

SPECIAL VETERANS EDITION





ENLIGHTENED EMPLOYERS RECRUIT VETERANS

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CAREERS FOR PEOPLE WITH dis**abled** DISABILITIES WOUNDED

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TABLE OF



FEATURES

WOUNDED WARRIORS

Ensuring these veterans have the tools to success requires commitment and support from the public and private sectors, as realized by organizations profiled in this article.

By Joann Whitcher

_ 32 _____

WORKING FOR THE FEDERAL GOVERNMENT

Read about some of the agencies where disabled veterans can continue to serve, and some of the people who love serving there.

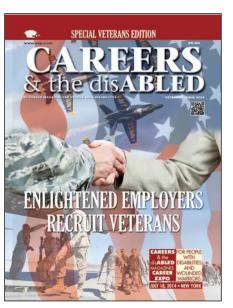
By Katie McKy

- 40 ---

MOLDING A REWARDING CAREER

Companies in the manufacturing and allied sectors value the skill sets, work ethic, and leadership these qualified veterans bring to the job.

By Barbara Woodworth



ON THE COVER:

This edition of CAREERS & disABLED magazine highlights the companies, government agencies, and non-profits that are committed to hiring Wounded Warriors and veterans.

DEPARTMENTS

FOLLOW US ON:









EDITOR'S

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MAKING THE FINITE, INFINITE

This past April, I had the distinct honor of attending *CAREERS & the disABLED* magazine's 22nd Employee Awards ceremony. The event was sort of a coming out party for me, as that very day I began my journey as editorial director of Equal Opportunity Publications, a position my predecessor, Jim Schneider, held for 31 years.

In my new role, one of my responsibilities was to announce the ten employee award winners. I was faced with trepidation for many reasons, but one stood out. I was following in the footsteps of a man who was very well known and beloved among the readers and advertisers of the publication.

Putting fear aside, I took on the challenge, mission accomplished. However, my fear took on a much-diminished role upon hearing of the accomplishments of the Employee Award winners (Photos of the event are on page 8). Achieving a modicum of job success is never an easy feat, without any unusual circumstances. Besides demonstrating the true breadth of the human spirit, the award winners show how much we all gain when everyone is given the opportunity to succeed in their chosen profession.

July 26th marks the 24th anniversary of the Americans with Disabilities Act (ADA), and while there has been much progress over the 24 years since President George H.W. signed the bill into law, there is much room for improvement.

With New Rules for Section 503 now in effect, there is hope that job recruitment among Individuals with Disabilities (IWD's) will improve, similar to what the Civil Rights Act of 1964, Title VII, did for the recruitment and hiring of women and minorities.

The companies, government agencies, and non-profits represented in this special Veteran's edition of *CAREERS & the disABLED* magazine, are ahead of the curve. They have the vision to tap into the resources, skill sets, and strong work ethic that IWD's and Wounded Warriors bring to the work place.

As for the employees themselves, George Morris III, a former interior communications electrician in the United States Navy Submarine Force, who now works for Newport News Shipbuilding as nuclear quality inspector 2, exemplifies the prevailing attitude. Tattooed on his arm are these motivating words: "You will forever be limited by your disability, only if you allow your disability to forever limit you!"

Jan Whitcher@eon.com

CAREERS & the disABLED

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CAREERS & the disABLED 2014 AWARDS CEREMONY





CAREERS & THE DISABLED MAGAZINE'S EMPLOYEES AND EMPLOYERS OF THE YEAR, ALONG WITH PUBLISHER JOHN R.

MILLER III, GATHER FOR A GROUP SHOT. PUBLIC AND PRIVATE SECTOR ORGANIZATIONS REPRESENTED INCLUDE,

AIG, WELLPOINT, BOOZ ALLEN HAMILTON, DEPARTMENT OF ENERGY, HP, DEFENSE LOGISTICS AGENCY, NASA GLENN RESEARCH CENTER, SPACE AND WARFARE SYSTEMS CENTER PACIFIC, SPRINT, TENNESSEE VALLEY AUTHORITY, INTEL,

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JOB RECRUITERS ANSWER YOUR QUESTIONS



KIRK IMHOF, GROUP DIRECTOR OF CULTURE AND ENGAGEMENT, RYDER SYSTEM, INC.

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CAREERS & THE DISABLED What

What is your

background; what are your responsibilities at Ryder?

I am the group director of culture and engagement at Ryder. I'm responsible for enterprise-wide strategies that positively impact culture and employee engagement. This role aids Ryder in capitalizing upon and positively impacting the company's core strengths, unique culture, and values through the creation, execution, and communication of culture-impacting programs, initiatives, and activities.

CAREERS & THE DISABLED

How does Ryder

reach out to recruit a diversified workforce, especially to veterans and/or wounded warriors?

Kirk Imhof Ryder has a tradition of reaching out to diverse talent pools. We know that to remain competitive, we must leverage all our resources when attracting and hiring the best talent. Therefore, we use all methods available to us to reach candidates. This includes not only featuring available positions on our own branded website, but also partnering with other diversity Websites and groups. For example, in 2011 we began our partnership with the U.S. Chamber of Commerce's Hiring Our Heroes program. This national initiative helps veterans and military spouses find employment. Since November 2011, over 1,936 veterans have joined Ryder. Today, 10% of our workforce is comprised of active duty and veterans of the military. In addition, we regularly attend military career fairs throughout the country. We are also in

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FAIRS TO RECRUIT VETERANS.

In April 2012, we introduced a military portal on our website (http://ryder-veterans.jobs/). The portal helps veterans match their military skills and terminology to our openings and makes it easier for them to identify the positions they are best suited for and interested in pursuing.

Other examples of our diversity outreach include our partnership with Howard University's Center for Supply Chain Excellence. We are on their corporate advisory board and attend their career fairs. Additionally, each year, employees spend time with students in classroom workshops to share first-hand knowl-

the initial stages of working with Walter Reed National Military Medical Center to place transitioning wounded warriors into internship opportunities at Ryder. The pilot program is expected to kick off this summer.

edge about the logistics and supply chain industry. So far, we Ш have hired three students from their program. Through the Society of Women Engineers, we have attended career fairs at Purdue and Ohio State University. And this year, we also attended the National Society of Black Engineers Career Expo in Tennessee. CAREERS & THE DISABLED Does Ryder sponsor diversity groups for employees or other affinity groups? KIRK IMHOF Ryder sponsors a Women's Leadership Forum for female executives across the company. Through this group, we host quarterly events at four of our large employee locations. The programming for these œ events focuses on building and strengthening internal connections among employees, developing skills, and mentoring. These events also give both men and women ഥ the opportunity to gain a greater understanding of the potential of women in the workplace and how to reduce gender bias. We also have an Inclusion Forum group on our social collaboration tool, Yammer. This is an open forum \mathbf{C} where all employees come to learn and share best practices, tips, and techniques on how to champion inclusiveness, be an inclusive leader, and value diversity and ш inclusion. CAREERS & THE DISABLED Does Ryder attend diversity or veteran job fairs and target specific colleges through on-campus career fairs? KIRK IMHOF Yes, we are involved in dozens of college career fairs annually, and we also participate in targeted military veteran recruiting events around the country throughout the year. During 2013, we attended 40 military career fairs across the U.S. We've also attended a variety of on-campus career П fair events at various universities, including Howard University, Florida Agricultural and Mechanical University, University of Florida, Ohio State University, Purdue, and Florida International University. In addition, Ryder sponsors and attends the annual Salute to Women Behind the Wheel during the mid-Amer-

CAREERS & THE DISABLED

Does Ryder inter-

act with professional organizations that foster diversity and inclusion initiatives for veterans and other groups?

Yes, being involved with various groups helps us both project our image and extend our reach. Ryder employees hold advisory board memberships with a number of diversity organizations including Women in Trucking, Howard University, The Commonwealth Group, U.S. Chamber of Commerce, and Big Brothers Big Sisters. These and other board seats are important ways for us to stay connected with the communities we live and work in. They not only allow employees a chance to develop leadership skills and give back to the community, but they also grant us access to prospective talent.

CAREERS & THE DISABLED What a

What advice can

you offer to veterans as they begin their job search; what qualities do you look for in job candidates?

It's important for veterans to look into attending as many military/veteran career fairs as possible, because numerous employers attend these fairs and are looking for talent with inherent leadership qualities, which military men and women often possess. The distinct logistical, mechanical, and management skills learned through military service are a great asset to Ryder's organization, which is why Ryder is an ideal place for many veterans to work. We advise interested candidates to visit our military portal at http://ryder-veterans.jobs/ so that they can see what type of position(s) within the company might be the best fit for them based on their military skills.

The qualities that we look for are ones that align with our company values—trust, innovation, collaboration, expertise, and safety. Candidates who can showcase these qualities will be quickly fast-tracked for consideration.

CAREERS & THE DISABLED

What advice can

you offer new workers in their efforts to move ahead in the organization?

Focus on delivering the best quality work you can, and do so with a mind to always execute whatever

ica Trucking Show.

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you are doing in a safe manner. The other significant factor is working collaboratively with your peers, as teamwork is one of the greatest keys to our success at Ryder. Also take advantage of the opportunities to grow and build your career in whatever form they come. Success in today's business world isn't just about moving straight up the ladder. Often, advancing your career requires broadening your understanding of the business and learning new skills. As a result, that may mean taking on project assignments that expose you to other divisions, or moving laterally before moving up the chain of command. The key is to stay open-minded and curious.

CAREERS & THE DISABLED

What is the outlook

for the transportation and supply chain management industry?

Ryder has experienced revenue growth driven by strong contractual sales activity in both of our business segments. This is an indicator of increased confidence among the

business community and a sign of economic growth. As the market continues to gain momentum, Ryder is in a very good place to grow the business. We are leading the industry in alternative fuel vehicles, we have introduced innovative services to the marketplace, and we continue to invest in technology and training to meet the needs of our customers and increasingly tougher legislation. Also, new legislative requirements, combined with the heightened competition for talent, are motivating more customers to come to Ryder for their fleet needs.

CAREERS & THE DISABLED

What jobs are avail-

able at Ryder; how can our readers post their resumes online?

We currently have more than 1,500 openings in the U.S. The best place is to start is at our Website at Ryder.com. We have openings across a variety of disciplines, including technology, sales, marketing, engineering, logistics, warehouse, mechanics, and drivers.





GETTING

PERCEPTION MAY NOT MATCH REALITY FOR MILITARY MEMBERS TRANSITIONING TO CIVILIAN JOBS, SURVEY REVEALS



GARLAND WILLIAMS, U.S. ARMY
COLONEL (RET.), AND VICE
PRESIDENT, UNIVERSITY OF PHOENIX
ASSOCIATE REGIONAL

MILITARY MEMBERS LEAVING THE SERVICE MAY END UP UNDERUTILIZING THEIR SKILLS WHEN TRANSITIONING TO CIVILIAN CAREERS, ACCORDING TO A NEW NATIONAL SURVEY FROM UNIVERSITY OF PHOENIX. A LARGE MAJORITY (90%) OF CURRENT ACTIVE-DUTY SERVICE MEMBERS ANTICIPATE THAT THEY WILL USE SKILLS THEY LEARNED IN THE SERVICE IN A CIVILIAN JOB AFTER THEIR SEPARATION FROM THE MILITARY. YET LESS THAN ONE-THIRD OF PAST SERVICE MEMBERS SAY THEY USED A GREAT DEAL OR A LOT OF THEIR MILITARY SKILLS IN THEIR FIRST CIVILIAN JOBS, WITH NEARLY TWO-IN-FIVE (38%) REPORTING THAT THEY USED NONE OF THE SKILLS.

