.

855-824-8387

www.vaforvets.va.gov

U.S. Department of Veterans Affairs' core values reflect Integrity, Commitment, Advocacy, Respect and Excellence (I CARE). These values define our culture and strengthen our dedication to those we serve. We proudly employ a diverse workforce, which includes more than 119,000 Veterans.

VA



U.S. Department
of Veterans Affairs



VESO
VETERAN EMPLOYMENT
SERVICES OFFICE

Empowering Veterans for federal employment



We hire people who've seen the world from
A DIFFERENT ANGLE

diversity works here

CapitalOne
capitalonemilitary.com
EEO Employer/Protected Veteran/Disabled

How to Work a RecruitMilitary Webinar

by CHRIS NUNN



One of my responsibilities as RecruitMilitary's director of veteran and community engagement is to help transitioning and veteran military make the best use of their time at our job fairs. And one way I do that is to conduct weekly webinars in which I pass along job fair tips and tactics.

This magazine contains a schedule of our job fairs through 2017. For details, visit <https://events.recruitmilitary.com/>.

My webinars continue a series that began before I joined RecruitMilitary in June 2015. The following questions and answers will help job seekers access our webinars and participate in them.

What job-seeking advice do the webinars offer?

Everything from how to work a job fair to secrets of LinkedIn networking, to general advice on navigating the transition from the military to the civilian work force.

What do the webinars accomplish?

Our goal for the entire series is to share our expertise in military-to-civilian recruitment to help veterans find the civilian careers that are best for them. We have been in this business since 1998. We have hosted hundreds of job fairs, helped thousands of veterans find jobs, and worked with an enormous variety of companies that want to hire veterans.

We have seen a lot and heard a lot, and we love what we do. Now, via our webinars, we are sharing our know-how with the people we serve – the veterans who are seeking jobs in the civilian work force.

Describe the registration process.

You can register for a webinar at <http://rmvets.com/Reg-Webinar>. All you have to do is give your name and email address so we can email you the link to the live stream on the day of the webinar.

What equipment does a veteran need to attend?

A desktop computer, laptop, tablet, or smart phone – generally, any device with Internet access, a screen, and audio capability.

Describe the process for logging in.

Click the link that was sent to you upon registration. The resulting software will either ask you to open Go2Meeting or download it. The download takes only two minutes. Once you are downloaded, the software will ask you for your name and email address to log you into the webinar.

After you are logged in, a small screen will appear on the left side of your computer screen, along with a window for the webinar slides. Until the webinar starts, that window will be blank. There are directions at each stage of logging in. The whole process is fairly simple.

Do you recommend taking notes during the webinar?

No. Please just listen the first time around. There will be opportunities to take notes later. The presentations are available for viewing after the

live airing. We upload each webinar within a few days of airing.

How can webinars be viewed again?

We upload the webinars to Vimeo and YouTube. You can access the webinars on Vimeo at <http://vimeo.com/recruitmilitary/videos>.

For YouTube, use:

- “7 Tips for Military Veterans to Get a Job Through a Career Fair”
<http://rmvets.com/7TipstoExcel>
- “5 LinkedIn Secrets for Veteran Job Seekers”
<http://rmvets.com/5SecretsToLinkedIn>
- “3 Tactics for Finding a Job As a Military Veteran”
<http://rmvets.com/3JobTactics>
- “5 Reasons You Can't Get a Job and How to Fix That, with Jay Martin”
<http://rmvets.com/5JobFixes>
- “Developing Your Social Capital as a Military Veteran, with Bill McGowan”
<http://rmvets.com/SocialCapitalWebinar>
- “6 Do's and Don'ts for Writing Your Resume as a Military Veteran”
<http://rmvets.com/6ResumeTips>
- “Resume Writing 101: How to Write a Resume as a Military Veteran”
<http://rmvets.com/vetresume101>
- “How to Translate Your Military Skills to Civilian Language Efficiently”
https://www.youtube.com/watch?v=VxPyJ2_48dw
- “How to Craft an Effective Elevator Pitch as a Military Veteran”
<http://rmvets.com/ElevatorPitchCraft>
- “3 Key Tips to Use Career Fairs to Find Your Next Job”
<http://rmvets.com/3KeyTips>
- “How to Ace a Phone Interview”
<https://www.youtube.com/watch?v=O7gtFAAxC14>
- “How to Write a Cover Letter”
<http://rmvets.com/WriteACoverLetter>

How has the turnout been?

It has been great. We have had solid audiences, and attendance is on the rise. One of the most rewarding features is the level of audience participation. We have a live Q&A at the end of each webinar, and the veterans who tune in are always prepared and ready to participate and make the most of their experience.

Have you received any feedback about the webinars?

We have received emails and Facebook posts thanking us for our webinars. We have also heard from numerous veterans telling us that their confidence levels at job fairs vastly improved after attending “7 Tips for Military Veterans to Get a Job Through a Career Fair.” In addition, surveys that we take after our webinars tell us that most veterans who attended are glad they did.

Can attendees give input on what topics to cover?

We are always adding to our queue, based on feedback from our audience and new topics we know would be helpful. And we are always looking for great material. To submit topics you would like covered, use our Facebook page at www.facebook.com/recruitmilitary, or send me an email at the address below. ✉

Chris Nunn is director of veteran and community engagement at RecruitMilitary and a veteran of the United States Army. Contact him at chris.nunn@recruitmilitary.com.

We Want You

www.careersathealthnet.com

Hiring veterans is a smart business decision because these are people that are innately driven, mission-focused and work well in a team environment.

— James Ferguson, Health Net's MFLC Deputy Director, and veteran of the Marine Corps.

Hⁿ Health Net

www.hnfs.com



Find us on facebook:
[healthnetfederalservices](https://www.facebook.com/healthnetfederalservices)





Join the **Sears Appliance Experts.**



We're hiring veterans.

Challenging. Rewarding. Opportunity.

We're seeking dedicated team players who are able to ensure fast, flexible and expert service to every customer via excellent time management and technical skills. We provide competitive pay and ongoing training in a collaborative and team-oriented setting.

As a Sears Home Services Appliance Repair Technician, you will enjoy working independently as a representative of a leading retailer providing in-home repair services for heating and cooling systems, lawn and garden equipment or kitchen and laundry appliances.

Apply today and transition from Distinguished Service... to a Distinguished Company.

searsholdings.com/shsmilitary



Our Benefits Program

Your general well-being, in and out of the office, is important to us. This is why we provide a variety of thoughtful benefits for our associates, including:

- Medical Plan
- Health Care Flexible Spending Account
- Dental Plan
- Work & Family Benefits
- Retirement/Financial Benefits
- Paid Time Off
- Unpaid Time Off
- Disability & Survivor Benefits
- Military Pay Differential & Benefits Continuation

Sears Holdings Corporation employs **30,000+ veterans.**



Looking to take
your talents to
new places?

Launch a
rewarding career
with Air Liquide.

Air Liquide – world leader in gases, technologies and services for industry and health – is present in 80 countries with more than 50,000 employees. Oxygen, nitrogen and hydrogen have been at the core of the company's activities since its creation in 1902. Air Liquide relies on competitiveness in its operations, targeted investments, and the inventiveness of employees to create value over the long term.



Creative Oxygen



<http://www.us.airliquide.com/en/careers.html>



VETERAN FRANCHISING

by DAVID E. OMHOLT



Five Reasons to Consider Franchising

HAVE YOU BEEN

exploring the possibility of starting your own business? Consider franchising. Entrepreneurs can take full advantage of certain characteristics of our

modern-day economy – and new franchises are uniquely positioned to outperform conventional startups.

The United States is experiencing (1) a boom in business technology, (2) a rise in the power of social media, (3) near-zero interest rates on debt, (4) an increase in consumer spending, and (5) growth in franchising. Here are some details:

1 | POWERFUL BUT CHEAP TECHNOLOGY

Modern technology is changing rapidly. Business leaders tend to think in terms of linear change and incremental improvement, but digital technology and innovation are evolving at exponential rates.

Take a look at the Raspberry Pi Zero, a small computer as powerful as a \$1,000 laptop from 10 years ago. Pi Zero sells for \$5.

This drastic reduction in the cost of computing power has facilitated the development of cheap tools that automate and improve previously expensive activities. Low-cost apps for your smartphone automate invoice management, customer

relations, project management, team communications, and accounting.

The biggest revolutions have been in cloud technology and big data – 93 percent of today's businesses use the cloud for some or all of their business software. And tons of companies can help you analyze your data and make better decisions in real time, optimizing your operations and bottom line. Tools that were previously unavailable to small businesses have been democratized. Market barriers are falling left and right.

2 | SOCIAL MEDIA'S RISE

The most visible impact of cheap, freely available technology is the increasing power of social media. Entrepreneurs now have a great platform for direct communication with customers – and immediate customer response.

Social media offers tremendous marketing and advertising opportunities – and the possibility of a message going viral. Businesses can start conversations about their products and services while learning about and discovering new customers.

Facebook, Twitter, LinkedIn – all have dedicated audiences in the hundreds of millions. Customer relationships built through social media improve brand recognition, brand loyalty, and conversion rates, while decreasing marketing costs. Franchisees have the flexibility to use these platforms quickly and with great agility, while receiving consistent support from



LET'S JOIN FORCES

Mercedes-Benz
DRIVE

We are looking for Veterans for our Technician Training Program.
For more information contact mbdrive@mbusa.com

©2016 Mercedes-Benz USA, LLC 303 Perimeter Center North - Ste 202, Atlanta, GA 30346. All information contained in this publication is correct as of publication date. All rights reserved.
Reproduction or translation in whole or in part is not permitted without written authorization from the publisher.



their franchisors in the form of national advertising campaigns and/or low-cost marketing.

3 | LOW INTEREST RATES

The Financial Crisis of 2008 led the United States to take drastic measures to stabilize the economy. One measure was the zero-interest rate policy (ZIRP): The Federal Reserve dropped the federal funds target rate – the interest rate at which banks may lend to one another – from 5.25 percent to 0 percent. The Federal Reserve took this action to discourage saving and encourage borrowing, with the goals of improving equity markets and increasing investment in the economy.

In addition, many alternative forms of financing have become available to small businesses. On-line lenders such as Lending Club and Kabbage allow borrowers to go through the entire loan application process on their websites.

Furthermore, banks are desperate for the right kinds of high-yield businesses to seek financing from them. Biz2Credit, an online marketplace for small-business funding, found that approval rates for small business loans are at their highest rates in five years, with 22.1 percent of applications filed at big banks being approved.

4 | MORE CONSUMER SPENDING

The most significant trend from ZIRP has been a steady increase in consumer spending, reflecting a strong demand for business products and services. The increase in consumer purchases in November 2015 was the highest in three months, and household wages climbed more than predicted.

Driving the increase in consumer outlays, which account for 70 percent of the economy, have

been steady hiring, cheap gasoline, and access to credit. Unemployment has been at or near a seven-year low of 5 percent, and payroll increases are the strongest in 15 years. Small businesses have an environment in which they can thrive.

5 | GROWTH IN FRANCHISING

The consulting firm IHS Economics expects the number of franchise establishments to increase by 1.7 percent in 2016, the same as in 2015. Franchise employment is expected to outpace overall employment in business – as it has for the past five years – reaching 3.1 percent. The GDP of the franchise sector should increase by 5.6 percent, exceeding a predicted growth of 4.4 percent in the national GDP. On top of all this, retail, business services, and restaurant franchises are expected to see the highest growth rates of all industries.

So the best time to start a business is now. Franchising provides entrepreneurs with a proven business plan, strong local and national branding, and operational support, leading to a higher chance of success. ♦

David E. Omholt is a franchise advisor with Veteran Franchise Centers (VFC) – 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 david@veteranfranchisecenters.com.

UTILIZE YOUR STRENGTHS

BUILD ON YOUR MILITARY SKILLS.
In just 20 weeks, transition to an exciting, challenging, and well-paying career as a **Commercial Diver/Underwater Welder.**

**PICK UP THE TORCH AT
CDA TECHNICAL INSTITUTE
CALL 888-974-2232
OR VISIT WWW.CDA.EDU**

APPROVED FOR VA BENEFITS



For more information about graduation rates, the median debt of students who complete the program and other important information, visit www.cda.edu.

COMMITMENT
DEDICATION
INTEGRITY



YOUR FAST TRACK TO SUCCESS

GATX strives to be recognized as the finest railcar leasing company in the world by our customers, our shareholders, our employees and the communities where we operate.
Let us help you with your military transition.





Afsheen
Air Force Veteran





RECOGNIZING YOUR SERVICE. AND YOUR FAMILY'S.

SERVE WITH US AND RECEIVE 100% COLLEGE TUITION
COVERAGE FOR YOU AND A FAMILY MEMBER.

Career opportunities for veterans and military spouses.

We're looking for people with extraordinary qualities.

- Discipline and courage.
- Leadership and team-building skills.
- The desire to be part of something bigger.

JOIN US. [STARBUCKS.COM/CAREERS/VETERANS](https://www.starbucks.com/careers/veterans)



STARBUCKS
COLLEGE
ACHIEVEMENT
PLAN



WE'RE LOOKING FOR A CHANGE OF VIEW. YOURS.

Lowe's is where we are today because we seek to employ those who think and see things differently. People like you who served in the military, and brought a unique and global perspective home with them. Now we'd like to put your thinking to work for us. Apply at Lowe's.com/Careers.



Lowe's is an Equal Opportunity Employer of Minorities/Women/Individuals with Disabilities/Veterans.
©2015 Lowe's. LOWE'S, Gable Mansard Design, and Never Stop Improving are registered trademarks of LF, LLC. All are used with permission.

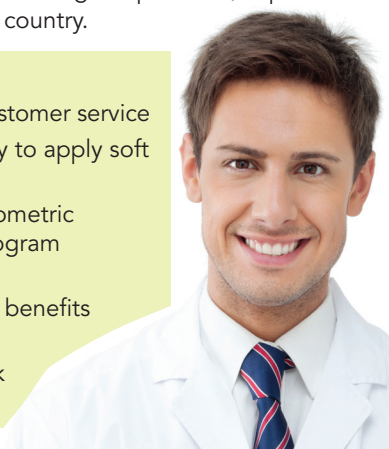
Are You Tired of Being Just Another Salesperson?



Are you searching for a career where you will really make a difference and have the ability to improve another person's quality of life? Then consider joining one of the most recognized and trusted teams in the hearing health care field. Miracle-Ear is leading the way with innovative hearing-aid products, expert services and hundreds of locations across the country.

