Why Veterans and How Do they Help Your Team?

John Nettles – Pine Belt Communications
Izzy Abbass – Trilogy Networks
Kelley Dunne – Novation Enterprises & W4W



Why Hire Veterans?

- 1. Not only attracts a desirable workforce but also a dependable workforce
 - 2. Veterans in your workforce can positively impact the rest of your team
 - 3. Beneficial to your bottom line with Tax Credits and GI Bill Apprenticeships
 - 4. It's key to our DNA as an Industry



"We don't simply hire veterans because they need jobs – they're great employees!"

Angel Ramos, Army

Talent Acquisition – Windstream Communications

"I get calls all the time from companies that have hired one Veteran and then want more and more – companies like having a dependable workforce."

Kelley Dunne, Army and CEO Novation Enterprises

'The military service member is inherently suited for this industry because of discipline, motivation and ability to adapt and overcome."

James "Jay" Cutler

Air Force

Director of Emerging Markets and Partner Development, Airwayz Solutions





SO WHAT DOES THE MILITARY ACTUALLY DO?

Protect the US and our interests around the world

- 800 bases outside the US
- Continual fleet presence in the Atlantic, Indian and Pacific Oceans
- Military personnel in 160 countries

Disaster relief and medical assistance

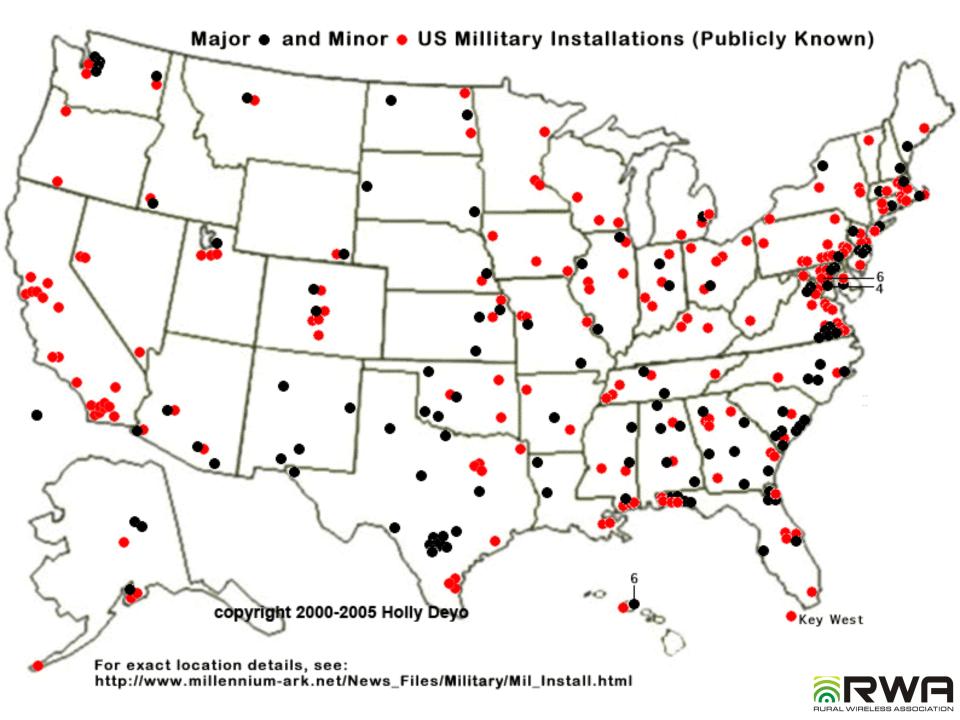
Law enforcement and emergency rescue

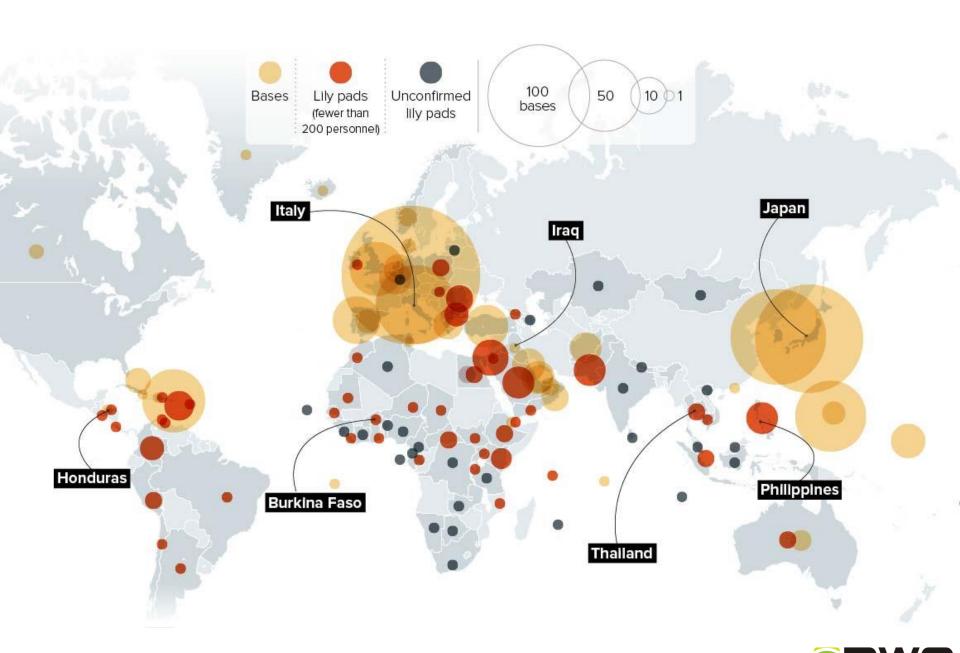
Policing volatile areas (UN Forces)