"SERVICE MEMBERS ACQUIRE SKILLS DUR-ING THEIR MILITARY CAREERS THAT BRING VALUE AND DIVERSE EXPERIENCE TO THE WORK- PLACE," SAYS UNIVERSITY OF PHOENIX ASSOCIATE REGIONAL VICE PRESIDENT AND U.S. ARMY COLONEL (RET.) GARLAND WILLIAMS. "BUT SOME MEN AND WOMEN LEAVING THE SERVICE MAY NOT KNOW HOW TO MARKET THEIR SKILLS AS THEY TRANSITION TO CIVILIAN JOBS, AND MAY THEREFORE TAKE JOBS THAT DO NOT LEVERAGE THEIR UNIQUE EXPERIENCE."

THE SURVEY REVEALS A HIGH PERCENTAGE (EIGHT-IN-TEN) OF ACTIVE-DUTY SERVICE MEMBERS FACE SUBSTANTIAL CHALLENGES IN LOOKING FOR JOBS AND MANAGING THEIR CAREERS. SURVEY PARTICIPANTS SPECIFICALLY REPORT NEEDING HELP WITH INTERVIEWING, NETWORKING WITH OTHER PROFESSIONALS, CAREER PLANNING, FINDING AVAILABLE POSITIONS, CONNECTING WITH EMPLOYERS, AND DEVELOPING RESUMES AND/OR COVER LETTERS. MOREOVER, THE SURVEY SUGGESTS MILITARY MEMBERS MAY NOT BE PREPARED TO FACE THESE CHALLENGES — ONLY ONE-THIRD REPORT HAVING MADE A TRANSITION PLAN FOR RETURNING TO CIVILIAN LIFE AFTER SEPARATION FROM THE MILITARY.

HARRIS INTERACTIVE CONDUCTED THE ONLINE SURVEY OF MORE THAN 1,000 ADULTS WHO ARE SERVING OR HAVE SERVED IN A BRANCH OF THE U.S. MILITARY ON BEHALF OF UNIVERSITY OF PHOENIX.

ACTIVE-DUTY AND FORMER MILITARY MEMBERS APPROPRIATELY IDENTIFY MARKETABLE SKILLS MILITARY THAT ARE MOST BENEFICIAL TO CIVILIAN EMPLOYERS, GIVEN THE ADEQUATE TRANSITION SUPPORT AND PLACEMENT. THEY ARE: RESPONSIBILITY, TEAMWORK, THE ABILITY TO WORK UNDER PRESSURE, ACCOUNTABILITY, LEADERSHIP, PROBLEM-SOLVING, COMMUNICATION, AND CRITICAL THINKING.

TIPS FOR MILITARY CAREER TRANSITIONING

ACCORDING TO WILLIAMS, WHO TRANSITIONED FROM THE MILITARY TO A CIVILIAN CAREER FIVE YEARS AGO, MANY THINGS CAN BE DONE TO HELP SERVICE MEMBERS AND VETERANS CHANNEL SKILLS DEVELOPED DURING THEIR MILITARY TENURE INTO PRODUCTIVE CAREERS THAT ARE ALIGNED WITH THESE SKILLS. HE OFFERS THE FOLLOWING TIPS:

•START EARLY. BEGIN THE TRANSITION PROCESS FROM MILITARY TO CIVILIAN LIFE AS EARLY AS TWO YEARS BEFORE BEING DIS-

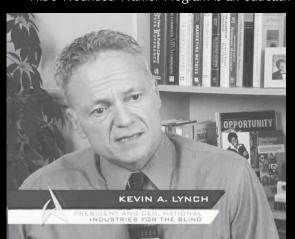
CHARGED. PLANNING AND PREPARATION ARE CRUCIAL WHEN IT COMES TO JOB SEARCH. SERVICE MEMBERS SHOULD START TALKING TO THEIR MILITARY PEERS WHO RECENTLY MADE TRANSITIONS TO GARNER ADDITIONAL BEST PRACTICES, AND TO NETWORK TO LEARN ABOUT OPEN JOBS WITH HIRING EMPLOYERS.

•RESEARCH YOUR OPTIONS. UTILIZE ONLINE TOOLS TO INVESTIGATE DEGREE PROGRAMS AND POSSIBLE CAREER PATHS. THE UNIVERSITY OF PHOENIX MILITARY SKILLS TRANSLATOR TOOL TAKES A SERVICE MEMBER'S MILITARY OCCUPA-

NATIONAL INDUSTRIES FOR THE BLIND PROVIDES EMPLOYMENT RESOURCES

National Industries for the Blind (NIB) is the nation's largest employment resource for people who are blind. NIB and its nationwide network of associated nonprofit agencies operate in 250 locations across the country and employ more than 5,500 people who are blind, including many military veterans and wounded warriors. Working with NIB and its associated agencies, people who are blind produce thousands of products and deliver a variety of services for government, military and commercial customers. Visit www.NIB.org to learn more.

NIB's Wounded Warrior Program is an outreach program for wounded veterans of our nation's conflicts, explains



Kevin Lynch, NIB president and CEO. NIB provides information about training, job placement, and career opportunities in a variety of fields, from manufacturing to service delivery, available at NIB or its associated agencies.

The organization works with several government agencies and private organizations to assist wounded veterans seeking employment, including the Department of Veterans Affairs (VA), Department of Defense (DoD) Operations Warfighter Program, Army Soldier for Life Program, Paralyzed Veterans of America (PVA), Consortium for Citizens With Disabilities (CCD) – Veterans and Family Members Task Force, and Blinded Veterans Association (BVA).

In addition to the Wounded Warrior Program, NIB offers opportunities for training in business-focused career areas, Lynch says. "NIB's Contract Management Support (CMS) Training Program assists in the development of high-growth

career opportunities for people who are blind by providing training in the field of contract management. NIB partners with DoD's Defense Acquisition University (DAU) to provide core training courses. NIB also participates in the DoD Operation Warfighter Internship Program."

To learn about job opportunities at NIB and its associated agencies, veterans can contact Ned Rupp, NIB's veterans affairs specialist, at 703-310-0537 or nrupp@nib.org, or visit the "Careers & Training" section of the NIB Website: http://www.nib.org/careers-training/careerswithvision. Resumes can be sent directly to Ned Rupp at nrupp@nib.org.

GETTING

TIONAL SPECIALTY CODE AND PROVIDES A LIST OF CIVILIAN OCCUPATIONS THAT CORRELATE TO THE JOB SKILL SETS THE SERVICE MEMBER GAINED WHILE IN THE MILITARY. EACH MILITARY OCCUPATION IS LINKED DIRECTLY TO LABOR MARKET DATA TO GIVE SERVICE MEMBERS AND VETERANS DETAILED INFORMATION FOR EACH OCCUPATION THAT MAY APPLY TO THEIR SKILL SETS. THE UNIVERSITY ALSO OFFERS MILITARY STUDENTS AND ALUMNI ACCESS TO ADDITIONAL RESOURCES INCLUDING A RESUME BUILDER, CAREER COACHING, AND LINKS TO CURRENT AND RECENT JOB OPPORTUNITIES FROM EMPLOYERS SPECIFICALLY INTERESTED IN HIRING MILITARY VETERANS.

- •Brush up on your career-search skills. Visit the U.S. Department of Labor's Transitional Assistance Program (TAP) at http://www.dol.gov/vets/programs/tap/. TAP provides soon-to-be discharged or retired service members helpful information and workshops on job searching, resume and cover letter writing, interviewing techniques. And career decision-making.
- •SPEAK THE LANGUAGE. COMMUNICATE MILITARY EXPERIENCE AND TRAINING WITH WORDS, NOT ACRONYMS, WHICH MAY NOT TRANSLATE ON A RESUME. SERVICE MEMBERS SHOULD PROMOTE UNIVERSAL SKILLS SUCH AS LEADERSHIP, MANAGEMENT, COOPERATION, TEAMWORK, AND STRATEGIC THINKING. MENTION THESE ATTRIBUTES IN THE COVER LETTER AND RESUME ALONGSIDE ALL TECHNICAL SKILLS. ONCE IN THE INTERVIEW, BE PREPARED FOR A DYNAMIC AND POTENTIALLY MORE INFORMAL CONVERSA-

TION THAN WHAT YOU EXPERIENCED IN THE SERVICE. MILITARY PERSONNEL TEND TO BE VERY DIRECT AND STRAIGHTFORWARD, BUT THE CIVILIAN BUSINESS WORLD IS OPEN TO MORE CASUAL AND CONVERSATIONAL INTERACTIONS. •Don't be afraid to take credit. As every PROUD SERVICE MEMBER KNOWS, THERE IS A "WE" VS. "ME" MENTALITY IN THE MILITARY—A FOCUS ON THE TEAM AND WHAT IT COLLEC-TIVELY ACCOMPLISHES. THE ABILITY TO WORK IN A TEAM IS IMPORTANT TO COMMUNICATE, BUT YOU ALSO HAVE TO BE WILLING TO BRAG ABOUT YOURSELF IN A JOB INTERVIEW. THIS MAY BE DIFFICULT FOR SOMEONE UNACCUSTOMED TO SELF-PROMOTION. BE PREPARED TO DISCUSS YOUR OWN CONTRIBUTIONS AND RESULTS. WHEN YOU DISCUSS YOUR EXPERIENCE, MIX IN THE APPROPRIATE "I" ALONG WITH THE "WE."

•CONSIDER FLEXIBLE EDUCATION PRO-**GRAMS.** EDUCATION CAN HELP YOU ADDRESS KNOWLEDGE GAPS AND BETTER UNDERSTAND AND PREPARE FOR FUTURE CAREERS. ACCORD-ING TO THE SURVEY, MORE THAN THREE QUAR-TERS OF ACTIVE DUTY SERVICE MEMBERS ARE CURRENTLY PURSUING ADDITIONAL EDUCATION OR PLAN TO AFTER THEIR SERVICE. THE MAJOR-ITY (77%) SAY THEY ARE AT LEAST SOMEWHAT LIKELY TO PURSUE ONLINE EDUCATION AND CITE THE FOLLOWING BENEFITS TO DOING SO: THE ABILITY TO GO TO SCHOOL WHILE ON ACTIVE DUTY OR IN A CIVILIAN JOB, THE ABIL-ITY TO LEARN FROM ANYWHERE IN THE WORLD, FLEXIBLE DAILY/WEEKLY STUDY SCHEDULES, A WIDE RANGE OF DEGREE PROGRAMS, BEING IN CLASS WITH STUDENTS WITH DIVERSE EXPERI-ENCES, AND ACCESS TO MORE DIVERSE FACULTY.





Serving my country will always be important to me. That's why I joined the United States Coast Guard as a civilian employee. The U.S. Coast Guard offers rewarding opportunities to veterans like me, people with disabilities, and others from diverse backgrounds to create a positive work environment.