We Are Looking For Individuals With:

- Passion to provide extraordinary levels of customer service
- The drive to meet sales goals with the ability to apply soft selling skills
- Strong technical skills to learn and use audiometric equipment to conduct hearing tests and program hearing aids
- The skill to enthusiastically demonstrate the benefits of better hearing
- Problem solving skills and the ability to work independently



Explore an Established Opportunity!

If you are interested in a career in a rewarding and growing industry please contact us: academy@miracle-ear.com

©2015 Miracle-Ear, Inc.

16113ROPA

What Do You Value?

by JASEN WILLIAMS



WE CAN DEFINE A GREAT HIRE AS ONE IN WHICH THE MOST IMPORTANT ELEMENTS OF THE JOB CLOSELY MATCH THE CAREER PRIORITIES OF THE NEWLY HIRED EMPLOYEE. BECAUSE OF THE CLOSE MATCH, THE EMPLOYEE WILL BE HIGHLY MOTIVATED, AND THEREFORE HE OR SHE WILL ALMOST CERTAINLY BECOME HIGHLY PRODUCTIVE. AND THE REWARDS THAT RESULT FROM HIGH PRODUCTIVITY CAN RAISE A HIGH LEVEL OF MOTIVATION EVEN HIGHER.

To increase your chances of getting a great job, you should carefully evaluate your career priorities

before you get too far along in your job search. With your priorities clearly in mind, you will be in a better position to evaluate job descriptions to determine which openings to pursue. When you interview for a job, you will be prepared to check the elements of the job against your priorities. And when job offers come along, you will be better able to judge them and select the one that would be best for you.

Let's assume that you are at a point in your job search where you have a wide choice of poten-

you work on the table. Stay practical and realistic, but do not sell your potential value as an employee short – especially when it comes to the "Rewards" column. Also, be careful about assuming too much by way of a "clash of factors." For example, some people might think that circling "Helping Others" and "Belonging" would take "High Earnings" off the board. But that is not necessarily so.

GET FEEDBACK

After you have circled your seven factors, show this article to at least two other people who know you very well. Ask them to evaluate what you have done, then discuss it. If you would be reluctant to have face-to-face discussions with those

WORKPLACE	REWARDS	RELATIONSHIPS	FUNDAMENTAL VALUES	SELF-ACTUALIZATION
FLEXIBILITY	HIGH EARNINGS	TEAM-ORIENTED WORK	MORALITY AND ETHICS	INTELLECTUAL STIMULATION
LOCATION	PERKS	CUSTOMER QUALITY FOCUS	CORPORATE LEADERSHIP	OPPORTUNITY FOR GROWTH AND LEARNING
SURROUNDINGS	RECOGNITION	FRIENDSHIPS	CORPORATE IMAGE	CHALLENGING ASSIGNMENTS
PACE	POWER	BELONGING	HELPING OTHERS	VARIETY OF WORK
JOB STABILITY	JOB TITLE	COMMUNICATION	EMPOWERMENT	ADVANCEMENT OPPORTUNITIES

tial jobs. You might just be starting out, in which case you would be considering what kind of job to pursue, what companies to contact, etc. Or you might have received a dozen or so responses to your initial inquiries, and you need to decide which to follow up first. Let's also assume that you would be pursuing only jobs that match your education and experience.

GO TO THE TABLE

This would be the time to engage in some deep thought about what you value in a job. We have prepared the table in this article to help you do that. One suggestion would be to reflect on each of the 25 factors listed and circle your top seven. Then match the seven factors to job descriptions, company websites, etc.

You can also use the table for interview preparation. Remember that, during an interview, you should ask plenty of questions – not just sit there and respond to the interviewer's questions. So prepare your own questions pertaining to your top seven values.

This approach can work well for you only if you are completely honest with yourself when

people about what is after all a personal matter, just ask them to circle what they think are "really" your top seven priorities – that is, what they think you should have circled.

As your job search progresses, you should refer to the table. Think about each item you have circled. Ask yourself whether that item should remain circled. Use your eraser as appropriate.

Best of luck in your job search, and thank you for serving in the armed forces of the United States.✚

Jasen Williams is vice president of agency relations at RecruitMilitary and a veteran of the United States Marine Corps. Contact him at jasen@recruitmilitary.com.



**RESUMES
AND
COVER
LETTERS**

RECRUITMILITARY.COM/RESUME-WRITING



FOLLOW YOUR OWN MARCHING ORDERS.

During your military service, you developed a set of highly effective leadership skills and talents. Now you're ready to put everything you learned to use in a civilian career.

At Prudential, we're committed to providing veterans with the opportunities and the professional environment they need to flourish in civilian life. Find out how we can help you.

[LEARN MORE AT
JOBS.PRUDENTIAL.COM](https://jobs.prudential.com)



Scan this code to see a video about Prudential's commitment to our Veterans.



YOU CAN'T HIDE A GREAT OPPORTUNITY!

We are the leading provider of short-term consumer loans since 1994, with over 1,000 locations nationwide. We have immediate openings in: Alabama, Arizona, California, Florida, Georgia, Illinois, Louisiana, Missouri, New Mexico, South Carolina, Texas & Virginia.

Military personnel have dedication and a work ethic that is second to none, and we'd love to have you on our team. Our people are our most important asset. We strive to build our team by encouraging professional growth and development through successful training, coaching and mentoring.

We have the following positions available:

- **Sales Representatives**
- **Branch Managers**
- **Area Mangers**

We are not a commission based organization.

WE OFFER:

- | | |
|--|---|
| ■ Advancement Opportunities | ■ Paid Sick and Personal Days |
| ■ Paid Vacation and Holidays | ■ On-the-job, Online and Classroom Training |
| ■ Medical, Dental and Vision Insurance | ■ Competitive Compensation |
| ■ Life and Disability Insurance | ■ Rewards & Recognition |
| ■ 401K Program | |

For immediate consideration contact the corporate recruiter by phone **1-800-820-2886** or via email **careers@clacorp.com**

Visit our website:
www.consumerloancareers.com

Elevated by Education

by KATIE BECKER



Larry Enriquez's military journey took him from college in his home state of Washington to Iraq as an Army Reserve specialist, back to college for his degree, then to Officer Candidate School (OCS). Next up, to Guantanamo Bay as an MP officer.

He began his journey for a pure and simple reason: "I truly wanted to serve my country," he said. "I grew up in

the United States with so much opportunity, and I wanted to give back." His grandfather had served in the Navy, but he is the first in his immediate family to join the armed forces.

A native of Bellingham, Washington, and a successful long distance runner in high school, Enriquez wanted to continue running in college. The Army Reserve enabled him to do it. He spent his freshman year on the track and field team at Highline College in Des Moines, Washington, south of Seattle. "I loved it, and had a blast," he said. "It gave me a chance to travel all over and compete with other teams all the way up to Division I."

The Army Reserve provided the tuition assistance that he needed. "Growing up, my family did not have a lot of money," he said. "I could not have gone to college without that."

He acknowledged that managing school and the Reserve was challenging at times, because his annual training requirements took him out of the classroom and occasionally overseas. "But I made arrangements with my professors to take tests early and make up work," he said, "and they were always very understanding and accommodating."

IN IRAQ

His schooling was interrupted for a year when he deployed to Baghdad in 2003 as part of Operation Iraqi Freedom. "My unit arrived right after Baghdad fell," he said. "At the time, we had no idea how long the conflict would last. We thought we'd be going home as soon as the new government was in place, but it turned into one year. Once I was even permitted to be in the war room with intelligence information coming in, because I had a security clearance."

As a transportation and logistics specialist, Enriquez tracked and coordinated cargo and troops moving through the Baghdad airport, which had

Continued on Page 34



West Virginia wants you!



Prior Military Service
combines with
National Guard Service
to earn a 20 year
Retirement

WEST VIRGINIA
NATIONAL GUARD 

1-800-642-3619

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

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 & Affirmative Action Employer, minority/female/disabled/protected veteran.



Powering Business Worldwide





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

Continued from Page 32

been converted to into a large base occupied by coalition forces. A few months after he arrived, the insurgency began launching mortar and rocket rounds into the base. After running to the bunkers for safety the first few times, he and his fellow soldiers gradually got used to the sound.

He once witnessed a compound building explode close to where he was working in a pallet yard. "At first, I stood there in awe, but then I got right back to work," he said.

He would interact occasionally with Iraqi children when his job took him through the slums of Baghdad to check on railroad cargo. "The kids thought we were superheroes with all the gear that we had, and they asked lots of questions," he said. "They were mostly little boys, anywhere from seven to nine years old. We would bring them candy, and we played soccer with them wearing all our gear – and they always beat us."

BACK TO SCHOOL

During his deployment, he leveraged the Internet to take advantage of online coursework. And upon returning stateside, he was eager to finish up his associate's degree. Then he planned to move on to Western Washington University (WWU) in Bellingham to earn a bachelor's degree in business management. "Having been deployed, I felt I had a better understanding of what was going on in Iraq than other, more opinionated students," he said, "but I avoided getting into any arguments about it."

The veteran community in Bellingham and at



LARRY ENRIQUEZ

PHOTO COURTESY OF LARRY ENRIQUEZ

WWU was not large, but Enriquez interacted closely with the on-campus VA office, which coordinated his tuition benefits. He advises other veterans to follow suit. "Take advantage of that office," he said. "They will help you."

He graduated in 2007, then headed to the warmer climate of Huntington Beach, California. There, he joined the corporate world as a recruiter for a staffing firm. That experience quickly helped him realize that he really wanted to pursue a career in law enforcement.

Knowing that landing a job in California was highly competitive, he gained experience by working at



OVERSEAS REQUIREMENTS

Non-Commissioned Officers (E6 and Above)

Cavalry Scout/Sniper
Combat Engineer
Field Artillery Sr Sergeant
Fighting Vehicle Infantryman
Fire Control Repairer
Infantry Sr Sergeant
Metal Worker/Welder (44B)
Medic
Medical Specialist
Military Police
Sniper
Tank/BFV/LAV Turret Repairer
TMDE Maintenance Support NCO
Track/Wheel Vehicle Repair
Unit Supply

Officers

Armor
BFV/LAV
Field Artillery
Health Services
Military Intelligence
OPNS, Plans & Training
Ordnance
Signal

Warrant Officers

Armament Repair
Supply
Support Maintenance
Unit Maintenance

Aviation

Aircraft Mechanics
Air Traffic Control
ARFF EMT - B
Aviation Logistics
Aviation Production Control
Base Operations
Environmental Compliance
Flight Operations
Instructors
Instructor Pilots
Maintenance Test Pilots
Quality Control
Quality Assurance
Safety
Transient/VAL

vinnellarabia.com

Having problems applying online? Call 703-713-4748 for assistance.

a private security firm with the goal of becoming a police officer. "I decided I wanted to be in a profession that allowed me to give back, just like I had done in the Army," he said. "I wanted to be part of something that was bigger than myself."

▼ **TO OCS AND BEYOND**

While working in private security, Enriquez began considering returning to the Army as an officer. "I talked to a recruiter, and asked if he could get me into OCS," he said. "It's a very competitive process. It took me six months to put together my packet of essays, work experience, and letters of recommendation. Then I had to appear before a board and go through a series of grueling interviews. But it all worked out, because I passed."

Enriquez found himself in the position of going through basic training again, this time at Fort Benning, Georgia. "At 32, I was the old guy among 18- and 19-year olds," he said. "But because I'd always kept physically fit, I beat a lot of them in activities like running and pushups. When I finished, my drill instructor drove me over to the other side of Fort Benning to begin OCS."

"I'd been told that OCS was like basic training on steroids, and it was definitely the most challenging school I've ever been to. About 25 percent of the candidates don't make it through on the first try."

With more academic responsibilities, including reading, research, and presentations, Enriquez drew upon the skills the Army had taught him as an enlisted soldier. "I had already learned to be humble and be thick-skinned, so that helped me

not to take any criticism personally," he said. "I was able to just learn from it and move on."

Networking with other young officers beforehand helped, too. "They really set my expectations going in, and gave me advice about courses and other challenges I'd be encountering."

He graduated from OCS in November of 2014 with lots of family in attendance. The next step toward achieving his goal: military police (MP) school at Fort Leonard Wood, Missouri, beginning in June 2015. "I loved the field exercises and hands-on stuff the best," he said. "I also had to do a lot of public speaking. We'd receive make-believe battle scenarios and present our plan for how to resolve various situations."

Enriquez also received training on active shooter scenarios, patrolling, clearing buildings, and firing weapons ranging from handguns to belt-fed automatic machine guns. Part of the rigorous program included being tased and sprayed with pepper spray, which he described as "like someone putting a blowtorch on your face."

Enriquez will soon put his police training to good use: His MP unit is scheduled to deploy to Guantanamo Bay for one year, beginning in June 2016.

He is ready for the challenge. "Aside from funding my education, the military taught me to be organized and to plan ahead," he said. "I'm still a work in progress, but I'm much more efficient with my time now." ♦

Katie Becker is the staff writer at RecruitMilitary. Contact her at katie@recruitmilitary.com.

Internationally Recognized Commercial Diver Certification Program

POST 9/11 GI BILL ACCEPTED

COMMERCIAL DIVER

Training Includes:

- Underwater Welding
- Underwater Inspection
- SCUBA
- Mixed Gas
- Surface Supplied Air
- Remotely Operated Vehicles (ROV)
- Job Placement Assistance Upon Graduation

**PROUDLY
TRAINING
VETERANS
SINCE 1969**

Approved and Regulated by Texas Workforce Commission
Accredited by Accrediting Commission of Career Schools and Colleges
Financial Aid Available for Those Who Qualify
Internationally Recognized Certification Program

HOUSTON, TEXAS



The Ocean Corporation

1.800.321.0298 • www.oceancorp.com



GREAT LAKES

Truck Driving School

www.greatlakestds.com

THE NATION'S PREMIER CDL, HEAVY EQUIPMENT, AND OILFIELD TRAINING FACILITY

Over 86% job placement rate and lifetime placement assistance
Approved for GI Bill Benefits for Eligible Veterans

TO LEARN HOW TO START A NEW CAREER IN A HIGH DEMAND INDUSTRY CALL
(866) 932-3436



We're Looking for a Few Good Team Members.

Giant Eagle is a proud and grateful supporter of those who have served in our armed forces, and we'd love to have you on our team!