Scientific Research

Track Space Junk







For Comparison

- Englewood CO 34,050
 - Colorado 5.4 Million
 - US 328 Million

What's your guess on the size of the military?



THE US MILITARY TODAY

Size

-Army 473,543

-Marines 182,954

-Navy 338,927

-Air Force 332,136

-Coast Guard *41,662

Total of 1,369,292

Less than one half of one percent



^{* -} Coast Guard on DHS unless deployed

^{** -} Space Force not yet broken out from Air Force Numbers as of May 31, 2020

Three parts to the Military

- Active Duty, National Guard and Reserves
- All 5 Branches have Reserve Components
- National Guard has Army and Air Units
- Military is comprised of three types of personnel – Officers, Warrants and Enlisted
- Officers make up 10-20% of forces
- Highly Educated Force



WHAT ARE MILITARY TRAITS

- Accelerated Learning Curve Pressured Adaptation
- Leadership Focus at all levels of the service
- Diversity and Inclusion Broad Cross Section
- Teamwork Dependable and Depending-On mentality
- Performance Under Pressure Limited Resources and tight Schedules
- Loyalty Show them you have their back, they'll have yours
- Procedural Systems Exist for a Reason
- Technology and Globalization Not just buzz words
- Conscious of Health & Safety Another Focus



Typical page from an NCOER or OER

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RATED NCO'S NAME (Last, First, Middle Intraf)			SSN	THRU DATE	
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Special dural assesses of 300-0238 are options.					
COMPETENCE O Duly proficiency; MOS compolency Technical & tactical; knowledge, skills, and abilities	o selected above peers to serve as NBC NCOIC and Battery Operations NCO during combat operations				
 Sound judgment Seeking self-Improvement; always learning Accomplishing tasks to the fullest especify; cannotized to excellence 	o continually displayed sound judgment under stressful combat conditions, enabling the Battery to successfully complete all missions				
EXCELLENCE SUCCESS NEEDS IMPROVEMENT (Exceeds sid) (Meets std) (Saint) (Much)	o possesses a wide breadth of knowledge that enabled him to accomplish any mission assigned above standard				
PHYSICAL FITNESS & MILITARY BEARING Mental and physical toughness	APFT PASS 0512	APFT PASS 0512 HEIGHTWEIGHT 74/235 YES			
 Endurance and stamina to go the distance Displaying confidence and enthusiasm; looks like a solder 	o maintains high state of personal appearance and mental toughness				
}	o displays energy an	displays energy and vitality in performing daily responsibilities			
EXCELLENCE SUCCESS NEEDS IMPROVEMENT (Exceeds sid) (Meels std) (Some) (Moch)	o projects self confi	o projects self confidence, authority and enthusiasm			
d. LEADERSHIP	a exhibited a munuin	- concern Conthe well	fore of Soliders, taking	personal time to help	
I. LEADERSHIP o Misslan first o Gracine concern for the welfare of Soliders, taking personal tin mentor and counsel those who needed guidance				, personal time to help	
o Instilling the spirit to achieve and win					
o Setting the example; Be, Know, Do	o constantly puts forth maximum effort in every endeavor; a strength that has allowed the unit and platoon to succeed during redeployment				
EXCELLENCE SUCCESS NEEDS IMPROVEMENT (Exceeds std) (Meets std) (Some) (Much)	o able to utilize a va	st array of resources o	ınd draw upon civilian	experience to	
	enhance both the mission effectiveness of himself and the Soldiers around him				
e, TRAINING o incividual and team	o trained incoming personnel from 1st Armored Division during transfer of authority				
 Mission focused; performance oriented 	on combat operation	ons in the Tactical Op-	eration Center at FOB	Al Nimr, Imq	
 Teaching soldiers how, common tasks, duty-related skills 	ansured Datters we	o ensured Battery was properly trained in the usage of Nuclear, Biological and			
 Sharing knowledge and experience to light, survive and win 	Chemical Individu	Chemical Individual Protective Equipment			
EXCELLENCE SUCCESS NEEDS IMPROVEMENT (Exceeds std) (Meets std) (Some) (Much)	o conducted training for the unit on usage, maintenance and inspection of crew served and individual weapons with outstanding results				
RESPONSIBILITY & ACCOUNTABILITY Gree and mainlenance of equipmenufacilities		o maintained 100% accountability of units sensitive items and NBC equipment valued			
 Oare and maintenance of equipment/facilities Soldier and equipment safety 	in excess of \$3,000,000				
 Conservation of supplies and funds Encouraging soldiers to fearn and grow 	o developed an extensive maintenance program on crew serve and individual weapons				
o Responsible for good, bad, right & wrong	that assisted the Bu	that assisted the Bottery in maintaining a high level of combat power at all times			
EXCELLENCE SUCCESS NEEDS IMPROVEMENT	· .,		dahasa of his subserdi	nater repardless of	
(Exceeds std) (Mests std) (Some) (Much)	o assumes responsibility of his actions and those of his subordinates regardless of the consequence and without hesitation				
PAPTY	- OVERALL PERFORMAN				
RATER. Overall poleptial for promotion and/or e. SENICR RATER BULLET COMMENTS					
service In positions of greater responsibility.	o promote alread of peers				
AMONG FULLY THE BEST CAPABLE MARGINAL	o send to BNCOC in				
		d potential for position	ons of higher authority	; an asset to any unit	
NOO gould best serve the Army at his/her	assigned				
current or next higher grade.	1 .				
Instructor					
Drill Sergeant					
Observer/ Controller					
e. SENIOR RATER. Overall performance		for promotion and/or se positions of greater res	rvice in		
± 8.e	pasiul Feb Poor	Posterio al Bistini ses		Superior Fia: Poor	