Working for the U.S. Coast Guard gives me the security I need to provide for my family. Working in fishing vessel safety gives me the chance to do something that matters to me—helping to save lives.

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PAYING IT FORWARD

MILITARY WORK ETHIC SERVES
WOUNDED WARRIORS AND EMPLOYERS WELL

WHILE TRANSITIONING TO CIVILIAN LIFE CAN BE CHALLENGING FOR WOUNDED WARRIORS, THESE VETERANS APPLY THE SAME DEDICATION TO THEIR NEW JOBS AS THEY DID WHILE IN THE MILITARY. ENSURING THEY HAVE THE TOOLS TO SUCCESS REQUIRES COMMITMENT AND SUPPORT FROM THE PUBLIC AND PRIVATE SECTORS, AS REALIZED BY THESE CORPORATIONS, GOVERNMENT AGENCIES, AND NON-PROFITS: NAVAIR, NSA, INTEL, HP, IRS, AND THE NATIONAL INSTITUTE OF THE BLIND.



NAVAIR: HELPING BUILD JOB EXPERIENCE

JOSHUA HILEMAN, AN AMPHIBIOUS ASSAULT VEHICLE CREWMAN WITH THE MARINE CORPS FOR FIVE-AND-A-HALF YEARS, WAS INJURED IN MULTIPLE IMPROVISED EXPLOSIVE DEVICE (IED) BLASTS. THE MOST SERIOUS OCCURRED IN AUGUST 2010, ONE WEEK AFTER HE REENLISTED. HE JOINED THE WOUNDED WARRIOR BATTALION AT CAMP LEJEUNE, NC, IN 2011, TAKING PART IN A NAVAL AIR SYSTEM'S COMMAND (NAVAIR) WOUNDED WARRIOR INTERNSHIP PROGRAM WITH NAVAIR'S FLEET READINESS CENTER EAST (FRC-E) AT MARINE CORPS AIR STATION IN CHERRY POINT, NC.

The comprehensive program places wounded warriors in career opportunities with NAVAIR or partnering organizations to facilitate their transition to the civilian workforce. Retention of wounded warriors is extremely important to NAVAIR, which retains approximately 88 percent of the

wounded warriors it hires. Initiatives include career fairs that target wounded warriors, such as "Hiring Heroes," along with recruitment at Military Treatment Facilities, such as the Wounded Warrior Battalion-East at Camp Lejeune, and job fairs at college campuses nationwide.

NAVAIR's Active Duty Intern Program provides training, networking,



JOSHUA HILEMAN,
FINANCIAL
TECHNICIAN, NAVAIR

By JOANN WHITCHER

and exposure to the federal workforce environment for wounded warriors while also building their job experience. Within a month after his internship, and just a few weeks before retiring from the military, Hileman accepted a position at FRC-E as financial technician. "The job I am doing now came out of that internship," says Hileman. He's also attending college at Campbell University at a satellite campus on the Marine Corps base and is five courses away from a BA in accounting.

While transitioning to life as a civilian, Hileman learned to apply character traits he developed as a Marine. "In the military, flexibility and adaptability are stressed," he says. "I used that to adjust to my new circumstances and what comes with it. I was obviously not in the accounting field in the military, but I didn't pigeonhole myself to only working in something similar to what I did while I was in the military."

Hileman advises fellow wounded veterans to expand their horizons and explore all avenues. "Don't close any doors if someone wants to discuss a job opportunity with you; don't say 'no' even if it doesn't sound interesting," he explains. "You have to be flexible, because you don't know what is going to happen."

While adjusting to life outside the military, "find someone who can help you adjust, first to a life lived with injuries, and also to not being around the people you were around before," says Hileman.

Most important is to not sell yourself short. "Just because you have a disability, doesn't mean you can't find a job," asserts Hileman. "Anything is possible."

Knowing he had to provide for his wife and two young boys inspired Hileman. "I go home every night and know that we are secure financially and in every other way," he says.

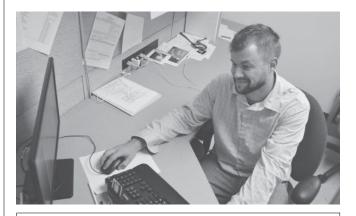
That inspiration helped during the month-long internship program, when Hileman drove to and from Camp Lejeune to Cherry Hill, an hour-and-a-half commute in each direction. "I wanted my employers to see my work ethic," Hileman says. "Don't give the employer a reason to fire you; give them a reason to hire you. Show them you have a good work ethic. Ask questions; show them you are interested. Provide new ideas; don't show up late. Show you are a vital part of the organization, as opposed to being an average worker that is just getting by. Apply the military ethic of not being done, 'till the job's done."

He also cites the NAVAIR "rallying cry." "Everything we do at NAVAIR is done to benefit the military," notes Hileman. "This isn't just about you, it isn't just another government job; everything you do impacts the people in the military."

A big part of Hileman's journey is paying it forward,

acknowledging the veterans who came before him. "I wouldn't have the opportunities I have today if it weren't for the guys who came back from Vietnam," Hileman says. "Because of their willingness to fight the system, there are a lot of benefits that we wouldn't have today if they hadn't gone through what they did. I am trying to pay it forward because of what the people before me did."

Fellow veteran Joshua Ransford is currently a logistics management specialist intern at NAVAIR. There since January, he has several responsibilities. "It actually reminds me a lot of my time in the Marines," Ransford says. "Every day, we are faced with a different problem that is affecting the fleet, and we must find a way



JOSHUA RANSFORD, LOGISTICS MANAGEMENT
SPECIALIST INTERN. NAVAIR

to overcome that obstacle and keep the aircraft in the fight."

During his nearly 12 years in the Marines, Ransford's job responsibilities were constantly changing. "My primary job was an organizational-level aircraft mechanic on CH-46 tandem rotor helicopters," he explains. "From there, I became an aerial observer/gunner, workcenter supervisor, quality assurance, and an instructor for a joint Navy and Marine Corps schoolhouse."

While still in the Marines, Ransford attended Embry-Riddle Aeronautical University, using the Tuition Assistance Program to pay for his degree. He is currently using his post-9/11 GI Bill to pay for a master's degree.

"I think that the military has definitely given me a very strong work ethic," says Ransford. "I, along with most vets, have an attitude that we want to complete the task quickly, correctly, and efficiently the first time. Also, given my strong aviation background from the Marines, I haven't had too hard of a time with learning my current job. Although I still have a lot of learning to do, I feel very comfortable in this field."

NAVAIR interacts with a variety of professional organizations in the public and private sector to place wounded warriors. "We actively obtain resumes of transitioning wounded warriors and try to place candidates in NAVAIR or other partnering organizations," explains Sonny H. Fann, Major, USMC (Ret), NAVAIR Wounded Warrior Program Outreach Coordinator. "We also work in concert with other service wounded warrior programs, such as the Army Wounded Warrior Program, Air Force Wounded Warrior Program, Navy Safe Harbor and Marine Corps Wounded Warrior Regiment, as well as Military Treatment Facilities and wounded warrior caregivers nationwide. We have expanded our outreach initiatives to other organizations such as the Department of Labor, Homeland Security, Maryland Department of Veteran's Affairs, and many others."

In the private sector, NAVAIR has partnered with the Network of Champions, a consortium of public and private industry partners, with the goal of placing wounded warriors in career opportunities.

NAVAIR has a variety of support systems to help transition and retain wounded warriors. One example is the Civilian Employee Assistance Program, which provides individual counseling or referral services for wounded warriors. NAVAIR's Executive Diversity Council, comprised of senior NAVAIR military and civilian leaders, is a forum in which wounded warrior transition needs, as well as issues involving the general workforce, can be addressed and resolved. "We have people specifically trained in assessing the needs of wounded warriors with respect to their job accommodations and providing the necessary resources to facilitate success in the performance of their jobs," says Fann.

A Veteran's Resource Group (VRG) and "Battle Buddy" program give veterans the opportunities to address any issues and obtain pertinent information and "lessons learned" from NAVAIR field sites. "It is not uncommon for a wounded warrior to feel apprehensive about bringing up challenges or issues to their supervisor or others that may not understand their experiences and perspective," says Fann.

With eight field sites located on both coasts, NAVAIR always seeks to fill a variety of positions in the professional, technical, and administrative career fields. In addition to placement in direct open vacancies, NAVAIR has developmental programs for various professional and administrative career fields.

"One unique acquisition career field recruitment is the

Naval Acquisition Development Program-Wounded Warrior, which provides recruitment in some career fields at the entry level and training to the full performance level," explains Fann. "This program has provided opportunities to wounded warriors that have served in post-9/11 combat missions and received a 30 percent or more service-connected disability."

Look for jobs on NAVAIR's recruiting Website: http://www.navair.navy.mil/jobs/. Click on the hiring tab and scroll down to "veterans" for more details.

INTEL SERVES THE MILITARY



IN JUNE, THE OREGON EMPLOYER SUPPORT OF THE GUARD AND RESERVE (ESGR) HONORED INTEL OF OREGON WITH A PRO PATRIA AWARD. CONGRESSWOMAN SUZANNE BONAMICI OF OREGON STANDS NEXT TO ROB POLSTON (SECOND FROM RIGHT), INTEL'S VETERAN PROGRAM MANAGER, WHO HOLDS THE AWARD.

INTEL HAS A STRONG TRACK RECORD OF HIRING U.S. MILITARY VETERANS, NOTES ROB POLSTON, INTEL'S VETERANS PROGRAM MANAGER. "EVEN PRIOR TO HAVING A FORMAL MILITARY HIRING PROGRAM, ABOUT 8% OF INTEL'S US EMPLOYEES WERE U.S. MILITARY VETERANS. HIRING MANAGERS AT INTEL PLACE A PREMIUM ON MILITARY EXPERIENCE AND INTEL'S CORPORATE VALUES OF DISCIPLINE, RESULTS ORIENTATION, RISK TAKING, AND QUALITY LINE UP PERFECTLY WITH MY MILITARY VALUES."

Polston's job as Veterans Program Manager is a culmination of his interests, military background, and education. "The technology sector always fascinated me," he says. "I wanted to work with some of the brightest people on the

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planet, and knew that Intel would provide that opportunity. Intel is also known as a 'cool' and innovative company and I thought I would be a good fit into this culture."

Polston, who has a BA in international relations from Boston University and an MBA with a concentration in finance from Vanderbilt University, was commissioned as an Armor officer for the U.S. Army in 1997. His active duty tours include stints with the 1st Cavalry Division and 82nd Airborne Division. He is also a veteran of overseas operations in Bosnia (Operation Joint Endeavor) and Afghanistan (Operation Enduring Freedom).

With Intel for more than ten years, he began his career in corporate finance and then transitioned to human resources (HR) about three years ago. In his current position, Polston also focuses on individuals with disabilities recruiting.