We offer opportunities for all backgrounds and skillsets, and are currently hiring for a variety of positions throughout the company, including:

Retail | Warehouse | Drivers | Corporate | Team Leaders


We offer our Team Members extensive benefits, including:

Competitive wages	Flexible scheduling
Advancement opportunities with a growing company	A safe & respectful workplace
Team atmosphere	Tuition reimbursement

Apply online at: jobs.GiantEagle.com


Giant Eagle is an equal opportunity employer.

CHANGE THE WORLD LOVE YOUR JOB



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 global company where we believe in pushing the limits of what's possible and redefining technology. Learn more about our career opportunities and why you belong here.

To learn more visit careers.ti.com



The platform bar is a trademark of Texas Instruments Incorporated. © 2015 Texas Instruments

From Garage Band to **Government Contracting**

BY KATIE BECKER

Steven Bartimus took a path less taken to the military. The Alabama native was working toward a degree in music and was already started on a career path doing hazardous industrial sand blasting and painting when he decided to join up. “I was a garage band guitarist from the 90’s, but I was restless,” he explained. “I was trying to find a challenge in life.”

FROM ROCK TO THE CORPS

Becoming a Marine appealed to him as a true test in both physical and mental dexterity and endurance. He recalled entering the USMC recruiting office with long hair, “The recruiter took one look at me and said, ‘Where’s the clippers?’”

He told the recruiters that he wanted to serve in reconnaissance and the infantry, one of the most difficult specialties available. “Infantrymen are trained to locate, close with and destroy the enemy by fire and maneuver, or repel the enemy’s assault by fire and close combat,” he said.

“Once they realized I was serious, I filled out the application and was off to a MEPS (Military Entrance Processing Station). Pretty soon after that I was a 25-year old in boot camp at Parris Island. My nickname was ‘Grandpa.’ I requested to be part of the most difficult battalion on Parris Island, the 3rd Battalion, and luckily I assigned there.”

Boot camp taught Bartimus how to be part of a team and how to support his fellow Marines. “I also learned that your team is only as strong as your weakest link,” he said. “It sounds corny, but it’s true: there is no ‘I’ in ‘team.’”

TO KOSOVO AND JAPAN

He entered the Fleet Marine Forces; and just before the war in Kosovo in 1999, he deployed to the Mediterranean Sea and Adriatic Sea with the 24th Marine Expeditionary Unit. His unit was staged to take control of and occupy the Pristina Airport. The United Nations and coalition forces were to use this base as a hub for supplies. “None of us knew the big picture as to why we were going in,” he said, “but we knew what we were up against, and we were ready to execute our mission.” Bartimus moved on to assignments in Japan, and ended his Marine Corps service just before 9/11.

A FATEFUL SEARCH

Bartimus was working as a contractor supporting the Army when a fateful Internet search led him to RecruitMilitary. He completed his candidate profile on the company’s website. The same day, a RecruitMilitary recruiter contacted him, ultimately leading to a placement with Titan Corporation, a defense contractor.

He then deployed to Al Anbar Province in western region of Iraq. There, he worked as a site manager for linguists and translators at Al Asad Air Base. “I managed mostly locally hired linguists, and I had to make sure they were paid and taken care of,” he said. “There were no banks, and no direct deposit options available, so I had a big bag of cash on me at all times. I’d drive around, find the linguists, and pay them.”

Bartimus rose quickly within the company, and became a program manager. He went on to work with



other defense contractors in the linguist support arena. At Mission Essential, he managed OCONUS operations in the United Kingdom, Germany, Italy, Northern Iraq, the Horn of Africa, and Afghanistan.

His business travels brought him back to Kosovo in 2008. While touring historic sites in the village of Perka, he saw a monument memorializing the struggle of the ethnic Albanian people and the Jasharis family, who formed a resistance force against ethnic oppression. The family’s fatal last stand against the forces of Slobodan Milosevic received international attention and lead to UN and Coalition involvement in the region.

While viewing the historic sights and talking with remaining members of the Jasharis family, he realized they were the reason his USMC unit had been sent there ten years earlier to assist in resolving that conflict. “The story came full circle, and I shared my experience with my fellow Marines who had been there with me ten years earlier,” he said.

UNDERSTANDING PEOPLE

Bartimus ascended in the ranks at Mission Essential, becoming a senior program manager as the company expanded into Afghanistan. He oversaw more than 8,000 linguists and 200 deployed staff. To this day, he credits his success to the leadership and management skills he learned in the Marines. “It instilled in me how to understand people,” he said. “Show people you actually care about their world. Get in the trenches with your personnel and work side by side. Once people see that, you will gain their respect and they will follow you.”

Building positive relationships is something Bartimus believes is often missing in corporate America. “Companies have to stop solely focusing on the numbers, and start thinking about people. Yes, it’s a business, but if companies take care of the people working for them, they will remain loyal and outperform all expectations. But, it must really be embraced at the top and truly become part of the culture.”

Bartimus now works in the Washington metropolitan area as a government contractor and a consultant to Department of Defense contractors, but he still uses RecruitMilitary to search for opportunities and network. “RecruitMilitary led me to an opportunity, and that is all I needed to build a successful life with unimaginable experiences. I can’t wait to see what the future has in store.”

Katie Becker is the staff writer at RecruitMilitary. Contact her at katie@recruitmilitary.com.

RECRUIT MILITARY®



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

USE THE CREDIT CARD THAT SUPPORTS RECRUITMILITARY.



USAA Bank is proud to offer members ways to support organizations like RecruitMilitary. Plus, you can benefit from great rewards, competitive rates and USAA Bank's legendary customer service.



APPLY TODAY.

usaa.com/recruitmilitary or 855-862-5627

Available in both American Express® Card and MasterCard®

USAA means United Services Automobile Association and its affiliates. USAA products are available only in those jurisdictions where USAA is authorized to sell them.

Use of the term "member" or "membership" does not convey any eligibility rights for auto and property insurance products, or legal or ownership rights in USAA. Membership eligibility and product restrictions apply and are subject to change. Purchase of a product other than USAA auto or property insurance, or purchase of an insurance policy offered through the USAA Insurance Agency, does not establish eligibility for, or membership in, USAA property and casualty insurance companies. RecruitMilitary receives financial support from USAA for this sponsorship. American Express is a federally registered service mark of American Express and is used by USAA Savings Bank pursuant to a license.

This credit card program is issued by USAA Savings Bank, Member FDIC. © 2015 USAA. 214059-0315

Leaders serve here



pwc

Teamwork, loyalty and adaptability are all qualities valued in the PwC professional; they are also ingrained in those who have served in the military. This is one of the reasons why veterans and active service members are a good fit for our culture.

To explore opportunities at PwC, please visit pwc.com/militarycareers

© 2016 PricewaterhouseCoopers LLP, a Delaware limited liability partnership. All rights reserved. We are proud to be an Affirmative Action and Equal Opportunity Employer.



GREGORY BLACK

PHOTOS COURTESY OF PATTERSON-UTI

“Let People Know Your Worth”

► **PATTERSON-UTI DRILLING COMPANY LLC** | www.patenergy.com/drilling

PATTERSON-UTI DRILLING COMPANY LLC is the second-largest land-based drilling company in the United States. The company and its subsidiaries have more than 275 marketable land-based drilling rigs. They serve major and independent oil and gas firms operating primarily in the continental United States, Alaska, and western and northern Canada.

The company has approximately 5,500 employees working throughout the continental United States. Opportunities include all rig-based positions, operations management, trucking, maintenance, health-safety-environmental advisor, and human resources. Certain employees work half of the year, following a schedule of 14 days on and 14 days off.

Patterson-UTI actively recruits servicemembers and veterans. Company recruiters visit anywhere from four to six military installations per month,

and they frequently interview and hire on the spot.

In 2015, 47 percent of all new hires had military experience. The company has found that veterans are diverse, skilled, talented, and dependable leaders who are proactive, have the willingness to learn, and follow standard operating procedures.

The company looks for individuals who are team-oriented, performance-focused, highly trainable, and have excellent leadership experience. All of those characteristics are common among the veterans at Patterson-UTI. The company also finds that veterans share its commitment to working safely and ensuring that their co-workers do the same.

A VETERAN SUCCESS ► GREGORY BLACK

Gregory Black served in the United States Army for seven years, separating as a staff sergeant. He

HELLO. LET'S TALK.

Tom Miller

Manager, Project Management Center



I made the transition from 30 years military service to a manager at CDK Global's new Cincinnati Center of Excellence. I'll be on deck to talk recruitment opportunities at the Cincinnati Opportunity Expo on May 26.

From combat arms to space operations, my service spanned the Navy, Coast Guard, Army, National Guard and the Air Force. It even included a tour as a Diplomat to Burundi in Central Africa.

The experience I gained in program management, contracting and acquisitions made me well-equipped for a career at CDK – the largest provider of integrated information technology and

digital marketing to the automotive retail industry.

After retiring from the Air Force and relocating to Ohio, I went to a RecruitMilitary job fair. Once I found the CDK Global booth, it did not take me long to realize we would fit well together. The skills I had developed would benefit CDK and, in turn, I would gain valuable knowledge of the automotive industry – something that has interested me for a long time.

I have enjoyed growing as a team with the new Cincinnati Project Specialists and see a long and exciting future with CDK.



GREENLIGHT YOUR CAREER
jobs.cdkglobal.com

worked as a heavy equipment operator; and he trained, led, and mentored soldiers.

He is now a heavy equipment operator at Patterson-UTI. He joined the company in September 2014 as a traffic control flagger. Within 6 months, he was training to operate a tandem – the term used in the oil fields for a tandem-axle flat bed truck. By his eighth month, he was a full-time tandem operator. Black considers this accomplishment to be his biggest milestone at Patterson-UTI because, as he said, “it showed me that my hard work and knowledge did not go unnoticed.”

On the job, he moves drilling-rig components. He oversees the loose lifting gear – eye bolts, hooks, shackles, etc. – for the entire rig-up facility and ensures that the gear is inspected regularly.

And Black is working to become an even more valuable employee. He is training for certification in cranes by the National Commission for the Certification of Crane Operators (NCCCO).

Black attributes his civilian success to skills he developed in the Army. “I am a very disciplined person who does not have to be constantly supervised,” he said. “I also have very good communication skills as well as leadership skills. School in the military gives you a lot of tools for success. You have to know when and where to apply them.”

A good attitude also helps. “I am a loyal employee who can be trusted with any task,” said Black. “I always keep a positive attitude, and I am very open-minded to everyone’s opinion regarding tasks at hand.”

One of the things Black likes about working at

Patterson-UTI is that the company understands veterans and their military commitments. “They allow you to serve and make accommodations for you based on your military duty,” he said.

▼ **ADVICE FOR VETERAN JOB SEEKERS**

Black said that anyone looking for a civilian job should have good networking and communication skills. “You can’t be afraid to put yourself out there and let people know your worth,” he said.

In addition, servicemembers should ensure that what they do in the military can be translated to the civilian workplace. “Make sure the job that you currently have transfers into civilian world,” he said. “Make yourself marketable.”

Black believes that job seekers should not be afraid to show they can improve – even when they are applying for jobs. “Make yourself very competitive, and have a good resume that highlights your strengths and weaknesses,” he said, “because your flaws are what gives you your potential for growth.”

As for working at Patterson-UTI Drilling Company, Black said to start strong. “Apply and come ready to work and set yourself apart from your peers.” ♦



**HELP
RECRUITERS
FIND YOU
REGISTER NOW**

RECRUITMILITARY.COM



LIFE-CHANGING CARE.
**WORLD-CHANGING
DIFFERENCE.**

A Career Connection Worth Making.

Integrity. Dedication to duty. Teamwork towards a common higher goal. These are some of the attributes you’ve developed and excelled at during your military service to our country. It’s also why Fresenius Medical Care welcomes and values your military experience. As the world’s leading provider of dialysis services, the Fresenius Medical Care team employs these attributes in achieving our common goal – enhancing the quality of lives for our patients.

Military veterans can be found in all areas of our organization, from corporate support functions to clinical professionals like Nurses, Patient Care Technicians and Biomedical Technicians. Whether you’re currently transitioning to a civilian career or have been inactive for years, the skills and experience you gained while serving can translate into a rewarding career with us.

Visit **jobs.fmcna.com** to find the role that’s right for you.



EO/AA Employer: Minorities/Females/Veterans/Disability/Sexual Orientation/Gender Identity

**COME
ABOARD**

UTAH VALLEY UNIVERSITY

**Professional Pilot
Aviation Administration**

OFFERING TRADITIONAL & ONLINE DEGREES

**1-888-901-7192
FlyUVU.COM**

CONSIDER RELOCATION DETAILS – IN ADVANCE

BY JEANNE BUSE

One attractive attribute of transitioning and veteran military is their ability to think clearly when pressed for time. Another is their ability to prepare detailed plans of action. By utilizing the latter attribute, they can often avoid having to utilize the former.

Before you enter the job market, you should prepare a written employment plan. This document should describe the kind of job you will seek, where you would like to live, how much money would be acceptable, etc.

You should get other members of your personal team involved in the preparation – your spouse or significant other if you have one, and perhaps some friends and relatives. Getting your team on board can help prevent problems from arising during the job hunt; and, when you get the job, help avoid stresses that might make you a less effective employee.

▶ DON'T KEEP IT SIMPLE

Your employment plan should go beyond simple statements about job duties, location, salary, and so on. Why? A very simple plan may not help you with an complicated problem that demands a quick solution.

Consider this example of a location plan that should have been more detailed: Kevin is transitioning out. He and his wife, Michelle, have drawn up an employment plan. As far as location is concerned, both of them “greatly prefer the Mountain West.” That is the extent of what they say in the document.

The phone rings. A corporate recruiter invites Kevin to interview for a job in three days. Almost everything that the recruiter says fits the plan, including the fact that Kevin would work in Colorado Springs. But there is a surprise: Kevin would have to go to Miami for two months of training. Kevin has no problem with that, but he tells the recruiter that he will have to talk with his wife about making a temporary move.

All right so far, but Kevin knows that he had better get back to the recruiter in no more than 24 hours. Otherwise, he is going to seem indecisive. Kevin tells Michelle about the job. To his surprise, she tells him that she has trouble with the temporary move, and that they will need to talk about it. Clearly, they would not want to make a hasty decision – and 24 hours does not seem like enough time to talk the matter through. The pressure is on.

The fundamental problem: Kevin and Michelle had assumed that an employer would give them a “one-place answer” to the question “Where would we live?” When the “two-place answer” came along, they discovered that they had different reactions to it.