Many Veteran "Friendly" companies go by MOS

Military Occupational Skill

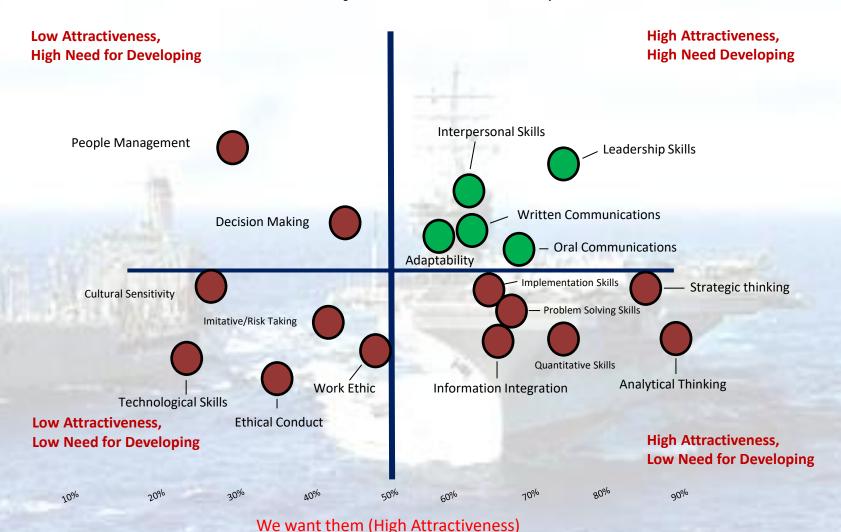
Unfortunately, they only tell a sliver of what the Veteran Offers

MOS doesn't capture leadership, communication ability or ability to function effectively as part of the team



Traits Desired in Employees

Graduate Management Admissions Council Annual Survey



VETERAN FRIENDLY

VS

VETERAN SUPPORTIVE



5 Tips to Make your company Veteran Supportive

- 1. Create a Veteran Employee Resource Group
- 2. Create a Veteran landing page on your existing Web Site.
- 3. Provide an introduction to Military Culture Training to Managers and HR Personnel
- 4. Celebrate Branch Birthdays
 - Army June 14th
 - Navy October 13th
 - Marines Nov 10th
 - Coast Guard August 4th
 - Air Force September 18th
- 5. Connect and Cooperate with local Veteran Service Organizations in your area.

And recognize the entire SMVF Community (Service Members, Veterans and Families)





Tax Advantage of Hiring a Veteran – up to \$9,600

The Work Opportunity Tax Credit (WOTC) is a Federal tax credit available to employers for hiring individuals from certain <u>targeted groups</u> who have consistently faced significant barriers to employment.

This includes qualified Veterans.

- A member of a family receiving assistance under the Supplemental Nutrition Assistance Program (SNAP) (food stamps) for at least 3 months during the first 15 months of employment.
- Unemployed for a period totaling at least 4 weeks (whether or not consecutive) but less than 6 months in the 1-year period ending on the hiring date.
- Unemployed for a period totaling at least 6 months (whether or not consecutive) in the 1year period ending on the hiring date.
- A disabled veteran entitled to compensation for a service-connected disability hired not more than one year after being discharged or released from active duty in the U.S. Armed Forces.
- A disabled veteran entitled to compensation for a service-connected disability who is unemployed for a period totaling at least six months (whether or not consecutive) in the one-year period ending on the hiring date.



TIRAP - Telecommunications Industry Registered Apprenticeship Program

- Apprentice track Veterans able to use GI Bill to augment salaries from telecom companies
- Under WIA





Warriors 4 Wireless

- No cost to Veterans and certified for Tower Climbing in two weeks
- Trained and placed over 3,000 Veterans over last 8 years





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