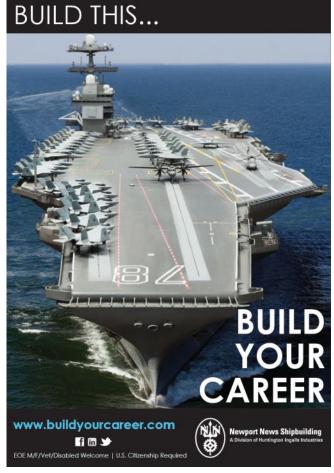
Looking back at his military experience, Polston remarks, "The military gave me strength of purpose, commitment to excellence, and dedication to teamwork that really allows me to operate at my best here at Intel. The military gave me a really good perspective on the best strategies to recruit and source mil-

itary veterans. I definitely understand their values and the type of roles that line up well for their background and education. My military career also taught me the importance of 'improvising, adapting, and overcoming' any challenge or problem set. There were times in my military career where mission failure was NOT an option. I've used this mindset throughout my time at Intel, where the only constant is change and the business challenges seem to be more complex every day."

In his job at Intel, Polston travels quite extensively, speaking to and coaching and advising transitioning veterans on the best strategies to gain full-time employment in the private sector. "Being able to assist our nation's heroes is one of the most fulfilling things that I get to do," he acknowledges.

"One of my challenges is that I can't hire every veteran that I meet," Polston adds. Because Intel is a high-tech manufacturing company, entry-level positions require the equivalent of a two-year technical degree. While Intel's hiring managers will substitute equivalent military training and experience for this requirement, there are still a lot of talented veterans that





don't have the minimum qualifications or experience to be offered a job at the company.

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"It breaks my heart to tell a veteran who really wants to work at Intel that he or she needs to go back to school to be considered for a role," Polston says.

However, "veterans should remember not to sell themselves short," adds Patricia McDonald, human resources VP & director of talent, transformation & diversity at Intel Corporation. "They may not have any private sector or corporate experience, but have the values and work ethic that will enable them to succeed in any endeavor. Since Intel is in the high-tech manufacturing sector, we typically look for veteran candidates who have some type of STEM (science, technology, engineering, math) background in the military."

Flexibility is key while looking for a job. This pertains to the type of job veterans are seeking and also the locations they are willing to accept. "I see veterans make the 'location specific' mistake quite often," Polston says. "Being tied to one particular area automatically closes the door on opportunities. Most veterans should also realize that they will probably not attain their dream job straight upon their exit from the military. In my case, I took a job in corporate finance after I transitioned and eventually worked my way into my current HR role."

McDonald advises veterans to continue to do the things that made them a success in the military. "Veterans are extremely disciplined, have worked on diverse teams and settings, bring strong organization commitment, operate calmly under pressure, and are usually very experienced problem solvers," she notes. "Veterans are used to achieving any goal set before them. For all these reasons, veterans are an ideal candidate for almost any private sector organization, including Intel."

A big challenge transitioning veterans face is that they are leaving not only their military job, but also a lifestyle and a very unique culture. "This can be shocking to some veterans who are not prepared," Polston explains. "In my case, the military provided me with a social network, a pre-determined career path, and even free housing and meals. As most of us in the corporate world know, this is definitely not the same type of culture that exists in most corporations. A veteran should realize that he or she is stepping away from a very regimented way of life, as well as heir job in the military."

To help veterans successfully navigate that transition, Intel has a military employee affinity group called American Veterans at Intel (AVI). Each major Intel site has several hundred veteran employee members. "Our AVI employee group is an important factor in creating a sense of community and belonging for Intel's veteran employees, which helps as veterans make the transition into Intel," says Polston.

This group regularly plans military themed volunteer projects and social events, and hosts external guest speakers. Its most recent guest speaker, Chester Nez, was hosted in coordination with the Intel Native American Network (INAN). Nez was the last of the original Navajo code talkers credited with creating an unbreakable code used during World War II.

Intel is a strong advocate and supporter of approximately 26 different employee resource groups from around the world, with over 15,000 employees participating. In addition to AVI, the company offers specific training and additional support for new veteran employees as they onboard at Intel. Another long-standing employee resource group is the Intel Diverse Abilities Network (IDAN), which offers employees with disabilities and those caring for loved ones with disabilities a community of support and wealth of shared resources.

"Intel is proud to have a robust and award winning suite of diversity programs," says McDonald. "Our veterans program is just one shining star in a growing multi-year strategy to significantly increase the diversity of our employee workforce. Intel has a corporate vice president who not only advocates, but also provides resources to support our outreach relationships, sourcing/hiring, integration/retention, and overall compliance." Intel has an ongoing agreement with Project Hired to help Intel to recruit and hire qualified disabled veterans.

The company believes representation from veterans and other diverse populations has enormous business benefits for the company. Intel has several different outreach models specifically for disabled veterans. "We started our very own wounded warrior outreach and hiring program called Operation Delta," McDonald explains. "This initiative focuses on giving deserving wounded warriors the chance to participate in a 12-month internship with the intent of giving a full-time opportunity after the program."

Intel also partners with several different organizations that assist with the placement of disabled veterans, as part of a coalition of companies that make up the Network of Champions for Operation Impact. Chaired by Northrop Grumman Corporation, the coalition is focused on assisting wounded warriors from Iraq and Afghanistan who also have at least a 50% VA disability rating to gain employment in the private sector. Intel is also starting a partnership with the SOCOM (Special Operations Command) Care Coalition. SOCOM

allows Intel to give wounded warriors from the Special Operations community valuable private sector experience while processing through the military's medical retirement process.

Within Intel's Technology Manufacturing Group (TMG), Intel has an immediate need for manufacturing technicians and engineers. Typically, almost 70% of all veterans hired at Intel have landed in TMG, and continues to aggressively source and recruit veterans in these roles.

Veterans are encouraged to check out Intel's website at www.intel.com/go/veterans, as well an Intel Military Veterans group within LinkedIn. The group, with over 1,200 members, is the best way a transitioning veteran can learn about current opportunities for veterans at Intel, Polston says.

Intel also participates in a variety of military career fairs and hiring events, including Hiring Our Heroes, *CAREERS & the disABLED*, Military Base Transition Center Career Fairs (San Diego, Seattle), 100,000 Jobs Mission, Veteran MBA (Chicago) and Service Academy Career Conference (San Diego). All future conferences are listed on Intel's veteran website and routinely posted to the LinkedIn group.

HP TAPS INTO TALENT OF VETERANS

RETIRED VICE ADMIRAL PATRICIA TRACEY HAS A STORIED HISTORY WITH THE NAVY. AFTER 34 YEARS OF ACTIVE DUTY WITH THE BRANCH, SHE LEFT IN 2004 AS THE FIRST WOMAN PROMOTED TO THREE STARS WITHIN ANY BRANCH OF THE MILITARY.

In 2006, Electronic Data Systems (EDS), acquired by HP Enterprise Systems in 2008, gave her an opportunity to take Navy Marine Corps Intranet (NMCI) performance to a new level. "My experience in Navy training convinced me that consistent and predictable



PATRICIA TRACEY, VP,
INDUSTRY AND
DEVELOPMENT FOR
DEFENSE, HP

access to standard IT capability was essential," says Tracey.









"NMCI was intended to do that. I welcomed the chance to work on a program I thought was so important to the success of Navy people."

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Along with other top companies, HP is a part of the 100,000 jobs campaign, to hire 100,000 veterans by the year 2020. HP has aligned with the White House's IT Training and Certification Partnership to enable thousands of service members to get certified in IT. The company also has its own program, HP ExpertOne, which helps service members earn certifications, IT skills, and experience.

HP believes that the technical talent, team building, dedication, and focus veterans bring to the work environment are an asset to help its customers get the best from technology.

Retired Admiral Patricia Tracey is a good example. In her current position, Tracey has responsibility for about \$500 million worth of HP services business for all of Department of Defense (except Navy and Marine Corps), Department of Homeland Security, Department of Justice, Department of State, United States Agency for International Development, and the United Nations. "My responsibilities include the quality of our delivery to existing customers and growing our business by meeting the IT and Information needs of customers in these agencies," says Tracey. "I have people throughout the United States, in Europe and Africa, supporting IT and information needs of the U.S. government people."

Graduating with a BA degree in mathematics from the College of New Rochelle, and an MS in operations research from the Naval Postgraduate School, Tracey began her career as a Satellite Surveillance Officer, later commanded naval stations, and led training activities. In Washington, DC, her experience focused on program appraisal in support of budget development and on force management to affect growing the force in the President Regan years, downsizing the force after fall of the Soviet Union, and reshaping the force to address demands security demands of the early 21st century. As Flag Officer, she commanded at the Naval Training Center in Great Lakes, the Navy's only boot camp, led the revolution in Navy Training as Chief of Naval Education and Training, oversaw major compensation reform as Deputy Assistant Secretary of Defense for Military Personnel Policy, and served as Director of the Navy Staff beginning 20 days before 9/11.

"My DOD experience gives me a good understanding of the missions our customers are charged with accom-

plishing," Tracey explains. "I have led large and small teams delivering services in support of operating forces. I managed large operating budgets under constant pressure to control costs. I have been responsible for anticipating future requirements and putting actions in place to meet those requirements, including development of the appropriately skilled workforce. All of these are relevant experiences for this role, and many other management opportunities."

Tracey's commitment to mission and to excellence has helped her with her career outside the military. So has her flexibility to learn new things, leadership experience, and her problem solving and deliberate planning capabilities.

Her favorite part of the job is "the quality of the people I work with and watching the pride they have in finding new and better ways to support our customers' mission," says Tracey.

There are many skills that are transferrable to the civilian sector, notes Tracey, including leadership, team and people development, planning, problem solving, almost any technical or mechanical skill, and endurance—physical, mental, spiritual.

Looking for a job is a bit like starting over, but with knowing a lot more than the first time out, says Tracey. "The civilian sector in the U.S. is a wonderfully varied and complex environment that is continuously changing," she says. "There are so many opportunities to explore. Try to choose what gives you joy. Life is short. Bring the same commitment to your work in the civilian sector that made you successful in the military. Most Americans are in awe of what you have done, but it might take some work to help them know how your experience will make a difference to their business. Honor, courage, commitment and people matter in business as they did in the military."

However, forging that new career path may be a challenge. "Unlike a military career which tends to have a well-defined career path and a definite process and timing for promotion, most often you will have to define your own career and decide for yourself what opportunities to pursue for professional development or career advancement," says Tracey. "As you did in the military, find mentors and role models who can help you think through the choices."

For more information about jobs at HP, visit www8.hp.com/us/en/jobs/veterans.html.

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NSA AND VETERANS—A POSITIVE MATCH

THE NATIONAL SECURITY AGENCY'S OFFICE OF RECRUITMENT MAKES A VARIETY OF CONCERTED EFFORTS TO HIRE AND PROMOTE VETERANS, PARTICIPATING IN VETERAN-FOCUSED CAREER FAIRS, PANEL DISCUSSIONS, AND NETWORKING ACTIVITIES. "WHEN DEVELOPING OUR HIRING STRATEGY AND CHOOSING SCHOOL VISITS WE ENCOURAGE RECRUITERS TO IDENTIFY VETERAN STUDENT GROUPS AND SET UP MEETINGS WITH THEM," EXPLAINS EBONY C., DISABILITY RECRUITMENT MANAGER.

The NSA also works in conjunction with Operation Warfighter (OWF), a federal internship program for wounded, ill, and injured (WII) service members. OWF places WII Service members in positive



ANDY W. IS STAFF OFFICER/
MANAGER WITHIN AN OFFICE OF
SYSTEM ENGINEERS AND ARCHITECTS.

work settings that positively impact their rehabilitation.