In this day and age, “two-place answers” and

even “multiple-place answers” are not all that unusual, so job seekers should prepare for them.

A good employment plan will answer two basic questions regarding temporary moves:

- 1 | What places of temporary residence would be acceptable?
- 2 | How long a period of temporary residence would be acceptable?

▶ DROP EVERYTHING AND GO?

Closely related to the matter of location is the matter of business travel. Kevin and Michelle might agree that, for example, up to 20 percent of business travel would be fine. But they should not assume that the travel would be regularly scheduled and of relatively short duration.

Suddenly scheduled business trips lasting several days can be disruptive on the home front. If Kevin and Michelle think they might have a problem with that, they should discuss it. They do not need to try to imagine a great variety of possible scenarios, but they should agree on some general guidelines. Using the guidelines, they should be able to come up with a quick yes or no to scenarios like the following:

- “You would work in Colorado Springs as a de-

sign engineer on industrial generating systems. But if any of the company's leased or warranted systems anywhere in the United States were to start operating at less than optimum, you would be expected to drop everything and go to work with the customer to get the equipment fixed. This could happen without warning three or four times a year, and the work could take a week to 10 days.”

- “Our systems sales people work to get requests for major proposals from clients and prospects all over the country. The requests can come in at any time – evenly spread out, or a bunch of them all of a sudden. Some of them require on-the-spot consultation involving the kind of design work you would be doing. You could have a couple dozen trips of two or three days each during the year, or you could be in the field three of four weeks at a time.”

▶ SUMMING UP

I urge you to be flexible when it comes to relocation and business travel. But the most important point is that everybody should already be on the same page when the phone rings – and the page should have a lot of detail.

Best of luck in your job search, and thank you for serving in the armed forces of the United States.✦

Jeanne Buse is a director of sales, Central Region, at RecruitMilitary. Contact her at jbuse@recruitmilitary.com.



BMO Harris Bank
We're here to help.™

Transition into a great career with us.
There's a wide range of career opportunities at all levels for military veterans. After all, your discipline and approach to teamwork make you a great candidate.
Visit bmo.com/careers.

Follow BMO Harris   

BMO Harris Bank N.A. Member FDIC



OPERATION OPPORTUNITY

Career Opportunities in Utility Maintenance

Osmose professionals inspect, maintain and rehabilitate aging utility infrastructure across the country. We're seeking mission-focused individuals with strong leadership skills to enter our Foreman Training Program.

Osmose Foremen Receive:

- Paid Training
- Competitive wages + performance bonuses
- Company truck
- Excellent benefits
- Opportunities for advancement

Learn more about Osmose at:
www.osmosehiring.com/veterans

EOE M/F/D/V





TRANSITIONING?



Let Us Help You Succeed

The AMVETS Warrior Reintegration Project features several programs to help veterans re-adjust back into civilian life:



- AMVETS Career Centers
(powered by Call of Duty Endowment)
- Warrior Transition Workshops
- Healing Heroes
- Claims Assistance



CALL OF DUTYTM
ENDOWMENT

www.AMVETS.org/WarriorReintegrationProject

NOT JUST ANOTHER GUARD COMPANY



REAL THREAT. REAL JOB. JOIN US.

Visit us at www.mvminc.com and click on
“Careers” to learn more about how to
 jumpstart your career in Federal security
 services with MVM, Inc.

Continued from Page 20

academic tracks, group work is encouraged, if not necessary. The social aspect extends beyond the classroom as well. The traditional campus usually offers a lot of activities for students: attending football and basketball games, joining fraternities, sororities, and clubs, etc.

This is the best option for students who want the more traditional experience and students whose academic pursuits require a lot of lab time. For example, people who are studying to become physicians – and even pre-med students – will spend much of their time in labs. On the downside, this is usually the most expensive option and may put students in a debt they would rather avoid.

Part-time/evening on-campus learning at a college or university. This option lets students take on their academic load with smaller bites, financially and time-wise. It is popular with students who have obligations beyond school – part-time and/or full-time jobs, families, etc. Instead of taking a full academic load each semester, students can take one or two classes in the classroom on their own schedules.

Many colleges and universities offer these classes at night so that students who also work typical 9-to-5 jobs can take the classes they need. Some schools also offer Saturday classes. The path to graduation is longer on this route, but this approach is also easier to maintain for older students because of their often extensive obligations.

One option in this context is distance learning. The professor and a group of students are in one classroom; other students watch the professor lecture on screens in other classrooms. This option helps students who have longer commutes to the main campus save time and money by going to a closer location. The main plus to this option is that it offers more flexibility. The downside is that it usually takes longer to complete academic requirements.

Online learning via a college or university that also offers on-campus learning. Some academic institutions that have on-campus classrooms have extended their reach in recent years. To be more flexible for today's students, they have started to include online classes. These classes enable the students to view lectures and even take exams in their own homes or anywhere there is an Internet connection. Not every class has this option, and some classes are offered with both the online option and the more typical in-classroom option.

Online learning is no longer a one-way process. In many cases, the schools require that the students mount cameras on their computers so that the professors can observe the students during exams and can see the students when they ask questions. Skype and other technologies make communicating visually over the Internet much easier.

The advantage of this approach is that it offers a lot of flexibility: a student can take classes online when possible and in the classroom when necessary. However, it usually requires much self-discipline on the part of the student. And even with the modern technology, there is not a lot of student-professor interaction.

Learning at a trade or technical institution.

This is the ideal approach for those students who are less interested in historically academic pursuits, but instead would prefer to focus on a trade they can master and then develop into a career. There is still classroom work, and some trade or technical institutions have basic academics such as English and history, but the focus is on the trade.

The schools start with the basics before moving on to the more detailed course work, enabling the students to progress at their individual rates. In many of their courses, the schools do not measure the progress of a student by means of classes such as freshman, sophomore, etc. Instead, the schools issue certifications – the student must pass certain qualifying tests for each level of certification.

The better schools offer the latest technology. In fact, this technology may surpass the technology at the student's eventual work site – requiring him/her to learn to work with older technology on the job. But he or she will be ready when the employer “catches up” technologically.

These programs also have flexible schedules because many of the students are also working full-time jobs on top of going to school.

Union apprenticeship program. This is a good career choice for students who like to work with their hands and are willing to serve an apprenticeship for up to five years, depending on the trade. Students are encouraged to have good problem-solving skills and the ability to work collaboratively with a team. The apprenticeships are usually paid, so students earn while they learn. After completing the apprenticeship, the student usually has the option of taking a job where he or she served as an apprentice.

From the Navy to Showbiz

NEW YORK FILM ACADEMY

www.nyfa.edu/veterans

Founded in 1992, the New York Film Academy (NYFA) is a nationally accredited school of visual and performing arts. NYFA has campuses in New York City, Los Angeles, South Beach (a part of Miami Beach), and Gold Coast and Sydney, Australia. In addition, the Academy conducts workshops in cities worldwide, including Florence, Paris, and Moscow.

The Academy's programs provide hands-on and intensive instruction in filmmaking, acting for film, producing, screenwriting, documentary filmmaking, 3D animation and visual effects (VFX), photography, game design, cinematography, musical theatre, graphic design, broadcast journalism, and digital editing.

Many of the NYFA degree programs are approved for Post-9/11 GI Bill benefits. These include associate of fine arts (AFA), bachelor of fine arts (BFA), and master of fine arts (MFA), as well as its one-year and two-year conserva-

HOMES & LAND IS NORTH AMERICA'S LEADER IN REAL ESTATE MARKETING



For over 40 years Homes & Land has helped top real estate professionals connect with homebuyers and sellers. Our Publishers offer both print and online products, including our flagship **Homes & Land Magazine**.

- » You will receive all the training you need to succeed
- » Sales and marketing support in your territory
- » Affiliation with one of real estate's most trusted brands



Ask about our Veteran's Discount

We offer you a rewarding future with tremendous income potential.

Franchises are available in select markets.
 No prior publishing experience required.

For more information contact
Patrick McGroder 888-827-2883

HomesAndLand.com/Franchise



tory programs The Los Angeles and South Beach campuses also participate in the Yellow Ribbon program.

NYFA offers a tuition-discount program to all qualifying student-veterans and their family members. The Academy has veteran-staffed support offices at all three of its campuses in the United States. Those offices help veterans transition from the military to student life, while acclimating them to living in a new city.

Student-veterans and their family members are a vital component of NYFA's community. The Veterans Program supports more than 250 veterans who are currently enrolled. Various student-veteran organizations participate in team projects related to their educational and professional objectives, and their members enjoy programs that provide social interaction and support.

► **PREPARED TO LEAD**

Colonel Jack Jacobs, an on-air analyst for NBC and MSNBC and a member of the faculty at West Point, is chair of NYFA's Veterans Advancement Program. Colonel Jacobs served in the United States Army for more than 20 years. His heroism in Vietnam earned him the Medal of Honor, two Silver Stars, three Bronze Stars, and two Purple Hearts.

"There is nothing like military service that gives young people authority and responsibility at an early age," he said. "If there is anybody prepared to lead, it is the veteran. I joined the New York Film Academy to support and encourage veteran students studying here to utilize their military service

experiences and skills in pursuing careers in the film and media arts industries."

The Academy has found that veterans have many of the attributes necessary to be successful in those industries, including discipline, drive, perseverance, a strong work ethic, creativity, and a team-focused approach. Each veteran has a story worth telling and a unique voice with which to tell it. What better way to express that story than through the visual and performing arts?

A VETERAN SUCCESS ► ERIC BROWN

Eric Brown served seven years in the Navy, working as a gas-turbine technician aboard a Navy vessel. After his service, he attended and graduated from NYFA.

He is now NYFA's veteran outreach coordinator. He works with governmental organizations; military bases; and national, state, and local veterans' services organizations such as the Iraq and Afghanistan Veterans of America and the Soldiers Project. He also gives presentations at veteran and military-specific events, and organizes specialized filmmaking and acting workshops. He advises students regarding the availability of veterans' benefits and helps them complete their paperwork to obtain and maintain benefits.

Brown's military experience and NYFA education also landed him a role on TV. He played an FBI agent in two episodes of *Burn Notice*.

Brown says that his military experience is a huge asset, especially when connecting with the student-veteran population. His knowledge and



▲ NYFA OUTREACH COORDINATOR ERIC BROWN, LEFT, ACTOR STEPHEN LANG, AND DIRECTOR LARRY BRAND.

experience helps establish a bond of trust with other veterans because of his compassion and his understanding of their issues.

He encourages servicemembers to continue their education and always be positive. "I have found the New York Film Academy to be an excellent place for veterans," he said. "The Academy provided me the hands-on training that I needed to become fully involved in the industry and to truly hone my craft.

"In addition, there was a dedicated team for vet-

eran support, without which I would not have been as successful. The people that work here are supportive and always willing to lend a hand."

For servicemembers who are thinking about exiting military service, Brown says there's no time like the present to get ready. "My advice would be to hit the ground running," he said. "Be prepared. Have your resume crafted, edited, and in hand. Remember your confidence and strength that you found through military service. Keep your eyes open for opportunities that you may not have expected."



We've Got Your Six

Resilient. Adaptive. A problem-solver. Your military training and experience has taught you how to be your best. Now bring those skills to Xcel Energy and we'll give you our best—a purposeful career with top benefits, transition support and advancement opportunities.

Explore the possibilities today at
xcelenergy.com/Military.

What makes Xcel Energy best for veterans and active reservists?

- A **dedicated, veteran liaison** who provides guidance.
- **Ongoing transition support**—a special on-boarding program for new hires, a veteran employee group, quarterly training for hiring managers and a customized transition program just for you.
- A wide range of **positions across the company**—in the office, in the field or on the lines.
- Apprenticeships that allow you to **get paid while you learn**.



BE A PART OF **IT**
WHEN **IT**
MATTERS MOST

Proudly hiring veterans
who make **IT** happen.

Join us at njvc.com/veterans

ARE YOU...

**A veteran or current military
service member transitioning
from military to civilian life?**

**A member of the National
Guard or Reserve?**

If so, then consider a career at The GEO Group.
GEO offers excellent benefits, challenging,
and rewarding opportunities.

The GEO Group, Inc. (GEO) is the world's
leading provider of correctional, detention,
and community reentry services.

Find your Career Match

www.GEOGroup.com/HiringHeroes



The GEO Group, Inc.

Equal Opportunity Employer

Questions? Contact Michele Dobos. Toll Free: 866.301.4436, EXT 5863



▲ PATRICK GANDZIARSKI GIVES HIS BROTHER AARON A PIGGYBACK TOUR OF ROSEDALE TECH.

From the Marines to Diesel School – Twice

ROSEDALE TECHNICAL COLLEGE // www.RosedaleTech.org

ROSEDALE TECH is a private non-profit college that trains students in the fields of auto, diesel, electrical, HVAC, welding, industrial tech, collision repair, and business management. The college is located in Pittsburgh, and most of the students are from Pennsylvania, Ohio, and West Virginia. Rosedale Tech has also had students from across the country as well as a number of international students.

The college was founded in 1949. It has about 70 employees and 350 students in its day and evening programs.

Most of Rosedale Tech's student-veterans heard about the college from graduates or co-workers. The college has found that veterans make good students because they are disciplined and typically have the hands-on skills required to excel there. The veteran graduation and placement rates are generally higher than those of the overall student population.

Veterans can use GI Bill benefits at Rosedale Tech. The school has three Department of Veterans Affairs certifying officials on staff.

On the social and support side, Rosedale has a veterans club that meets monthly.

VETERAN STUDENTS ▶ THE GANDZIARSKI BROTHERS

Aaron and Patrick Gandziarski are identical twins who share not only physical features, but also a lot of interests and goals. Both served in the United States Marine Corps, and both have attended Rosedale Technical College.

Aaron, the older brother by two minutes, had toured Rosedale Tech during a high-school visit. At the time, he was not sure what he wanted to do after graduating. And when he graduated from high school, he was still unsure of his career path.

He enlisted in the Marine Corps in June 2009; and, in 2010, he was deployed to Afghanistan for seven months. During his time in the Marines, he went to school for mechanical engineering. The skills he learned sparked the idea of pursuing a career in diesel.

After the service, Aaron returned to Rosedale Tech, which had just opened its new diesel building. "When I originally toured Rosedale's facilities, the diesel program was tucked behind the auto

labs," he said. "Seeing the new diesel facilities really made me want to enroll in the program."