The NSA's Employee Assistance Services (EAS) offers a variety of types of free mental health counseling to NSA civilian employees, military assignees, and spouses. The NSA's Office of Disability Services is another avenue in which disabled veterans in particular, can obtain

support. It works with applicants, employees, and visitors to provide a variety of reasonable accommodations and disability services in the workplace to ensure access.

The Office of Disability Services is a subset of NSA's Equal Employment Opportunity and Diversity Directorate (EEOD). EEOD provides diversity education and awareness initiatives that are far-reaching and constantly evolving to reflect the differences among people. "Diversity is the inclusion and value of the talents, knowledge, and skills brought to the workplace by all our employees—military, civilian, women, men, minorities, persons with disabilities, and individuals with diverse ethnic and cultural backgrounds," says Ebony. At NSA, diversity is inclusive of the broadest range of perspectives, experiences, and viewpoints."

A staff officer/office manager within an office of system engineers and architects for the NSA, Andy W. handles the day-to -day business of the office so the engineers can concentrate on system sustainment. He has been with the NSA for seven years; five-and-a-half while in the military and the remaining year-and-a-half as a civilian.



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"I originally joined the Navy in 1992 and worked as an aviation ordnanceman, deployed on two six-month Western Pacific cruises," explains Andy. "After four years, I cross rated to construction electrician working with the Seabees. After seven years of service, the Navy decided to cut personnel, so I crossed over to the Army. In the Army, I have worked as 96R, ground surveillance systems operator and deployed to Iraq in support of Operation Iraqi Freedom. After four years in the Army, I was re-classed to an All-Source Intelligence Analyst, and deployed to Afghanistan in support of Operation Enduring Freedom. I retired in March 2013 with 21 years of service."

Andy is currently working on his bachelor's degree in business administration, and expects to complete his degree this spring.

"I was lucky enough that my final duty station on

THE **skill** THAT IS MOST TRANSFERRABLE IS **leadership.**

active duty was Ft. Meade," says Andy. "I was being processed for a medical retirement and NSA offered internships through its Operation Warfighter program. I submitted a resume and was offered an internship. It was a great fit as I was already working there and was able to integrate without any issues."

Being prepared for the unexpected—a skill Andy learned while in the military—has served him well in his current position. "When I started my internship, I had a hand in everything from the operating procedures to the procurement of the office and all the necessary equipment and personnel," he explains. "It was indeed a challenge, but after my years in the military, you learn to adapt and overcome. You work with what's available and you slowly build in that till you get your desired state."

Andy appreciates the opportunity to work with a unique set of people with very diverse backgrounds and work set, everything from finance to organizational leadership to security to occupational safety. "There is a wealth of knowledge and years of experience and I get to work with those individuals on a daily basis," he comments. "Another plus—it always changes, there is always something new to experience, and there is always someone with a new idea."

Andy advises veterans leaving the military, to be prepared. "Do your homework. You can never have enough information about what you would like to do once you transition, so be prepared by doing research into potential career fields and see what is required to enter that field," he says. "And do it now! Whether you are getting out in a year or you know you won't retire for another four years, do your homework. The civilian work force is tough to transition into and employers are extremely picky. Know what they are looking for and have it on your résumé when you are ready to embark on your next career."

The skill that is most transferrable, says Andy, is leadership. "The employer knows that you're trainable and are willing to lead from the front to get the job done," he says. "If you want to get into management when you leave the military, ensure you have the necessary degree. If you want to go into IT, ensure you have the right technical certifications. It's all about proper planning. This is not to say that you won't encounter some obstacles. With the civilian workforce being as competitive as it is, you might find that a masters' degree is necessary to help you stand out. Or you may find that having multiple database certifications will ensure your résumé goes to the top of the pile. I can't emphasize enough to do your research so that when the time comes, you are up to the task."

The NSA typically does not begin processing veterans until they are at least six months from separation and security clearance process usually takes between three-tosix months. Veterans should take this into account and develop a well thought out plan, says Ebony. "During your planning make sure you take advantage of relevant educational benefits and training. Learn how to articulate their military experience in a clear and concise manner. Veterans offer valuable skills and experience. It is important to be able to translate military jargon into industry friendly terminology in person and on paper. Lastly, veterans need to be flexible and understand the differences between federal military service and federal civilian service. Although, they may have similar prior experiences, procedures and protocol in the federal civilian process is different."

There are a number of successful mentoring programs in specific directorates, organizations, divisions, and employee groups across the NSA, and the momentum is growing. "The NSA is a huge place with a plethora of

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EVERY SKILL EVERY EFFORT EVERYTHING I HAVE

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LEO CORONADO ASSOCIATE DIRECTOR, DEVELOPMENT SERVICES

The Air Force jump-started
Leo Coronado's life as an
American after moving to the
United States from the Philippines
Encouraged by his veteran father
to "aim high," he enlisted in
1987 and reported for duty at
Eglin Air Force Base on
Florida's Gulf Coast.



PAMELA AHLGRIM

DIRECTOR, FOOD AND

NUTRITION SERVICES

As a new Army second lieutenant Pamela Ahlgrim learned to lead the hard way. While working overnight at the mental health hospital for the Walter Reed National Military Medical Center, false news of a bomb was reported, causing all patients to evacuate locked wards.



MANAGEMENT ASSISTANT, NEUROSCIENCES SERVICES LINE

Dionysus "Dion" Jackson enlisted in the Navy to get ahead in life. Looking for a way to help people he joined right after high school. What he received wasn't just education and job skills, but adventure, travel and best friends for life opportunities. To move ahead, it is important to identify an experienced mentor to help navigate you through the hoops and help guide your career path," Ebony remarks.

The NSA hiring program focuses majorly on computer science, computer engineering, electrical engineering, mathematics, intelligence analysis, and foreign language. There are also opportunities in business, human resources, security, among others.

Apply at www.nsa.gov/careers to be considered.

IRS PARTNERS TO OFFER VETERAN OUTREACH

THE INTERNAL REVENUE SERVICE (IRS) PARTNERS WITH VARIOUS GOVERNMENT AGENCIES, INCLUDING THE DEPARTMENT OF DEFENSE, DEPARTMENT OF VETERANS AFFAIRS, AND OFFICE OF PERSONNEL MANAGEMENT (OPM), TO FACILITATE THE HIRING OF VETERANS AND VETERANS WITH DISABILITIES. BY PARTICIPATING IN, OR JOINTLY SPONSORING, TARGETED MILITARY RECRUITMENT AND HIRING EVENTS, THE IRS PROVIDES SIGNIFICANT FOCUS ON EFFORTS

TO REACH THE DISABLED VETERAN COMMUNITY AND ATTRACT QUALIFIED CANDIDATES FOR IRS POSITIONS. IRS ALSO PARTICIPATES IN EVENTS SUCH AS VETERAN VIRTUAL CAREER FAIRS, WOUNDED WARRIOR FAIRS, HIRING HEROES, AMERICAN LEGION, OPM AGENCY SPOTLIGHT EVENTS, AND INVOLVEMENT IN THE TRANSITION ASSISTANCE PROGRAMS.

The IRS Veteran Employment Program Office maintains a list of organizations that are utilized by Employment Operations and Veteran Employment Coordinators to partner with the recruitment of veterans. This database contains contacts from disabled veteran partners, contacts from the Student Veterans of America, federal agency veteran contacts, local/state government veteran coordinators, Operation Warfighter Coordinators, and professional organizations that serve as primary contact points during IRS recruiting for qualified veterans to fill vacancies. Last year, the IRS established relationships with over 26 new partners, a 20% increase from the year before. Additionally, the IRS deployed recruitment interaction with over 50% of its current partners who closely work with IRS to



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help maintain and improve veterans in the workplace.

To ensure the IRS' workforce is informed in regards to veteran hiring practices, the IRS offers training courses to hiring managers and HR professionals. This year, 1,816 managers and 788 HR professionals took the veteran employment training.

THE **IRS**PARTNERS WITH

VARIOUS **agencies** TO

FACILITATE HIRING

OF **vets.**

The IRS has over 14 independent employee organizations that have an important role providing professional development opportunities for employees, including mentoring and net-

working. Its veteran focused employee organization, Military Outreach for Service (http://mos-irs.org/default.aspx), is an employee affinity organization officially associated with the Department of Treasury that is open to everyone whose pri-

mary focus is improving the lives of veterans, no matter if active, retired, or previously separated.

To help in the job search, there are tools available to veterans on the VA for Vets Website www.vaforvets.va.gov. The Veterans Administration (VA) has created a tool to help veterans translate military skills, experience, and training to learn about career options that best use veteran capabilities.

Utilizing the Feds Hire Vets Website www.fedshirevets.gov run by OPM is a great resource to brush up on the various veteran hiring authorities. This year, IRS posted a special opportunity on the Feds Hire Vets site specifically for veterans to hire three contract specialists in the Washington, DC metro area.

The IRS has positions that will fit almost every skillset and degree area, and see high demand in various areas such as accounting, business, finance, budgeting, economics, law enforcement, information technology, and advocacy. Within such a breadth of job opportunities, the following occupations have 30% or more disabled veterans on staff: IT specialist, contact representative, Internal Revenue agent, tax examiner, and secretary.



SERVING AFTER SERVING: WORKING FOR THE FEDERAL GOVERNMENT



SERVING ONE'S COUNTRY DOESN'T HAVE TO END WITH ONE'S MILITARY DISCHARGE, THE FEDERAL GOVERNMENT OFFERS MYRIAD OPPORTUNITIES FOR NOT JUST CONTINUING SERVICE, BUT FOR KEEPING ONE'S FELLOW AMERICANS SAFE, WHETHER IT'S FROM DISEASE, NUCLEAR MISHAP, CONTAMINATED FOOD, UNSOUND BANKING PRACTICES, AND SO ON. HERE ARE SOME OF THE AGENCIES WHERE DISABLED VETERANS CAN CONTINUE TO SERVE, AND SOME OF THE PEOPLE WHO LOVE SERVING THERE.

FINDING A HOME AT THE OFFICE OF THE COMPTROLLER OF THE CURRENCY

BEFORE THE CIVIL WAR, INSTEAD OF FEDERALLY ISSUED CURRENCY, THERE WERE HUNDREDS OF THOUSANDS OF KINDS OF PAPER MONEY. LOCAL BANKS ISSUED THESE CURRENCIES. WITH MORE CURRENCIES THAN ONE COULD METICULOUSLY TRACK, COUNTERFEITING WAS EASY AND EVERYWHERE, THUS CULTIVATING UNCERTAINTY ABOUT THE TRUE VALUE OF THE MONEY IN YOUR HAND. TO DELIVER CONSISTENCY AND CERTAINTY, PRESIDENT LINCOLN CREATED THE OFFICE OF THE

BY KATIE MCKY

COMPTROLLER OF THE CURRENCY (OCC), WHICH CHARTERS, REGULATES, AND SUPERVISES ALL NATIONAL BANKS AND FEDERAL SAVINGS ASSOCIATIONS. EARL JORDAN, AN OFFICE AUTOMATION ASSISTANT WORKING FOR THE OFFICE OF THE COMPTROLLER OF THE CURRENCY IN CHICAGO, IS PROUD TO WORK FOR AN AGENCY FOUNDED BY LINCOLN. HE'S ALSO PROUD TO WORK FOR AN AGENCY THAT JUDGES YOU ON YOUR ABILITY.