Aaron enrolled at Rosedale Tech in September 2013. He completed the diesel program in January 2015, and immediately enrolled in the automotive program. "I wanted to make myself more marketable by having training in both diesel and automotive," he said.

He graduated from the automotive program in January 2016. Now he works as a medium- and heavy-duty truck technician at Bowser Automotive Group in Pittsburgh.

Patrick is currently enrolled in the diesel program, but he did not originally intend to follow the same path as his brother. Instead, he was interested in the funeral business. While he waited to begin his studies at the Pittsburgh Institute of Mortuary Science, he worked as a fish cutter at Wholey's, a fish market and grocery store.

Then the same recruiter who had enlisted Aaron called Patrick and explained the opportunities for working in funeral honor details. Patrick enlisted in March 2010, and in 2014, he was deployed to Kuwait for seven months.

While in the Marines, he gradually came to the realization that working in funeral services was not the right career path for him. He became interested in mechanics and received training in aircraft mechanics. And when he heard about the fun Aaron was having and the skills he was learning at Rosedale Tech, Patrick decided to enroll in the school's diesel program.

Patrick left the service and enrolled at Rosedale Tech in August 2015. Like his brother, after diesel training, he wants to go into the automotive program.

The Gandziarski brothers have had great experiences together and often will confuse people with their similar physical features. "In the Marines, they would confuse the two of us," said Patrick. "Even when I started at Rosedale, one of the instructors, J.R. Mangan, thought I was Aaron and said, 'Of course you're not on the list; you already graduated.'"

On the personal side, Patrick is married to Carly; and Aaron is engaged to be married to Sara in July 2016.

A Future in Project Management

VETS2PM // www.vets2pm.com

Vets2PM trains veterans to obtain the Project Management Professional credential (PMP®; www.pmi.org/certification.aspx) and prepares them for a hiring interview with a two-page executive resume and an interview-skills workshop. In addition, it offers lifetime job coaching and placement assistance.

Vets2PM is a Service-Disabled Veteran-Owned Small Business. The company was founded in January 2015. Headquarters are in Frederick, Maryland.

The company delivers its services and support both face-to-face and online during live, instructor-led webinars. Several veterans have taken training while posted in the Middle East and the Pacific Rim.

After 15 months of operations, the company had hired its first employee and six independent contractors. It was on track to increase its client numbers by a multiple of 4 – to nearly 500 veterans trained as project managers in 2016. Already, 48 veterans had achieved certification and received substantial promotions or landed new careers as project managers.

Vets2PM plans to recruit for two full-time staff em-

ployees and up to eight trainers over 2016. To teach for the company, the candidate must be articulate, have demonstrable teaching experience either in uniform or out, be a veteran, and hold PMP® certification. The company provides clear objectives and left and right project boundaries, and then lets veterans use their ingenuity and experience to devise plans of execution and metrics of success.

Vets2PM understands that veterans are dependable, they do not quit, and they get the mission done – in other words, they get projects delivered. Vets2PM has calculated that, for every veteran placed into a project management position, the U.S. economy gets a \$46,000 boost in spending. The company wants to help 200,000 of them find meaningful careers, something most of them say they need.



► VETERANS AND CO-FOUNDERS

Vets2PM Co-Founder and CEO Eric Wright served on active duty as a petty officer 2nd class with the United States Navy during the Persian Gulf War and post-9/11 as a Title 10 staff sergeant with the California Army National Guard. He has received several awards, including the Navy Meritorious Unit Commendation Ribbon, Navy E Ribbon with silver letter E device, Navy Good Conduct Medal, National Defense Service Medal with bronze star device, and Southwest Asia Service Medal with double bronze star device.

On the civilian side, he has held supervisory, management, and executive roles in project and program management across education, health-care, sales, financial services, defense, and retail.

Vets2PM Co-Founder and President Tim Dalhouse

is a retired Marine Corps master gunnery sergeant with 24 years of active-duty service. He joined the Marines in 1985 and received avionics training at Naval Air Station Millington, Tennessee. He served in the Fleet Marine Force with Marine All-Weather Attack Squadron VMA(AW)-224, Marine Tactical Electronic Warfare Squadrons 1 and 2, Marine Attack Squadron 542, and Marine Aviation Logistics Squadron 14.



He deployed overseas six times, including two combat deployments to Operation Enduring Freedom and Operation Iraqi Freedom. He also served as an avionics instructor, the NCOIC of Recruiting Sub-Station Asheville, North Carolina, and as an enlisted assignments monitor at Headquarters, Marine Corps.

Dalhouse was one of nine master gunnery sergeants to attend the 2008 Sergeant Major of the Marine Corps Symposium in Washington, D.C., representing the Marine aviation community. His awards include the Meritorious Commendation Medal, Navy-Marine Corps Commendation Medal (2), Navy-Marine Corps Achievement Medal, Global War on Terrorism Medal, and NATO Medal.

A VETERAN SUCCESS ► JOEY EISENZIMMER

Joey Eisenzimmer is a Marine Corps veteran who served five years on active duty, attaining the rank of sergeant. His MOS was military police, and his duties also included service in a special reaction team.

In January 2016, he became the first official hire for Vets2PM, joining up as marketing coordinator. His responsibilities include managing projects,

Continued on Page 46

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.



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

identifying Internet marketing opportunities and objectives, developing Internet strategies, monitoring and controlling social media platforms, creating and distributing content, implementing marketing and advertising campaigns, tracking and analyzing marketing data, researching industry trends, and performing market analyses.



JOEY EISENZIMMER

A suggestion by his wife led Eisenzimmer to Vets2PM. “I had been searching for about a year to find affordable/reliable project management training,” he said. “My wife came across their professional page on LinkedIn. She pointed me in their direction, so I checked them out. I participated in their free initial evaluation with Eric Wright, and he taught me how to translate my military experience into project management. I participated in their PMP Boot Camp via webinar in May 2015, and passed the exam in August 2015.

“Later, Vets2PM put together a mentoring program for veterans who were on their journey to becoming PMP’s, so I volunteered to help. I remained active with the group, which is very tight-knit.

“The opportunity to come aboard as marketing coordinator came up in a conversation with Tim Dalhouse. I was interested in entrepreneurship, and asked Tim for insight/advice and what his



thoughts were on starting an Internet marketing company. The next thing I knew, we were working together to come up with a position for me with Vets2PM because they were growing very quickly. They needed a dedicated marketing employee, and the rest is history.”

Eisenzimmer was excited about the challenges. “As a veteran, I couldn’t turn down the opportunity,” he said. “They are a startup – which often requires long hours and getting your hands dirty. But more importantly, the experience of being on a team like this and building a new organization is a dream come true. I think the owners are true innovators and a testament to the incredibly intelligent individuals that make up our military population.”

He likes that he gets to make an impact at the organization. “Vets2PM has given me the

opportunity to identify opportunities, develop plans, execute, and deliver organizational objectives,” he said. “This is pretty much the opposite of most other places I’ve worked in the civilian sector, where they just want drones to complete arbitrary work and go home. Instead of punching in for a 9-to-5 job, I’m making relevant, impactful decisions, leading and controlling initiatives. But the best part is that our efforts are truly helping veterans.”

How has his military background helped him at Vets2PM? “Many military experiences assist me in my current career,” he said. “First and foremost, understanding what our veterans face day in and day out while serving, the struggles that come with transitioning to the civilian sector, and the continued challenges we face to find meaningful opportunities/careers. Second, as part of an or-

ganization that serves the veteran population, this motivates me more than ever to adapt, overcome, and maintain my commitment to service, similar to experiences we face in the military.”

Eisenzimmer enjoys working alongside other veterans. “We all understand each other and have each other’s back 100 percent of the way,” he said. “Everyone served, is a family member to a service member, or has great experience with the military community, so there’s no discontinuity. I’ve been in the civilian work force, and know what it’s like to say you were in the military and people have no clue what that means, or how to utilize your skills. Vets2PM has a group of seasoned professionals at the helm who are hungry and passionate about helping veterans obtain great careers by capitalizing on their strengths and experiences.”

He encourages veteran job seekers to weigh their choices carefully. The first option may not be the best option. “Find your passion and make it a career,” he said. “If you can’t find what you’re looking for in the civilian world, create your own path. We’re great at that. There are no obstacles, only opportunities. If you need a degree to do what you love, go earn it. Do you need a professional certification to earn a promotion or open new career opportunities? Then go get it.

“I’ve seen too many veterans with so much to offer become discouraged about their future or apprehensive about their next move. Ask questions, seek out mentors, adapt and overcome.”



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 to explore opportunities and apply today.



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.ta-petro.com

VISIT US AT RecruitMilitary EXPO:

May 26 • Cincinnati, OH | June 2 • Seattle, WA

Be a leader for others.



Military Times ranked the Gabelli School of Business #21 among U.S. graduate business schools that are "Best for Vets."

Many veterans find a home in Fordham's MBA community because of the values we share with our armed forces: excellence, loyalty, and service.

fordham.edu/business

FORDHAM
THE JESUIT UNIVERSITY OF NEW YORK

Gabelli School
of Business

eeo

QUALITY ASSURANCE

INFORMATION TECHNOLOGY

ENGINEERING

We're Thinking 50 Years into the Future



At Strategic Systems Programs, we've been managing our Nation's most successful missile system for 60 years

Today, we are looking to the future. We're evolving and modernizing this critical security resource to meet the challenges of the next 50 years... and we need your help to get us there. We're looking to expand our program management team with a diverse workforce to provide critical skillsets. Fresh ideas. Innovative approaches.

Looking for a new opportunity? Consider making our future... part of your future plans. **Join us.**

Become a civilian member of the U.S. Navy's most successful Program Management Team.



www.ssp.navy.mil

FINANCE/BUSINESS

PROGRAM/MANAGEMENT ANALYST

ADMINISTRATIVE



We want you for our care team

Our patients deserve the best care. Your training and commitment to selfless service will help us provide the care they need to thrive. Epic Health Services is a leading provider of pediatric skilled nursing and therapy services, as well as a variety of adult home health care services.

We are seeking qualified, compassionate and dedicated professionals to join our team!

CAREER OPPORTUNITIES NATIONWIDE

- Sales professionals/executives
- Entry level management
- Registered nurses
- Licensed vocational nurses
- Therapists
- Registered dietitians
- Administrative/clerical
- Distribution and warehouse professionals
- Revenue and billing professionals
- Executive leadership

Epic serves patients in 17 states. Join our team today to provide enhanced care to deserving patients across the country!

CONTACT

Leah Nicholls
Veteran Liaison and
Talent Acquisition Manager

214-466-1382 or
866-915-5274

Leah.Nicholls@epichealthservices.com



17480 North Dallas Parkway
Suite 127 | Dallas, TX 75287



Wear the Star. Drive Your Career.

Republic Services is looking for passionate, dedicated veterans to join our network of over 32,000 employees serving 14 million customers and over 2,700 communities across the United States.

Join us and help make a positive impact on your community, your environment and your world.

www.republicservices-veterans.jobs



EOE Minorities/Females/Protected Veterans/Disabled

We'll handle it from here.™

Seizing the Opportunity

www.myunion.edu

<http://military.myunion.edu/>

UNION INSTITUTE & UNIVERSITY is a private, nonprofit institution that offers undergraduate, masters, and doctoral degree programs. Since its inception in 1964, the university has provided distance-learning programs – which now combine online and classroom coursework with faculty attention. Union also provides brief residencies, small face-to-face classroom settings, and a hybrid model – all taught by more than 300 faculty/scholar-practitioners.

Union Institute & University is headquartered in Cincinnati. The university also has academic centers in Los Angeles, Sacramento, North Miami Beach, and Brattleboro, Vermont. Union educates adults around the world. Its enrollment stands at 1,500 students, and there are more than 15,500 alumni worldwide. The university is accredited by the Higher Learning Commission.

► UNION AND VETERANS

The university has found that veterans make excellent students because their military training has instilled the characteristics of discipline, integrity, teamwork, loyalty, and confidence – qualities that are also needed to succeed academically.

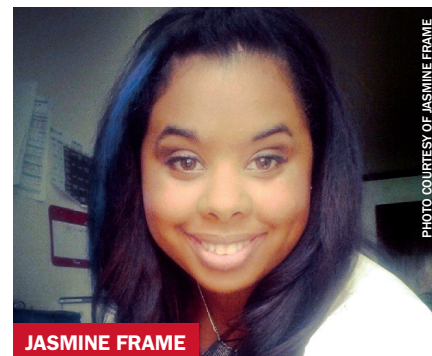
Union recognizes and honors the sacrifices of veterans through its Veterans in Union program. A full-time veterans' services coordinator implements a seven-part solution:

- 1 | A centralized on-site and virtual Veterans Center
- 2 | Personalized attention from veteran coordinators and program advisors
- 3 | Student services, including Americans with Disabilities Act (ADA), academic, and writing support, and lifestyle-transition social services
- 4 | Consistent progress monitoring
- 5 | Monthly career-transition seminars
- 6 | Career coaching and employer matching
- 7 | Graduation and employment guidance

Union also offers scholarships and stipends to veterans. In 2015, the university received a \$293,000 grant to reach out to low-income and underemployed veterans in certain geographical regions. The grant provides a \$7,500 living stipend to veterans over a three-term period. To date, 15 veterans have received the stipend.

Union is a Yellow Ribbon university, and it accepts American Council on Education (ACE) and College Level Examination Program (CLEP) credits. It is listed on the U.S. Department of Education's Eight Keys to Veterans' Success site, and is part of a two-year independently funded agreement with the Cincinnati Veterans Affairs office for on-site Veterans Integration to Academic Leadership (VITAL) counseling services.

In addition, Union has joined the VA-sponsored Veterans Economic Communities Initiative (VECI), which is building a network of private and public organizations that offer resources for veteran education, career skills training, and employment. Other partnerships include the Ohio National Guard, area congressional offices, the Ohio State Military One Source/Inter-Service Family Assistance program, and the Tristate Veterans Community Alliance.



JASMINE FRAME

A VETERAN SUCCESS ► JASMINE FRAME

Jasmine Frame spent two years in the United States Army, separating as a private first class. She helped manage inpatient and outpatient mental health activities, and assisted with treatment.

The Army trained her as a mental health specialist 68X. She is now using that training in her civilian job as a psychology technician at Bassett Army Community Hospital in Fairbanks, Alaska. Her husband is active-duty Army, stationed at Fort Wainwright.

"I am giving back to my fellow soldiers," she said. "Mental wellness for veterans and active-duty personnel is my goal. I let them know the struggles they are going through can be helped. Too many think problems are hopeless. There are about 22 suicides a day. If I can prevent one, I have done my job."

Before joining the Army, Frame did not see herself working in the mental health field. "I will be forever grateful to the Army for assigning me to the medical field," she said. "I received nine months of excellent training. I received real-world and on-the-job training that is invaluable."

"For the first time, I was involved in something bigger than myself. I experienced people with different backgrounds and religions. The Army taught me to work as a team member. The Army's seven core values are Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage. I strive to live those traits every day."

Union Institute & University is helping Frame achieve her career goal of providing mental health counseling. "I am working toward my bachelor of science in social work," she said. "When I visited the school's website and learned about the Veterans in Union program, I knew this was the right place for me. The veteran coordinator walked me through the enrollment process. The advisor answered my questions immediately. They call me on a regular basis just to find out if I need anything."

When the time comes to leave the military, Frame said to seize every opportunity. "The Army will offer training on the transition. Pay attention to the opportunities available."

Her advice to transitioning/veteran military who are thinking about completing their education is to find a school that honors veterans. "Find a university that is committed to veterans' success," she said. "Union has a veteran coordinator who is passionate about helping veterans. She understood my commitment to my fellow veterans, my husband, and my child. I had to have flexibility in my schedule – and online classes."

SEVEN TIPS FROM A RECRUITER

by **RENE SCHACKAI**



Below is my best advice for transitioning, recently separated, and retired veteran military who are seeking civilian jobs. I base these tips on my nearly 10 years of experience in recruiting in the oil and gas industry.

Best of luck in your job search, and thank you for serving in the armed forces of the United States.

1 | Partner with your transition office to start your move as early as possible. Too often, I have spoken with veterans who were surprised by the amount of time it took to transition. Planning for your transition early will make the move much easier.

2 | Remember that not everyone who will read your resume is a veteran. Your resume will not get you a job, but you definitely want it to get you an interview. Remove all of the military jargon and lingo from your resume. You do not want to get overlooked simply because a recruiter or hiring manager does not understand what knowledge, skills, or abilities you bring to the table.

3 | Search for companies that are committed to hiring veterans. Many companies want to hire veterans, but simply do not have the expertise or resources to do it.

4 | Expect there to be a learning curve when reading certain job descriptions. If you never have worked in a particular industry, you likely will not have detailed knowledge when entering that industry.

5 | Network, network, network. And try to connect with hiring managers and recruiters for companies you are targeting. If they cannot personally help you, they can, at least, point you in the right direction.

6 | Do not be afraid to sell yourself. In the military, you are usually not accustomed to discussing your personal accomplishments; you are more accustomed to touting your team's accomplishments. It is totally different in the private sector. You will need to be able to communicate succinctly how the skills you obtained in the military can benefit a potential employer. To do this, you will need to be able to discuss easily your skills and accomplishments while in the military.

7 | Have realistic expectations about salary. Understand that salaries are structured differently in the private sector versus the military. Before you pursue a particular career, make sure you research the salary for that job. Ensure that it fits into your or your family's budget. ♦

Rene Schackai is a senior talent acquisition consultant for Williams, an energy infrastructure company headquartered in Tulsa. Schackai hired Kirk Edwards, a United States Air Force veteran who was featured in the article, "Williams: Building America's Energy Infrastructure," in the March-April 2016 issue of Search & Employ®.



Your next mission: Secure your future

Let's talk about turning your military experience into a rewarding civilian career.

You have the skills and the passion to take your career to new heights. And now you have the opportunity. At Wells Fargo we're committed to hiring military veterans. Here you'll find a culture that is team-oriented, collaborative, structured, and challenging. We offer a broad range of traditional banking and finance positions including mortgage consultant, personal banker, and teller. You could explore a career as a financial advisor through our brokerage affiliate, Wells Fargo Advisors, LLC. Plus, we have opportunities in technology, project management, and so much more. To find out how your military experience can translate into our work environment, visit wellsfargo-veterans.jobs.

Take the first step.
Visit wellsfargo.com/careers today.

Wells Fargo Advisors is the trade name used by two separate registered broker-dealers: Wells Fargo Advisors, LLC and Wells Fargo Advisors Financial Network, LLC, Members SIPC, non-bank affiliates of Wells Fargo & Company. Relevant military experience is considered for veterans and transitioning service men and women. Wells Fargo is an Affirmative Action and Equal Opportunity Employer, Minority/Female/Disabled/Veteran/Gender Identity/Sexual Orientation.
© 2016 Wells Fargo Bank, N.A. All rights reserved. Member FDIC.

PENN STATE | ONLINE

Joe Bloise,
U.S. Army Veteran
Bachelor of Science in Business
Master of Business Administration

Advance your career

- Top ranked for military and veterans
- More than 125 online programs
- Dedicated military support

PennState
World Campus

U.Ed.OUT 16-0427/16-WC-0960/ar/ss

worldcampus.psu.edu/military

We are offering to waive the application fee for associate and bachelor's degrees through Penn State World Campus.



SUCCESS WILL FOLLOW

► DREAM VACATIONS | A CRUISEONE COMPANY

www.CruiseOne.com/CHardy | www.cruiseonefranchise.com/veterans

HOME-BASED TRAVEL FRANCHISE DREAM VACATIONS A CRUISEONE COMPANY, LAUNCHED IN APRIL 2016, IS PART OF WORLD TRAVEL HOLDINGS, THE WORLD'S LARGEST CRUISE AGENCY. DREAM VACATIONS FRANCHISEES OFFER THEIR CUSTOMERS BOTH CRUISE AND LAND VACATIONS. TOGETHER, CRUISEONE AND DREAM VACATIONS HAVE MORE THAN 1,000 FRANCHISE LOCATIONS IN 48 STATES AND MEXICO. MORE THAN 85 EMPLOYEES WORK AT CORPORATE HEADQUARTERS IN FORT LAUDERDALE.

Dream Vacations' training program teaches owners the latest industry trends, travel products, and hard and soft sales skills. No prior experience is necessary to open a Dream Vacations franchise.



CORY AND CHELISE HARDY

CruiseOne is celebrating 24 years in business. *Entrepreneur* magazine has ranked it in the top 3 percent of all franchises worldwide. It has been named Partner of the Year by Norwegian Cruise Line, Royal Caribbean International, Celebrity Cruises, and Carnival Cruise Line.

CruiseOne has been an active member of the International Franchise Association's (IFA) VetFran initiative since 2009. Veterans and military spouses make up more than 30 percent of the CruiseOne network.

The flagship program of the CruiseOne/Dream Vacations veteran recruitment effort is a contest called "Operation Vetpreneur: Become Your Own General." CruiseOne/Dream Vacations offers five free franchises to veterans who demonstrate strong business acumen and a passion for travel. Other programs include incentives for veterans who own franchises as well as franchisees who hire veterans or active-duty spouses as associates. The company also has an Ambassador of Veteran Affairs who serves as the point person for all veteran initiatives and acts as the liaison with VetFran.

Dream Vacations continues to seek military

veterans who have an entrepreneurial spirit, are passionate about travel, and want to go into small business ownership. Veterans are among the most successful franchisees because many skills learned in the armed forces carry over – including discipline, perseverance, and adaptability. In addition, much like the military, franchises run on systems. Flexibility is another reason military veterans open home-based franchises; they can set their own hours and spend more time with family, as well as keep the business open if they have to move across state lines during the transition into the civilian work force.

A VETERAN SUCCESS ► CORY HARDY

Dream Vacations Franchise Owner Cory Hardy served in the United States Air Force for four years, separating as an E-4 senior airman. His responsibilities included working as a security police officer. After the military, Hardy worked as a loss prevention officer for a local department store.

Hardy joined CruiseOne in 2014. In April 2016, he began operating as a Dream Vacations franchisee as a result of a corporate initiative to launch a brand that speaks to all types of vacation experiences.

Hardy has been recognized as a silver-level franchisee, based on his sales. The levels of franchisees are bronze, silver, gold, and platinum; about 30 percent of all franchisees at the company are at the silver level.

As a small business owner, Hardy is responsible for all aspects of the daily operations of his business, from promotion and marketing to helping

clients plan their vacations. He also tracks his growth, profits, and sales goals by maintaining statistical and financial records.

Hardy is a disabled veteran, so he knows the hardships veterans face when seeking civilian jobs. As a result, he is committed to hiring military veterans as associates.

As a travel agent, Hardy has to have confidence in himself and his work. In the military, he acquired communication and leadership skills, as well as a can-do attitude. In everything that he does, he tries to achieve excellence. He learned this attitude from his supervisors, and it is now part of his character and work ethic.

Hardy believes education is extremely important, and that men and women who are currently serving in the armed forces should take advantage of their educational opportunities. He believes the skills learned in the classroom coupled with military skills make for a well-rounded job applicant.

He says that veterans are often challenged to articulate and translate their knowledge, skills, and abilities to the civilian job market. He advises veterans to respond to the challenge by focusing not just on what they learned in the military, but also their core attributes as individuals.

Hardy believes that veterans should not settle for just any job because they need a job. Rather, they need to select a career path they like and truly want to follow. And whatever path they choose, they should have a transition plan – especially when a family is involved.

If you apply your military skills, positive attitude, and can-do spirit, says Hardy, success will follow. ♦

Fighting for you to get
the **benefits you've earned**
and the **career you deserve**

DAV's employment program connects
transitioning active duty, Guard
and Reserve members, veterans and
their spouses with high quality employers.

DAV[®] FULFILLING OUR PROMISES
TO THE MEN AND WOMEN WHO SERVED

jobs.dav.org ☎ 877-426-2838

All services are FREE to veterans. Additional services include:
Benefits Counseling • Medical Transportation • Transition Support

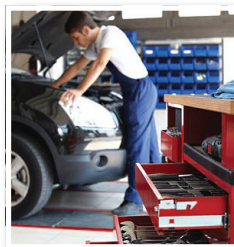
Check Out These ★ 20 FRANCHISE COMPANIES ★

The 20 franchisors and franchising agencies listed below have demonstrated their commitment to veterans by using RecruitMilitary products and services. We encourage veterans to investigate their opportunities. All of the URL's listed are live links in the digital replica of *Search & Employ*®, which is accessible from <https://recruitmilitary.com/resources/search-employ>.

Coverall North America, Inc	www.coverall.com/careers
J Dog Junk Removal	http://jdogfranchises.com
Strategic Franchising Systems	http://strategicfranchising.com
The Entrepreneur's Source	www.entrepreneursource.com/
Veteran Franchise Centers	www.veteranfranchisecenters.com

ChemDry	http://chemdryfranchise.com/
CycleBar	http://cyclebarfranchise.com
Fresh Coat Painters	www.freshcoatfranchise.com
Line-X Franchising, LLC	www.ownalinx.com
Mac Tools	www.mactools.com/mac-tools-franchise
One Click Cleaners	www.oneclickcleaners.com/franchise.html
Outdoor Living Brands, Inc.	www.outdoorlivingbrands.com
PC-ER, LLC	www.4pc-er.com/franchise
Ram Jack	www.ramjack.com/contact/franchise-opportunities
Restoration 1	http://restoration1.com
Select Franchise Consulting	http://selectfranchiseconsulting.com/
7-Eleven Inc	http://franchise.7-eleven.com/franchise/home
Snap-on Tools	https://www.1.snapon.com/franchise
Town Planner	www.townplanner.com/aboutfranchise
Wallace Property Management Group	www.wallacepmfranchise.com/

Make your next career move... A business of your own!



Maybe it's time to *take control of your future*.
One way to accomplish that goal
is to own a franchise.

Let us help you – we provide a FREE franchise
matching service for Veterans. No Cost – No Obligation.



To get started, visit our website:
VeteranFranchiseCenters.com

I am Touro. I am a Veteran.



CHRISTINA CHERRY

"If you want a school where they really care about you, Touro is the place for you," says Christina. A former Navy Seabee, Christina earned her Bachelor of Science degree in Business Management at NYSCAS. A member of Sigma Beta Delta International Business Honor Society, she is currently employed by the Veterans Administration.



NYSCAS
New York School of Career and Applied Studies
a division of TOURO COLLEGE

For Admissions Inquiries Contact:
Vincent Polletta
212-463-0400 ext.5177

For Advisement Contact:
COL (Ret) Geoffrey Slack
Director of Veterans Affairs
631-665-1600 ext.6317



Use your veteran's educational benefits
www.touro.edu/veterans
Proud Participant in the Yellow Ribbon Program

**There's a Special Place for Veterans
and Service Members at Touro!**

Touro is an equal opportunity institution
For Touro's complete Non-Discrimination Statement, please visit www.touro.edu



MOUNTAINEERS CLIMB TOGETHER.

Take advantage of our wide range of global career opportunities and the chance to work with industry-leading technologies. In fact, there's really no limit to how far you can go at Iron Mountain.

Search and apply at www.ironmountain.com



**MISSION★
INCREDIBLE**

The success of any mission begins with great people.

That's why Spectra Energy actively recruits men and women who have served or are serving in our nation's military. The work we do – moving energy safely and reliably – is mission-critical. We value your service, your sacrifice and your ability to deliver with excellence.

Join an incredible team. To learn more about Spectra Energy's career opportunities and benefits, visit spectraenergy.com/careers.



CONNECT WITH US



RESEARCH GUIDE

by **RICK JONES**



**YOUR RESEARCH GUIDE TO
FRANCHISE OWNERSHIP**

I ENCOURAGE JOB SEEKERS to use this guide to learn about franchising and the opportunities available in franchising. All of the URLs below are live links in the digital replica of *Search & Employ*®. You can access the digital magazine as well as PDF's of back issues from <https://recruitmilitary.com/resources/search-employ>

GOVERNMENT AGENCIES

The United States Small Business Administration (SBA; www.sba.gov) has a wealth of information on starting and managing businesses. The SBA has posted articles on franchising at:

- <https://www.sba.gov/content/franchise-businesses>
- <https://www.sba.gov/content/build-your-own-franchise>
- <https://www.sba.gov/content/franchise-registry-approved-brands>

The Federal Trade Commission (FTC) has posted *A Consumer's Guide to Buying a Franchise: A Consumer Guide* at <https://www.ftc.gov/tips-advice/business-center/guidance/consumers-guide-buying-franchise>. The Guide has the following sections:

- The Franchise Business Model
- Finding the Right Opportunity
- The Franchise Disclosure Document
- Before You Sign the Franchise Agreement
- Is a Franchise Right for You?
- Selecting a Franchise
- Evaluating Potential Earnings

INDUSTRY ASSOCIATION

The website of the International Franchise Association (IFA; 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
- Navigating the Paper Trail
- Beginning Your Search
- Evaluating a Franchise – Interviewing Both Sides

Also on the page are Resources and Education links:

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

The VetFran Directory (www.franchise.org/vetfran-directory) of the IFA's VetFran initiative (www.vetfran.com) contains profiles of participating franchisors.