"I expected it to be different regarding welcoming my abilities and not prejudging what I can and can't do," says Jordan. "People let me prove my abilities here. Everyone with a disability wants that. You just want a chance to prove yourself. The government allows you the opportunity to do just that."

One of 3,971 employees, Jordan's duties are varied, and include data entry, answering phones, scheduling appointments, sending and receiving packages, processing mail, and basic customer service. "I also process security requests for visitors, repairs, and general maintenance," he adds. "I perform quarterly updates on office documents, such as key logs, directories, safety manuals, etc. I also served as speaker/facilitator for our last office's last two observances of Disability Employment Awareness Day."

Whatever he's doing, he delivers with drive, collaboration, and social fluency.

"The OCC seeks people with initiative," Jordan emphasizes. "You have to take a project from A to Z. You have to have some experience in the bank sector and solid customer service skills. That's imperative in my job and in this agency. You have to deal with bank professionals and deliver good and bad news in an artful manner. Collaboration is also key. There's a lot of cross departmental collaboration."

Jordan didn't arrive at the OCC with a background in banking, which presented some challenges, lessened by the collegiality of his colleagues.

"I've been here a year and a half," he says. "My background is not in banking, but my coworkers made me feel really welcome and not less than adequate if I have a question. One of my most challenging moments in my career was my first few months working here. It was learn by fire. I'm a psychology major working in banking. That was real scary, coming from a social services background. I focused on soaking up everything that I could. I tried to do this every day. I was a sponge. When you put a sponge in water, not all the water will be soaked up, so you wring yourself out and go back to absorbing. Stay diligent and don't get discour-

aged. People are happy to help you. They don't believe I burden them with what I don't know, but rather want to help."

In addition to fine colleagues, the benefits are also great. There is a flexible spending account, savings for retirement, and flex days which give Jordan every other Monday off by working nine hour days.

However, the greatest benefit might be working at an agency that enables Jordan to achieve his potential. "I had a spinal cord injury at the L4 and T12 levels," he explains. "It's congenital. I've been in this situation my whole life, so there was never an adjustment period. I'm in a wheelchair and have full use of my arms. I don't require much in the way of accommodations. When I was first hired, they were first offered to me. Any accommodation was available, so I didn't feel apprehensive about making any request. I feel that I mattered and matter."

Jordan encourages other people with disabilities to consider thriving at the OCC.

"I fully encourage any person with a disability to explore a career with the OCC, from our work environment to the opportunities to grow. Build your skill set up and join us."

DIVERSITY RULES AT THE U.S. GOVERNMENT ACCOUNTABILITY OFFICE



CAROLYN TAYLOR,
CHIEF HUMAN CAPITAL
OFFICER, U.S.
GOVERNMENT
ACCOUNTABILITY
OFFICE

CAROLYN TAYLOR IS THE CHIEF HUMAN CAPITAL OFFICER FOR A PART OF THE FEDERAL GOVERN-MENT THAT MIGHT BE UNFAMILIAR TO MANY CITIZENS: THE U.S. GOVERNMENT ACCOUNTABILITY OFFICE (GAO). THE 2,900 EMPLOYEES OF GAO ARE THE FRU-GALITY FACTOR IN GOVERNMENT. THE OFFICE IS OFTEN CALLED THE "CON-GRESSIONAL WATCH-DOG," AS STAFF IN-

VESTIGATES HOW THE FEDERAL GOVERNMENT SPENDS TAXPAYER DOLLARS. THEIR OBJECTIVE, FACT-BASED, NONPARTISAN, NON-IDEOLOGICAL, FAIR, AND BALANCED REPORTS HELP IMPROVE THE PERFORMANCE AND ENSURE THE ACCOUNTABILITY OF THE FEDERAL GOVERNMENT.

GAO is itself a high performing agency, ranking 3rd overall last year among mid-size agencies and 2nd in 2012. Most to the point, it ranked number one in support of diversity.

Diversity is Taylor's forte.

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"As the human capital officer, I am responsible for helping to insure the GAO has a diverse workforce with the skills and talent needed to support the mission," she says. "We have focused on recruiting people with disabilities and work on keeping them here. We have participated at various job fairs for people with disabilities and have been emphasizing how we need a diverse workforce. We employ a multi-pronged approach, with commitment from the top, training opportunities, and various programs throughout the year. We are committed to diversity and welcome all people with disabilities."

That commitment has worked.

"About 8% of our recent hires have been people with disabilities," Taylor says. "Our outreach and going the extra mile to welcome people with disabilities is really working."

To help insure it continues to work, the GAO has Advisory Council for Persons with Disabilities. Taylor and her team meet with the group regularly to learn how the GAO can continue to improve the work environment.

Technology has supported GAO's improvement.

"We have a deaf employee and have provided sign language interpreters, CART, and UbiDuo, which is a small device that's like two small laptops," Taylor explains. "There are two halves to the unit, and each person gets one-half, which enables them to have a same room, typed conversation. This device allows the employee to give real-time, face-to-face responses to questions from managers and other employees and see the non-verbal facial expressions and social cues of the other party—often the most important part of a conversation. He can have chats without calling and arrange for the signer to come. He loves having that device that enables people to just drop by. It made him feel free and able to interact with his colleagues in a casual, spontaneous way."

The GAO looks for people who are good thinkers, can communicate well, both written and oral, have good analytical skills, and can work well in a team environment. "We need team players because we always do our reviews in teams," Taylor says. "We realize that everyone comes with their own set of skills and having that rich set of diverse talents really helps the team."

The GAO is a great organization and place to work, Taylor adds. "I have been at GAO for over 30 years and one of the things I've enjoyed the most it is an environment that encourages learning. You continually learn here and that's supported and encouraged here. It's a very welcoming here. Lots of people-friendly, work/life balance structures are in place here."

MAINTAINING DIVERSITY COMPLIANCE AT U.S. FOOD AND DRUG ADMINISTRATION

THERE AS A TIME WHEN HUCKSTERS WERE FREE TO PUT SOME REAL KICK IN POTIONS LIKE "KICK-A-POO INDIAN SAGWA." BUT THAT KICK, WHICH INCLUDED DRUGS LIKE OPIUM, MORPHINE, HEROIN, AND COCAINE, MAKE TONICS LIKE "WARNER'S SAFE CURE FOR DIABETES" ANYTHING BUT SAFE. COCAINE WAS EVEN FOUND IN COCA-COLA AND ARSENIC WAS SPRAYED ON THE FOODS THAT OUR ANCESTORS ATE. THUS, THE FOOD

"IN THE Workplace,

APPRECIATING DIVERSITY MEANS

developing an environment that

respects and includes differences."

AND DRUG ADMINISTRATION (FDA) WAS FORMED.

Rita L. Harrison, IT specialist/FDA 508 coordinator, lead, FDA Section 508 Web Task Force and chairperson, FDA Advisory Committee for Employees with Disabilities (ACED), explains: "The FDA, an agency within the U.S. Department of Health and Human Services, protects the public health by assuring the safety, effectiveness, and security of human and veterinary drugs, vaccines and other biological products for human use, and medical devices. The agency also is responsible for the safety and security of our nation's food supply, cosmetics, dietary supplements, products that give off electronic radiation, and for regulating tobacco products."

As the FDA monitors our food, Harrison monitors disability compliance.

"I work to ensure Section 508 compliance and accessi-

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bility for equal access to all of our employees and consumers, as well as continuing to improve the workplace for all employees through awareness and education of the talent our employees with disabilities bring to the table and what the value and contribution of an inclusive workforce brings to the mission of FDA," Harrison says.

One of 14,648 employees, Harrison's notion of diversity is inclusive.

"In our context, 'diversity' relates to human qualities different from our own and those of groups with which we normally identify ourselves; and yet which can be seen in other individuals and groups," she says. "Aspects of diversity may include such qualities as: race, sexual orientation, educational background, age, ethnicity, gender, disabilities, geographic location, income, marital status, military experience, parental status, religious beliefs, work experience, and organizational position and level."

Harrison's encompassing framing of diversity serves the FDA's rich workforce.

"In the workplace, appreciating diversity means developing an environment that respects and includes differences, recognizing the unique contributions that individuals with many types of backgrounds, capabilities, and perspectives can make, which is what we strive for at FDA," she says. "It just makes sense, to create a workplace that provides the opportunity for all employees to reach their greatest potential."

Harrison personally understands the power and necessity of reasonable accommodation.

"There have been so many times in my life, when I had to take a step back and figure out how to re-adjust the way in which to do so many different things, on both a professional and personal level," Harrison remarks. "I was born with an eye disease called Retinitis Pigmentosa (RP). I've always had poor vision and as I continued to lose my vision, I'm always trying to figure out better ways in which to do my work using different types of assistive and adaptive technologies. All of my managers and supervisors from the top down and my co-workers believe in my abilities and encourage me to continue to grow. I've never worked with such welcoming and positive people as I do now and consider myself very blessed. One of the last huge hurdles I faced was in 2001, when I was going through chemotherapy and lost the majority of my vision. I woke up one day and could no longer read print. I learned how to read Braille, received a guide dog, and learned how to perform my work using only speech on a PC. This was right at the time Section 508 came into play and they say, when one door closes, another door opens. I believe this was the case and what I was destined to do with my life."

And what Harrison has done with her life is to open doors for so many others at the FDA.

"Within the last several years, I've been afforded so many opportunities to assist in the effort of making positive changes, through my work in the 508 arena and the work of the ACED, which is an advisory committee chartered by the FDA Commissioner, that I've been proud to lead for my third term. None of this could have happened without the support of management from the top and the fact they believe in me and what I can bring to the table."

MAKING GREAT STRIDES AT THE U.S.
NUCLEAR REGULATORY COMMISSION

ALICIA MULLINS, AN IT/IM SPECIALIST AT THE U.S. NUCLEAR REGULATORY COMMISSION (NRC) HEADQUARTERS IN ROCKVILLE, MD, EXPLAINS THE WORK OF HER AGENCY USING WORDS FAMILIAR TO ALL VETERANS: DEFENSE, SECURITY, AND PROTECT: "THE NRC LICENSES AND REGULATES THE NATION'S CIVILIAN USE OF RADIOACTIVE MATERIALS TO PROTECT PUBLIC HEALTH AND SAFETY, PROMOTE THE COMMON DEFENSE AND SECURITY, AND PROTECT THE ENVIRONMENT."



ALICIA MULLINS,
IT/IM SPECIALIST,
THE U.S. NUCLEAR
REGULATORY
COMMISSION

Mullins is one of approximately 4,000 employees in five primary locations in the United States. As an agency IT/IM Specialist in the area of records management, she evaluates IT processes and records requirements for agency-wide information management and infrastructure planning, develops agency-wide electronic information and record-keeping systems, and assesses

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agency-wide information management and infrastructure operations.

"I love working for NRC as it promotes diversity in gender, ethnicity, education, occupation, disability, and age," Mullins says. "The agency has eight Equal Employment Opportunity (EEO) Committees to assist agency management in accomplishing diversity objectives. I am the founder of the Advisory Committee for Employees with Disabilities, which celebrated its fifth anniversary May 2014. Since my arrival at the NRC in October 2001, great strides have been made in providing reasonable accommodations for qualified applicants and employees with disabilities. I'm proud and fortunate to be working with such a diverse workforce on a daily basis."

Mullins disability as a deaf individual has been with her since birth, she notes. The NRC has enabled her to pursue her career interests through rotations, internal and external training, and on-the-job experiences by providing reasonable accommodations in the form of American Sign Language Interpreters, a CapTel phone, and a videophone. "As an employee who is deaf, I have difficulty following conversations

when the discussion involves more than three individuals," she explains. "To overcome that difficulty throughout my career, I have given presentations from large to small audiences on how

"THE AGENCY HAS EIGHT

Equal EMPLOYMENT

OPPORTUNITY (EEO)

COMMITTEES TO assist

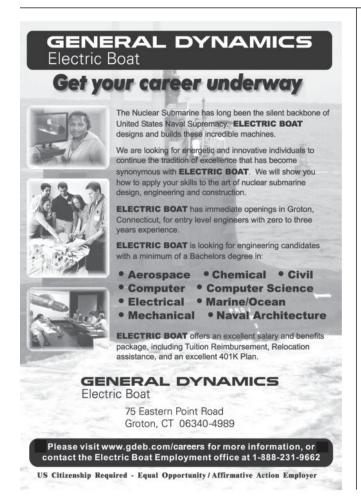
AGENCY MANAGEMENT IN

ACCOMPLISHING diversity

OBJECTIVES."

to communicate with deaf employees. I make my presentations humorous and interesting to engage the employees in feeling comfortable to ask more questions. When I began

working for the NRC, I continued with my presentations and provided American Sign Language (ASL) classes during lunchtime. NRC now has ongoing beginning and advanced ASL classes for employees at our Professional Development Center.





The agency has also encouraged me to become a University Champion of Gallaudet University and participate in various recruitment events."

The NRC believes that as it empowers its diverse workforce, its diverse workforce empowers the NRC's mission.

"There is a positive attitude among employees and managers because of we have such a diverse workforce that enables employees to contribute their view on various topics," says Mullins. "NRC has employees with diverse backgrounds, ethnicity, cultural and disabilities who enhance our workforce by using their experiences to contribute in making sound decisions that affect the agency."

If you are interested in working at the NRC, Mullins offers some advice.

"The NRC seeks individuals who are bright and motivated in seeking to make a difference every day, in protecting people and the environment," Mullins says. "We are interested in employing individuals who think outside-the-box for solutions and are willing to work in an open, collaborative work environment."

To that end, she urges you to become her colleague.

"Any disabled individual would be missing out on a lifetime opportunity by not applying to any of our vacancy announcements," Mullins states. "NRC cares about employees as an individual who brings their best knowledge and skills to the table regardless of their disability."

SERVING THE WORKFORCE AT THE CENTERS FOR DISEASE CONTROL AND PREVENTION

DARLO KOLDENHOVEN, WHO IS THE DISABILITY PROGRAM MANAGER IN THE OFFICE OF EQUAL EMPLOYMENT AT THE CENTERS FOR DISEASE CONTROL AND PREVENTION (CDC), EMPHASIZES "THE" IN DESCRIBING HIS AGENCY, SAYING; "THE CDC IS THE WORLD CLASS PUBLIC HEALTH SERVICE ORGANIZATION. IT WORKS 24/7 SAVING LIVES, PROTECTING PEOPLE FROM HEALTH THREATS, AND SAVING MONEY THROUGH PREVENTION. WHETHER THESE THREATS ARE GLOBAL OR DOMESTIC, CHRONIC OR ACUTE, CURABLE OR PREVENTABLE, NATURAL DISASTER, OR DELIBERATE ATTACK, THE CDC IS THE NATION'S HEALTH PROTECTION AGENCY."

Even though its mission is medical, there are myriad,



DARLO KOLDENHOVEN, DISABILITY PROGRAM MANAGER, CENTERS FOR DISEASE CONTROL AND PREVENTION

non-medical opportunities at the CDC.

"You do not have to have a medical back-ground to work here," Koldenhoven emphasizes. "There is so much support of medical personnel that makes it work. There are program analysts, statisticians, engineers, media people who get our story out, programmers, and so on."

With 8,866 permanent, full-time employees, plus additional contractors and temporary

employees, Koldenhoven believes that world class curiosity and intellect serve the CDC's workforce.

"You have to be motivated to explore," he says. "You can't be reserved about exploration. I ask scientists, 'How'd you get into this?' They all have stories of being curious as children, about wondering why the world works the way it does. Why things happen is what drives us. We have a museum here that talks about our ultra-secure labs. There are six people qualified to go into those labs and the director is not one of them. You have to be the cognitive equivalent of an elite athlete. You have to have world-class curiosity and the right stuff. Six people are qualified to go into that lab, but nearly 9,000 people support them."

Koldenhoven's specialty is serving curious, brainy, disabled candidates and employees.

"I am an EEO (equal employment opportunity) specialist," he explains. "I came here to specifically to work with individuals with disabilities. Any federal job is great for people with disabilities to aspire to, but an interest in public health and science makes this the most exciting place to be. This is your Olympic gold medal if you are curious. You are expected to bring something here. Aspire at the least to finish your career here. It's not that you can't start your career here, but you are expected to add something and you'll have to grow. The CDC doesn't stand still. If we're not doing anthrax, we're doing Ebola."

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Koldenhoven's been highly successful in developing an ever more diverse workforce at the CDC.

"In our last hiring cycle, which hasn't had the numbers that

TO WORK AT THE **CDC**,
YOU HAVE TO BE THE COGNITIVE
equivalent of an elite athlete.

earlier cycles have had due to budgetary restraints, the CDC hired 90 new staff and 17 have been persons with disabilities. That's 18.9%. We're proud about that. We do not discriminate, but we can be preferential for a person with a disability. The federal government's Schedule 8 hiring program enables this. If a person's doctor writes him a letter delineating his disability, that can help secure a position."

Once hired, Koldenhoven continues to support disabled colleagues.

"We have an individual employed here who was thinking of retiring due to hearing issues," he remarks. "This person had issues hearing in meetings due to a lifetime of hearing loss. 'Why do you want to retire?' I said, 'Do we have a deal for you!' That 'deal' was CART, communication assistance real time translation. We order up the CART service for the meetings. We pay for the CART technician. The machine looks very much like what a court reporter would use. What appears on the screen looks very much like the closed captioning that you see on your TV. The person didn't have to retire and felt like her life was back. She said, 'I was ready to retire.' She was crying and those were tears of joy. She was able to retire on her terms."

If you're considering joining the ranks of the curious who protect our nation, Koldenhoven reiterates that there are numerous opportunities.

"Again, you do not have to be in the medical field to support public health," he says. "We have a lot of people here who don't have medical backgrounds. There are so many opportunities here."



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MOLDING A REWARDING CAREER

COMPANIES IN THE MANUFACTURING AND ALLIED SECTORS VALUE THE SKILL SETS, WORK ETHIC, AND LEADERSHIP THESE QUALIFIED VETERANS BRING TO THE JOB.

DESPITE REPORTS TO THE CONTRARY, MANUFACTURING IS EXPERIENCING A GROWTH SPURT, REPORTS TOM DUBIN, PRESIDENT AND CEO OF EVANSTON, IL-HEADQUARTERED MANUFACTURERS' NEWS, INC. THE COMPANY'S EDITORIAL TEAM CONTACTS NEARLY 400,000 U.S. MANUFACTURERS SEVERAL TIMES EACH YEAR TO ENSURE UP-TO-DATE ACCURATE INFORMATION REGARDING YEAR-TO-YEAR EMPLOYEE AND PLANT COUNTS. "WHILE U.S. MANUFACTURERS MAY NEVER AGAIN SEE THE EMPLOYMENT LEVELS OF 30 YEARS AGO DUE TO TECHNOLOGY AND AUTOMATION, PRODUCTIVITY IS ON THE UPSWING," DUBIN SAYS. INCREASED LABOR FOREIGN COSTS AND CHEAPER DOMESTIC ENERGY ARE TWO MAIN REASONS SOME MANUFACTURERS ARE NOW BRINGING PRODUCTION HOME.

THE GOOD NEWS, HOWEVER, DOESN'T STOP THERE. INDUSTRIES THAT INSURE MANUFACTURED PRODUCTS PERFORM AT THEIR HIGHEST LEVEL ARE ALSO IN HIRING MODE. THIS COMBINATION BODES WELL FOR VETERANS IN THE JOB MARKET, ESPECIALLY AS MORE AND MORE BUSINESSES SEE, AND ACT UPON, THE VALUE OF EMPLOYING OUR NATION'S FORMER SERVICE MEN AND WOMEN.

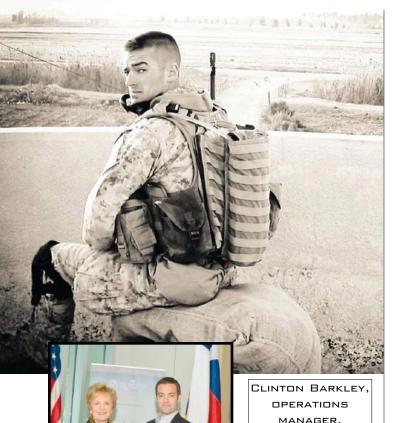
WORKING AT DYNCORP INTERNATIONAL, AND SERVING THE COUNTRY

IT WAS ALWAYS CLINTON BARKLEY'S DESIRE TO SERVE HIS COUNTRY AND, AS CORPORAL, 4TH RECONNAISSANCE BATTALION, UNITED STATES MARINE CORPS (USMC), HE DID SO WITH DISTINCTION. DESPITE A MILITARY-RELATED INJURY IN IRAQ, RESULTING IN THE LOSS OF HIS LEFT LEG ABOVE THE KNEE AND REQUIRING EXTENSIVE MEDICAL TREATMENT—AMOUNTING TO TEN SURGERIES AND PHYSICAL THERAPY—HIS DESIRE TO SERVE CONTINUED. RECOGNIZING THAT HIS CAREER PATH WAS DIRECTLY IMPACTED BY HIS INJURY HE PERUSED HIS OPTIONS, AWARE THAT EVEN A DESK JOB COULD BE A CHALLENGE AT TIMES. IN 2011, HE FOUND THE RIGHT FIT AND FOR THE PAST THREE YEARS HE HAS HELD THE POSITION OF OPERATIONS MANAGER AT 20,000+-EMPLOYEE TYSONS CORNER, VA-HEAD-QUARTERED DYNCORP INTERNATIONAL (WWW.DYN-INTL.COM).

DI provides sophisticated aviation, logistics, training, intelligence, and operational solutions all over the globe, often working with U.S. military to ensure the success of their operations.

According to Eric Dodson, senior recruiting manager at Worldwide Recruiting and Staffing Services LLC (WRSS), a wholly owned subsidiary of DynCorp International LLC, DynCorp International (DI) recognizes the experience and dedication that veterans contribute to its business as employees, business partners, and suppliers. For the past seven consecutive years the company was ranked among the nation's Top 100 Military-Friendly Employers. Named to the *Military Times* list of "Best for Vets" employers in 2014, the company holds several other veteran-related accolades. "In word and deed, DynCorp International affirms its corporate belief in the value of veteran employees and suppliers and offers extraordinary opportunities and challenging assignments to

BY BARBARA WOODWORTH



ERIC DODSON, SENIOR
RECRUITING MANAGER,
WORLDWIDE RECRUITING AND
STAFFING SERVICES LLC

those who share its commitment to quality and service," Dodson says.