PRIVATE ORGANIZATIONS

Veteran Franchise Centers (www.veteranfranchisecenters.com), a RecruitMilitary strategic partner, offers a free service to veterans looking to learn more about the franchise buying process and options in the market.

WorldFranchising.com (www.worldfranchising.com), operated by World Franchising Network, Oakland, has a search engine that you can use to find franchises by industry, average total investment, average franchise fee, total operating units, and keyword – as well as an alphabetical listing. Its linked listing of Bond's Top 100 Franchises is at www.worldfranchising.com/search/publications/top-100-franchises. Its Veteran's Franchise Guide is at www.worldfranchising.com/search/publications/veteran-s-franchise-guide. Its Franchise University, a set of free, online tutorials on various franchising topics, begins at www.worldfranchising.com/franchise-university.

Franchise Business Review (www.franchisebusinessreview.com), Portsmouth, New Hampshire, is a franchise market-research firm that performs independent surveys of franchisee satisfaction. Its special reports include *Top Franchises for Veterans*: www.franchisebusinessreview.com/franchise-reports/top-franchises-veterans/. Reviews of top franchises are linked to www.franchisebusinessreview.com/franchise-reviews/. Articles with advice on buying a franchise are at www.franchisebusinessreview.com/category/buying-a-franchise

MAGAZINE RACK

To learn about the issues, the major players, and the general buzz in franchising, I suggest that you read magazines and media websites on the subject.

Publication / Site	Publisher	Link
Entrepreneur	Entrepreneur Media, Inc.	www.entrepreneur.com
Franchise Herald	The Franchise Herald	www.franchiseherald.com
Franchise Times	Franchise Times Corporation	www.franchisetimes.com
Franchise Update	Franchise Update Media Group	http://magazines.franchising.com/franchiseupdate/
Franchising USA	CGB Publishing	www.franchisingusamagazine.com
Franchising.com	Franchise Update Media Group	www.franchising.com
Franchising World	International Franchise Association	www.franchise.org/digitalfranchisingworld.aspx
Multi-Unit Franchisee	Franchise Update Media Group	http://magazines.franchising.com/multiunitfranchisee/

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

WHAT TO DO AFTER A 20-YEAR MILITARY CAREER



CRAIG JONES

FIRST COMMAND LOGO AND CRAIG JONES PHOTO COURTESY OF FIRST COMMAND FINANCIAL SERVICES

AFTER A 20-YEAR CAREER IN THE NAVY, I RETIRED AS COMMANDER. I'M NOW MARRIED WITH TWO CHILDREN AND LIVING IN VIRGINIA BEACH, VA.

When I was in the service, I really liked working with people. When I retired, I wanted to continue working with people, but also to be more in control of my time. Going from a Surface Warfare Officer where you're training for combat and sailing on the high seas to working in a suit and tie is a big shift in mentality and processes. I had to prepare for that shift, so I really thought "what do I want to do?" That's what I encourage anyone who's within 12 months of separating or retiring from the service to do. Make a list, like I did. I wanted:

- To help people do things they wouldn't be able to accomplish on their own.
- To stay connected to the military and in some way help current active-duty servicemembers.
- More control and flexibility over my job.
- More time to spend with my family.
- To do something I believed in. I didn't just want a job. I wanted to have the same feeling I had while serving my country in the Navy.

I talked about it with my wife. Because of our experience with First Command as clients, she mentioned becoming a Financial Advisor as an

option. The Financial Advisor role appealed to me because it would let me be my own boss, and I would get to keep working with military folks.

Financial advising may not be for you, but there are plenty of jobs available that can keep you connected to the military. In addition to making your "what do I want to do?" list, there are many other factors to consider when leaving the military:

- Do you have the money to make the weeks or months transition to your new position or to start your own business?
- Are you comfortable getting out and meeting new people? Are you socially active in your community? If so, then take advantage of that. Network!
- Do you believe in what you're going to do? Whether it's selling a product, building a bridge or designing software, really believe in it. Don't just pick a job. Try to make it a career.
- Do you have your spouse's support? Make it a family decision. Working in the private sector is much different than working for the U.S. military.

- Does the position you are applying for offer training or mentorship programs? Do your homework to find out how much/what kind of help you'll get from your new employer.

Finally, have confidence in your own abilities. Many of the skills you've learned and certifications you've received in the military can be transferred to a civilian career.

First Command highly values the work ethic, leadership skills and personal accountability forged in military service. Through our **Squared Away™** initiative, we have committed to recruit more than 2,100 military veterans and spouses over five years. To learn more about career opportunities as a First Command Financial Advisor, visit www.vehireleaders.com or talk to a First Command Recruiter at (877) 601 5783.

Craig Jones
First Command Financial Advisor


FirstCommand
FINANCIAL SERVICES

INSIDE INFORMATION FOR VETERAN HIRING INSIDERS

YOUR CHECKLIST FOR A COMPREHENSIVE

VETERAN RECRUITMENT

★ ★ ★ PROGRAM ★ ★ ★

RecruitMilitary offers a full array of military-to-civilian recruitment products for:

- firms of all sizes, working in all industries
- employers with vastly different HR needs
- businesses with various approaches to the hiring process

Whether you need to hire hourly employees or salaried leaders and executives, we have the right hiring solution for you - or we can work with you to create it.

Contact Beth Fjelstul at 513-677-7054 or beth@recruitmilitary.com

▼ JOB FAIRS

Largest and most unique producer in our niche. Over 775 events from 2006 to 2016, with 95% of exhibitors reporting favorable recruitment ROI. Attended by average 385+ candidates per event.

[HTTP://RMVETS.COM/GR8JF](http://rmvets.com/gr8jf)

▼ JOB FAIR SPONSORSHIPS

Sponsorship packages include event, seminar, beverage, and tote. Our events take place at high-impact venues: stadiums, arenas, racetracks, entertainment complexes, museums, and more.

[HTTP://RMVETS.COM/GR8SP](http://rmvets.com/gr8sp)

▼ CANDIDATE DATABASE SEARCH

Freshest, largest database in our niche. Search by skill set, location, work interest or experience, security clearance, and more. Low-cost options include geographically restricted (local) search.

[HTTP://RMVETS.COM/GR8DB](http://rmvets.com/gr8db)

▼ JOB POSTINGS

Reach 840,000+ candidates on the largest job board in the military-to-civilian recruitment niche. Options include annual unlimited postings. As jobs expire or are filled, just add new ones.

[HTTP://RMVETS.COM/GR8JP](http://rmvets.com/gr8jp)

▼ MAGAZINE ADVERTISING

Advertise in *Search & Employ*® bimonthly "super-sized" print and digital magazine for transitioning and veteran military, and veteran hiring leaders. We distribute 50,000 print copies per issue.

[HTTP://RMVETS.COM/GR8MA](http://rmvets.com/gr8ma)

▼ WEBSITE ADVERTISING

Promote your brand to 125,000 unique visitors per month. Microsites provide a great opportunity to tell a specific story. Banner ads appear on pages most often visited by candidates.

[HTTP://RMVETS.COM/GR8WA](http://rmvets.com/gr8wa)

▼ JOBS NEWSLETTER ADVERTISING

Buy text and/or display ads in *The Vetten* monthly jobs newsletter. Each issue contains 10 text ads and a display ad. Emailed to 280,000+ opt-in candidates who have registered in our database.

[HTTP://RMVETS.COM/GR8WA](http://rmvets.com/gr8wa)

▼ TARGETED EMAIL MARKETING

We deliver your personalized message to only relevant candidates. We have a solution that fits if you are seeking to fill one position right now or to fill multiple positions for a variety of locations.

[HTTP://RMVETS.COM/GR8TR](http://rmvets.com/gr8tr)

▼ RECRUITMENT AND STAFFING

Full-service recruiting for those times when you do not have the time or the ability to find key personnel. We partner with you and become an extension of your company.

[HTTP://RMVETS.COM/GR8FS](http://rmvets.com/gr8fs)

▼ PICK MEMBERSHIP

Five levels of membership meet a variety of needs. Our largest package includes job fairs, sponsorship options, database search, job postings, and magazine and newsletter advertising.

[HTTP://RMVETS.COM/GR8PI](http://rmvets.com/gr8pi)

Meet our New Colleagues

by ELIZABETH STETLER



to our company. We are pleased to introduce them to our readers.

CHRIS CRAVENS / national director, candidate acquisition

Chris has returned to his hometown of Cincinnati after serving for eight years in the United States Marine Corps Infantry, including three tours in Fallujah, Ramadi, and Sangin Valley; and three years with Naval Criminal Investigative Service (NCIS). In his new role as our national director of candidate acquisition, he works to aggregate veterans into our job board and to boost veteran attendance at RecruitMilitary Career Fairs. He also supervises our candidate services team's outreach, marketing, and communication programs.

Chris received his bachelor's degree in social and criminal justice and a MBA in public administration, both through Ashford University.

He enjoys lifting and running, and he describes himself as "an avid reader of just about anything business or law-enforcement policy related." In 2015, Chris was the project manager for Major League Baseball's All-Star Game Veterans Initiative.

He and his wife and their two cats live in a suburb of Cincinnati.

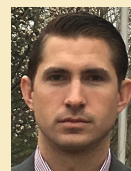
A fun fact about Chris: He owns a Harley-Davidson Electra Glide and takes a road trip once a year with some friends. Once they drove to the Sturgis Motorcycle Rally in South Dakota.

GREGORY ROYSE / account executive

Gregory retired from the United States Air Force as an E-7 after 20 years of service. During his enlistment, he served as an aircraft armament systems technician and, later, as a recruiter.

After his retirement, he owned and operated The Prime Placement Group, LLC, which places candidates in the outdoor industry. His clients came from a wide range of fields, including the manufacture and distribution of outdoor recreational and law-enforcement tactical gear.

Gregory's hobbies include almost anything outdoors: hunting, fishing, and recreational



CRAVENS

shooting. He also enjoys introducing his grandchildren to the outdoors.

He and his wife, Jackie, reside in Independence, Kansas. They have five children and three grandchildren.

ROBERT DUTTON / account executive

Robert retired from the United States Army after 22 years of service in infantry and recruiting. In 2008, he attended a RecruitMilitary Career Fair and landed a position as the manager of military affairs for DeVry University. In that role, he attended more than 100 RecruitMilitary events as an exhibitor and trainer.

Robert attended University of Maryland College Park and American InterContinental University. He earned BBA, BS, MS, and MBA degrees, graduating with honors in each case.

Rob is originally from Baltimore. He and his wife reside in Naperville, Illinois. He has four children and seven grandchildren. He enjoys listening to jazz, playing golf, collecting rare coins, and writing poetry. He is also a competitive Pickleball player.

A fun fact about Robert: He was previously the owner and operator of a catering business - 2 Sista's and a Brotha. He would love to be a contestant on the TV cooking show *Chopped*.

JOE BERTAGNA / account executive

Originally from Allentown, Pennsylvania, Joe recently retired from the United States Marine Corps. He earned a BS in aeronautical science at Embry-Riddle Aeronautical University. He also worked as an on-campus recruiter.

Joe enjoys lifting, running, reading, and volunteering. He also enjoys spending time with his two daughters, Jacey and Tegan, and attending their various sporting events.

A fun fact about Joe: He was never had a cup of coffee in his entire life.

DJ TURNER / support services account coordinator

DJ handles cases and accounts for Mike Rollins, vice president of sales for RecruitMilitary. He is a second-generation employee at our company - the eldest son of Doug Turner, who is our director of military relations and a retired Marine.

DJ was born in Virginia, but his military family never stayed put for long. He has also lived in North Carolina and Ohio, where he currently resides. So far, he has moved eight times.

DJ enjoys watching history documentaries and science fiction movies.

A fun fact about DJ: He loves anything Frisbee-related, and plays both Frisbee golf and ultimate Frisbee.



DUTTON



BERTAGNA



ROYSE



TURNER

INSIDE INFORMATION FOR VETERAN HIRING INSIDERS

THE SURVEYS SAY: OUR CAREER FAIRS ARE BREAKING RECORDS!

BY MARY BETH MILLER

We have the results of post-event surveys for the 14 Veteran Opportunity Expos that we produced in January and February 2016, and the numbers are record-breaking. After each event, we email two surveys – one to exhibitors and the other to the job candidates who attended.

Exhibitors at our events include corporate employers, law-enforcement agencies and other government employers, franchisors, and educational institutions. Candidates include men and women 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.

- There were 650 exhibitors at the 14 events, an

average of 46.4 per event.

- The exhibitors included 538 employers, an average of 38.4 per event.

- There were 5,812 candidates at the events, an average of 415.1 per event, 10.8 per employer, and an all-time record of 8.9 per exhibitor.

- The employers expected to conduct from 3,784 to 5,714 interviews as a result of exhibiting, an all-time record average of 7.0 to 10.6 per employer and an all-time record of 270.3 to 408.1 per event.

- 50.7% of the candidates who responded said that they expected to secure interviews as a result of their attendance.

- The employers expected to extend 1,953 job offers,

an all-time record average of 3.6 per employer and an all-time record of 139.5 per event.

Other exhibitor results, in terms of “percent favorable”:

- overall event experience 97.9%, an all-time record
- return on investment 97.9%, an all-time record
- likelihood of participating in a future event 95.8%, an all-time record
- quality of candidates 97.3%, an all-time record
- number of candidates 96.4%, an all-time record
- pre-event communications 98.5%, an all-time record
- on-site support 98.5%, an all-time record

Mary Beth Miller is market research coordinator at RecruitMilitary. Contact her at marybeth@recruitmilitary.com.

Testimonials of Exhibitors at Recent Events

DALLAS / FEBRUARY 25

- Fantastic event. Very impressed. We will be coming back here again.
- This event was much more worth our time than past general job fairs. It was very beneficial for us.

MIAMI / FEBRUARY 25

- We liked that the organizer asked us what type of talent we were looking for. He forwarded several candidates to our booth based on our job opening criteria.
- Better organized and structured than other job fairs. Good locations and better facilities.

NEW YORK / FEBRUARY 18

- I would absolutely recommend RecruitMilitary to any companies or recruiters looking to partner with.
- Premier event. Best-attended military event. Quality in every way – candidates, company, and venue.

RICHMOND / FEBRUARY 18

- The organizers that pump up the con-

fidence of candidates before and during the event make a big difference.

- Will always attend. Very polished and well attended.

PHOENIX / FEBRUARY 18

- I felt that the candidates were looking for career opportunities more so than jobs, which is great because I have a career opportunity.
- Good exposure to a high number of quality candidates.

BALTIMORE / FEBRUARY 11

- Very pleased with the turnout. Would love to attend more events.
- Program provides a large pool of applicants with varying backgrounds and skill sets.

NASHVILLE / FEBRUARY 11

- Outstanding event. The RecruitMilitary representative was a Marine Corps veteran whose passion for fellow veterans set a standard of excellence in service for the veteran attendees.
- RecruitMilitary is definitely our preferred choice for job fair resources. In

the years we have worked with RecruitMilitary, they have continued to improve and streamline the job fair experience for both employers and job seekers.

RIVERSIDE / FEBRUARY 4

- The quality was much higher than I have seen in a long time.
- The outreach efforts done prior to the event were evident by the number of people that showed.

ATLANTA / FEBRUARY 4

- The turnout was tremendous – more so than other military job fairs.
- Met many candidates and have set up interviews to meet them on site. Great return on investment.

RALEIGH / JANUARY 28

- RecruitMilitary job fairs are by far the most organized and well attended job fairs for military veterans.
- This was a great opportunity to come face-to-face with a highly skilled labor pool.

OKLAHOMA CITY / JANUARY 21

- Candidates seemed to be fired up

and wanted to sell themselves. I really appreciated that in all candidates.

- The way it's run and the staff are amazing.

SACRAMENTO / JANUARY 21

- Outstanding event. This was the best by far.
- This drew a lot of qualified applicants. The hospitality was great.

SAN ANTONIO / JANUARY 14

- I enjoyed the energy from all of the candidates and just how educated and qualified they were.
- Fantastic. Staff willing to help in any way. Many candidates to talk with and inform about our current openings. Great talent.

TAMPA / JANUARY 14

- Candidates were plentiful, available to work, motivated, and well prepared. You guys consistently host strong events.
- RecruitMilitary is a great networking event and provides excellent candidates.

DATABASE SNAPSHOT

Database of registered job seekers at www.recruitmilitary.com on **March 28, 2016**
712,387 ▶ Registered searchable candidates

RANK

- 92.0%** ▶ Enlisted personnel
- 7.1%** ▶ Commissioned Officers
- 1.0%** ▶ Warrant Officers

ETHNICITY

- 59.0%** ▶ Caucasian
- 23.8%** ▶ African-American
- 9.8%** ▶ Hispanic
- 2.2%** ▶ Asian
- 1.1%** ▶ Native American
- 4.1%** ▶ Other

GENDER

- 83.4%** ▶ Men
- 16.6%** ▶ Women

ACTIVE SECURITY CLEARANCES

- 53,931** ▶ Secret
- 2,794** ▶ Top Secret
- 9,310** ▶ Top Secret/SCI *Individual has a Top Secret Clearance and is cleared to access Sensitive Compartmentalized Information (SCI)*
- 239** ▶ L-DOE Clearance granted by the United States Department of Energy
- 293** ▶ Q-DOE Clearance granted by the United States Department of Energy; more difficult to obtain than L-DOE
- 217** ▶ ISSA Industrial Security Staff Approval

HIGHEST EDUCATION LEVEL

- 22.9%** ▶ High School
- 24.8%** ▶ Beyond High School
- 7.9%** ▶ Professional Certificate
- 13.8%** ▶ Associate's Degree
- 21.6%** ▶ Bachelor's Degree
- 8.7%** ▶ Master's Degree
- 0.4%** ▶ Doctor's Degree

SERVICE BRANCH

- 47.0%** ▶ Army
- 21.2%** ▶ Navy
- 16.3%** ▶ Air Force
- 14.3%** ▶ Marines
- 1.2%** ▶ Coast Guard

Need construction candidates? WE GOT 'EM!

BY LARRY SLAGEL

WE HAVE GREAT NEWS for men and women who are recruiting veterans to work in the construction industry. More than 47,000 of the registered and searchable candidates in our database selected a future work interest related to that industry when they registered. The database consists of job candidates 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. The address is <http://rm-vets.com/gr8db>.

Certain industry-specific segments of the database have become so large that we can think of them as commercially viable databases unto themselves. Construction and the 10 other segments listed in the table in this article are the largest. The numbers of registrants represent the candidates who, when they registered, selected one or more work interests in the respective rows. So, for example, a candidate who selected both “Construction” and “HVAC” counts as one

registrant in the “Construction” segment.

For most HR needs, employers doing business in the 11 segments need search no further than our database. For example, the “Manufacturing” segment is one of the smallest listed, but for an industry that is always trying to find good workers, 37,937 men and women with military backgrounds constitute a treasure of talent.

Employers can also use our segments for targeted marketing. We can send out emails advertising an employer's job openings, inviting candidates to an employer's booth at a DAV / RecruitMilitary All Veteran Job Fair, inviting candidates to an employer's hiring event, etc. In addition, the continuing growth of our database provides us with steady stream of fresh candidates to invite to our job fairs – and to receive our monthly jobs newsletter, *The VetTen*.

Larry Slagel is senior vice president of sales at RecruitMilitary and a former captain in the United States Marine Corps. Contact him at larry@recruitmilitary.com.

INDUSTRY-SPECIFIC SEGMENTS OF THE DATABASE OF JOB CANDIDATES AT WWW.RECRUITMILITARY.COM

SEGMENT	NUMBER OF REGISTRANTS	FUTURE WORK INTERESTS SELECTED
Aerospace / Defense	54,379	Aerospace/Defense, Aviation, Aviation Maintenance, Avionics
Construction	47,445	Construction, Engineering - Civil, General Labor, HVAC, Landscaping, Plumbing, Skilled Labor/Trades
Education	55,037	Education, Training/Instruction
Energy / Utilities	36,257	Energy/Utilities, Environmental, Mining
Financial Services / Insurance	41,984	Accounting/Auditing, Banking/Financial Services, Finance, Insurance
Healthcare	45,808	Biotech/Biomed, Health Care, Medical/Healthcare, Nurse, Pharmaceutical, Sales - Medical
Hospitality	46,608	Food Service, Hospitality/Hotel/Leisure, Restaurant, Sports/Recreation
Information Technology / Telecommunications	99,352	Electronics Technician, Geospatial, IT, IT - Databases, IT - Executive Management, IT - Hardware, IT - Network/LAN/WAN, IT - Other, IT - Project Management, IT - Sales, IT - Security, IT - Software, IT - System Administration, IT - Systems Analysis, IT - Systems Engineer, IT - Testing Q/A, IT - Web Development, Satellite, Security - Network Management, Telecommunications
Law Enforcement	69,225	Law Enforcement
Manufacturing	37,937	Engineering - Industrial, Engineering - Quality, Manufacturing
Transportation / Logistics	101,508	Distribution/Shipping, Inventory, Logistics - Supply, Logistics - Transportation, Merchant Marine/Maritime, Supply Chain, Transportation, Warehouse

When candidates register, we ask them – but do not require them – to select their future work interests from a list of 127 industries and occupations. On average, they make roughly 3.5 selections – but a candidate is highly likely to select related interests in a given segment. The 11 segments listed in the table consist of 62 of the 127 available interests. Many of the remaining 65, even when combined with related interests, do not have enough registrants to displace any of the 11 segments in the table. Other interests not listed in the table – for example, Management/Supervision and Administrative/Clerical/Support – have large numbers of registrants, but are not industry-specific.



Hiring
America's
Heroes

At Cox, we connect people to the things they love.
Now we'd like to connect with you.

At Cox, we have made a commitment to actively attract, develop and retain Veterans who have honorably served. We appreciate the unique skills and experience you bring to our organization. We can put your military training and leadership skills to work. Unleash your potential with a career at Cox!



View a full list of current career opportunities at:
jobs.coxenterprises.com

Cox Enterprises is an Equal Opportunity Female/Minority/Disabled/Veteran Employer

FLORIDA DIVING INSTITUTE PADI CAREER DEVELOPMENT CENTER

Approved for Veterans Training
Professional Dive Master Course
Professional Dive Instructor Course
Technical Diver/Instructor Course
Rebreather Instructor Course

Keith A. Mattson
26 Years PADI Course Director

Orlando Florida

800-282-3328
407-423-4734

email: KAMFDI@aol.com
www.divestation.com

Fax 407-849-1427

SEARCH & EMPLOY® ADVERTISERS INDEX

▼ PAGE	▼ ADVERTISER	▼ LINK
16	Academy of Art University	www.academyart.edu
15	Accenture	http://accenture.com/military
26	Air Liquide	www.us.airliquide.com/en/careers.html
41	AMVets	www.AMVETS.org/WarriorReintegrationProject
40	BMO Harris Bank	www.bmo.com/careers
24	Capital One	http://capitalonecareers.com/military/
27	CDA Technical Institute	www.cda.edu
38	CDK Global	http://jobs.cdkglobal.com
12-13	Combined Insurance	https://www.combinedinsurance.com/
32	Community Loans of America	www.consumerloancareers.com
3	Coverall North America	www.coverall.com
56	Cox Enterprises	https://jobs.coxenterprises.com/
50	DAV	http://jobs.dav.org
23	Department of Veterans Affairs	http://www.va.gov/
33	Eaton Corporation	www.eaton.com/MilitaryCareers
34	Enterprise Products	http://careers.enterpriseproducts.com
48	Epic Health Services	http://epichealthservices.com/careers/
Outside Back Cover	Exelon	www.exeloncorp.com/careers
4-5	Farmers Insurance	http://beafarmersagent.com/
21, 53	First Command	www.wehireleaders.com
56	Florida Diving Institute	www.divestation.com
47	Fordham University - The Gabelli School of Business	http://fordham.edu/business
39	Fresenius Medical Care	http://jobs.fmcna.com
Inside Back Cover	Garage Force	www.garageforce.com
Cover, 14-15	Gardner-Webb University	www.gardner-webb.edu/
27	GATX Corporation	www.gatx.com
18	General Electric	www.ge.com/veterans
36	Giant Eagle	http://jobs.gianteagle.com
46	Goodyear Tire	www.goodyear.com/careers
35	Great Lakes Truck Driving & Heavy Equipment School	www.greatlakesstds.com/
24	Health Net, Inc.	www.careersathealthnet.com
42	Homes & Land	http://homesandland.com/franchise
52	Iron Mountain	www.ironmountain.com
Inside Front Cover	J Dog Junk Removal	www.jdogjunkremoval.com
30	Lowe's	http://Lowe.com/Careers
45	McDonald's	www.mcdonalds.com/veterans
26	Mercedes-Benz	www.mbusa.com/mercedes/about_us/careers
20	Merck & Company	www.merck.com/careers
30	Miracle-Ear	www.miracle-ear.com/careers/
42	MVM, Inc.	www.mvmnc.com
44	NJVC	www.njvc.com/
40	Osmose Utility Services, Inc.	www.osmosehiring.com/veterans
49	Penn State World Campus	http://worldcampus.psu.edu/military
38	PricewaterhouseCoopers	http://pwc.com/militarycareers
31	Prudential Financial	http://jobs.prudential.com
48	Republic Services	http://republicservices.jobs
7	Restoration 1	www.restoration1franchise.com/
22	Savage Services	http://saveservices.com
25	Sears Holdings Corporation	http://searsholdings.com/shsmilitary
52	Spectra Energy	http://spectraenergy.com/careers
28-29	Starbucks	www.starbucks.com/careers/veterans
47	Strategic Systems Programs	www.ssp.navy.mil
11	Strayer University, Inc.	www.strayer.edu/admissions/military
36	Texas Instruments	http://careers.ti.com
8-9	The Art Institutes	https://www.artinstitutes.edu/admissions/
44	The GEO Group	www.geogroup.com/hiringheroes
35	The Ocean Corporation	www.oceancorp.com
51	Touro College	www.touro.edu/veterans
47	TravelCenters of America / Petro Stopping Centers	www.ta-petro.com
37	USAA	http://usaa.com/recruitmilitary
39	Utah Valley University School of Aviation Sciences	http://flyuvu.com
51	Veteran Franchise Centers	http://veteranfranchisecenters.com
34	Vinnell Arabia	www.vinnellarabia.com/
6	Walgreens	www.walgreens.jobs
49	Wells Fargo	www.wellsfargo.com/career
32	West Virginia Army National Guard	www.wv.ngb.army.mil/contact.aspx
43	Xcel Energy	http://xcelenergy.com/Military



BE YOUR OWN BOSS!

JOIN OUR NATIONAL TEAM AND BUILD A SUCCESSFUL BUSINESS IN YOUR CITY

*Don't Hesitate
Territories are
going fast!*

*Contact us today
to learn more!*

Have you dreamed of owning your own business but thought it was out of reach?

With our **100% FINANCING** packages and **GREAT VETERAN DISCOUNTS**
Garage Force can turn your dream into reality!

Our franchisees are professionally trained to sell and install high demand,
premium concrete coatings in residential and commercial markets.

Each franchise includes a Garage Force trailer, fully loaded with the
equipment needed to start and operate your business.



GARAGE



FORCE™

It's time to stop dreaming and join the Garage Force team!

call **(855) 436-7230** or visit our website for more information

www.garageforce.com



This advertisement does not constitute an offer to sell a franchise. The offer of a franchise can be made only through the delivery of a Franchise Disclosure Document ("FDD"). Certain states require that we register our FDD. The communications on this ad are not directed by us to the residents of any of those states. We will not offer or sell franchises in those states until we have registered the franchise and delivered the FDD to the prospective franchisee in compliance with applicable law.



We are driven to excel.

At Exelon, we recognize the value of constant improvement. As the nation’s leading competitive energy company, we are driven to perform, and our military veteran employees bring the background and training that help drive our progress. From engineering to operations to security and beyond, there are opportunities throughout the Exelon family of companies for you to create a brighter future.

www.exeloncorp.com/careers



Exelon®

Exelon is proud to be an equal opportunity employer and employees or applicants will receive consideration for employment without regard to: age, color, disability, gender, national origin, race, religion, sexual orientation, gender identity, protected veteran status, or any other classification protected by federal, state, or local law. © Exelon Corporation, 2016