DYNCORP

INTERNATIONAL,

WITH REPRESENTATIVE

KAY GRANGER

Barkley knows that first-hand. "I know how important the service-related work the company does is to our country and our country's commitment to principles and values. DynCorp International offers many of the opportunities that originally attracted me to the military, such as focusing on leadership and professional develop-

ment and affording opportunities to work on important and complex problems," he states. "DI values the training and expertise the military provides and does an excellent job of translating and utilizing previous military experience."

Tasked with coordinating business operations as part of a program management office, Barkley facilitates information and data dissemination across multiple worldwide projects to the company's management and corporate offices. "I credit my military background with fostering my success," says Barkley, who holds a bachelor of arts from Texas Christian University and willingly takes on responsibilities seemingly beyond his expertise. "Thanks to the USMC, I've become more flexible and adapt more easily, both important assets in the changing service-related business environment in which I am engaged."

Barkley enjoys working in government services, a sector that frequently impacts the manufacturing industry. "The work is interesting, challenging, and important, and the people I work with are extraordinary teachers, co-workers, and leaders," says Barkley. He strongly recommends that veterans interested in similar employment take advantage of computer, writing, and project planning training available to them. For veterans looking to continue service to their country as well as work with others who share their sense of duty, Barkley recommends DynCorp International.

Dodson agrees. Retired from the United States Army in 2004, he has 20 years of military and civilian recruiting experience. Managing recruiting activities and resources for Dyn-Corp International, in addition to serving as the primary contact for the company's military veteran's outreach program, he says, "DynCorp International is committed to compliance with ADA and other laws that protect the rights of all people with disabilities and proactively provides a multitude of reasonable accommodations as needed."

BUILDING A SATISFYING CAREER AT NEWPORT NEWS SHIPBUILDING

AFTER TEN YEARS OF ACTIVE DUTY SERVICE AS AN INTERIOR COMMUNICATIONS ELECTRICIAN IN THE UNITED STATES NAVY SUBMARINE FORCE, GEORGE MORRIS III FOUND HIMSELF IN UNFAMILIAR TERRITORY. LEFT WITH COGNITIVE AND MEMORY DISORDERS, EPILEPSY, AND SCARRING ON THE BRAIN THAT COVERED THE MAJORITY OF HIS RIGHT TEMPORAL LOBE DUE TO ENCEPHALITIS, HE WAS DETERMINED NOT TO ALLOW HIS DISABILITIES TO LIMIT HIS EVERYDAY FUNCTIONS. RECALLING DIFFICULT DAYS EARLY ON, MORRIS SAYS, "MY MEMORY WAS AFFECTED, REQUIRING ME TO TEACH MYSELF TO REMEMBER AND

CARRY OUT BASIC FUNCTIONS." REALIZING THAT HE WOULD NEVER RETURN TO THE WAY HE WAS, HE ADDS, "OVER TIME I ADJUSTED TO MY 'NEW NORMAL' AND BEGAN PREPARING TO GET BACK TO WORK. BEING RETIRED NAVY, I LOOKED FOR A POSITION WHERE I COULD USE MY NAVAL EXPERIENCE."

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For Morris, Newport News Shipbuilding (nns.hunting-toningalls.com), a 23,000-employee division of Huntington Ingalls Industries (HII), was a good fit, given his significant on-the-job experience with mechanical equipment and certification as a SUBSAFE quality assurance inspector. As nuclear quality inspector 2, he certifies that all work is accomplished in complete compliance with procedures and

"Twenty-four percent of New Hires in 2013 were military veterans."

drawings to ensure reactor plant safety. "Mine is a very satisfying career," says Morris, who has been seizure free for the past 14 years. "There are not many places where you can work on a massive project and get to see your work in action on TV and in the news." He comments, too, on the importance of manufacturing, which he contends is vital for our country. "Shipbuilding will be a growth industry as long as the U.S. has a Navy," he states.

Noting Newport News Shipbuilding is very veteranfriendly, "it was the first company that did not judge me or hesitate to hire me because of my disability," says Morris. "After being forced into retirement I still wanted to serve. Now instead of putting on a uniform, I put on a hard hat and go to work on the ships that protect our country."

A member of several encephalitis societies and the company's Veteran Employee Resource Group (VERG), Morris willingly shares the words –now tattooed on his arm –he used for motivation during his recovery: "You will forever be limited by your disability, only if you allow your disability to forever limit you!"

As director, talent acquisition at Newport News, VA-headquartered Newport News Shipbuilding, Cindi Wolfe highlights the company's commitment to employing veterans and disabled veterans. "Twenty-four percent of new hires in 2013 were military veterans," she remarks, attributing this outcome to having a dedicated recruiter/military liaison who per-

forms outreach functions throughout the Hampton Roads/D.C. areas working closely with military transition and government employment agency counterparts, including the Virginia Employment Commission, V-3 (a Vet-STRONG program), and Opportunity, Inc., as well as serving on the Virginia Peninsula Chamber of Commerce Military Affairs Committee.

Additionally, talent acquisition staff participates in numerous recruitment events, posting career opportunities on several military recruitment websites and hosting workshops and information sessions with local military transition representatives. "Together Huntington Ingalls and Newport News Shipbuilding employ thousands of veterans and reservists and are committed to hiring candidates with prior military experience. We encourage veterans to continue their mission by joining us as we protect America by building the finest military ships in the world. The discipline, skill set and work ethic of military veterans make them a great asset for our company," says Wolfe.

Information on specific opportunities for military veterans is available at: http://www.huntingtoningalls.com/careers/veterans.

AT GE AVIATION, A PASSION REALIZED

A LOVE OF AVIATION DEFINES JOE GAVIGAN'S LIFE. HIS DISABILITY DOES NOT. A GRADUATE OF THE AIR FORCE ACADEMY WITH A BACHELOR OF SCIENCE IN MECHANICAL ENGINEERING, GAVIGAN'S DREAM OF FLYING FIGHTER AIRCRAFT CEASED WHEN HE WAS INJURED, PARALYZED FROM THE WAIST DOWN, AND URGED TO TAKE A MILITARY DISCHARGE.

Despite a permanent disability and need for subsequent therapy, Gavigan's passion for aviation did not diminish. "I looked for a job that would allow me to stay in that field while accommodating my physical therapy needs," says Gavigan, who additionally holds a master of science degree in mechanical engineering from the University of Cincinnati.

That position materialized 13 years ago and Gavigan now serves as senior staff engineer, LEAP-1B test leader at the Cincinnati location of GE Aviation (www.ge.com). While he does not believe his disability held him back from entering the workforce, he acknowledges "many people were not sure what to expect from a paraplegic working in the aviation environment." He also points out that although people might have a natural hesitation and curiosity about an individual's disability, in his case once work started people were very accepting.

Noting that his military training prepared him well for working in teams—and crediting the military with fostering leadership skills veterans can transfer to civilian work capacities—Gavigan finds that his current position designing and testing state-of-the-art jet engines enables him to stay fully engaged in the aviation sector. "Leading development testing of newly designed engines is incredibly rewarding. It not only offers many engineering challenges, it is fun and the reason I got into this business," he states. As the test leader for a new commercial engine program, Gavigan oversees planning and conducts full-scale testing to ensure that proper FAA certification and internal testing meet all requirements.

Underscoring the fact that many veterans acquired both experience and expertise leading small teams centered on specific tasks and/or missions while in the service, Gavigan contends former military personnel provide employers with built-in leadership skills. "Veterans are good at getting to know and work with their team members in much the same way they worked with the men and women they served with. The mili-

tary brings out leadership that leads to success in the workplace," he states.

Appreciative of his many opportunities at GE Aviation, Gavigan says, "Despite my disability, my career has included outstanding opportunities, from testing state-of-the-art military engine designs, to traveling to Europe to conduct an engine test, to being aboard a plane's initial test flight as a particular engine first takes to the skies."

Gavigan acknowledges that it is part of his DNA to volunteer for a myriad of projects. He advises others with disabilities to do the same and not be afraid to ask for what they want and can do. He recently started a People with Disabilities Network at GE Aviation to grow awareness about disabilities and to enable employees with disabilities to support one another. The company's business leaders have embraced Gavigan's efforts, and today his initial group has expanded well beyond his Cincinnati location. "The global size of GE Aviation—approximately 40,000 employees worldwide—has allowed the network to grow tremendously, which is great to see," he says.



RECOGNIZING THE VALUE OF VETERANS AT POLARIS INDUSTRIES



 \Box

AMY FOSSUM,
STAFFING MANAGER,
POLARIS

VETERANS AND DISABLED VETERANS INTERESTED IN A CAREER WITH A COMPANY THAT RECOGNIZES THE INCREDIBLE VALUE AND ATTRIBUTES THAT MEM-BERS OF THE ARMED SERV-ICES POSSESS NEED LOOK NO FURTHER THAN MED-INA, MN-HEADQUARTERED POLARIS Industries (WWW.POLARIS.COM), CON-TENDS STAFFING MANAGER AMY FOSSUM. IN THE BUSINESS OF DESIGNING, ENGINEERING, MANUFAC-

TURING, AND MARKETING INNOVATIVE HIGH-QUALITY OFF-ROAD VEHICLES, COMPANY PRODUCTS INCLUDE ALL-TERRAIN VEHICLES (ATVS), THE POLARIS RANGER AND RZR SIDE-BY-SIDE VEHICLES, MOTORCYCLES, AND ON-ROAD ELECTRIC-HYBRID POWERED VEHICLES. A GLOBAL SALES LEADER FOR SNOWMO-BILES AND OFF-ROAD MEANS OF TRANSPORTATION, POLARIS IS ALSO AN ESTABLISHED PRESENCE IN THE HEAVYWEIGHT CRUISER AND TOURING MOTORCYCLE MARKET.

With a proactive approach to recruiting veterans and disabled veterans for employment opportunities, Fossum says, "Polaris believes that more often than not members of the armed services and veterans naturally possess skills and qualities that align with core company values." As part of Polaris' commitment to employing veterans and disabled veterans, the company sponsors and attends a number of military recruitment events across the country. Highlighting positive results, Fossum mentions that Polaris recently hired veterans through military recruiting events in Texas, Kentucky, and Washington, DC. At each event, company recruiters "look forward to meeting more of our country's veterans and disabled veterans with the hope of providing them with great jobs at Polaris," she says.

Fossum and her staff also regularly post job vacancies on Websites aimed specifically at providing employment opportunities for veterans and their spouses. "Military Spouse Corporate Career Network, Veteransenterprise.com. Vetsuccess.gov/ jobs, Save Our Veterans, VetCentral,

Helping Companies Hire Veterans

Designed to incentivize companies to recapitalize their workforce with veterans—recognized as some of the best American talent available—VA-head-quartered Training Modernization Group (TMG) offers the Vet-STRONG Certification Program to companies across America. "Our mission is to energize America's workforce through recruiting, hiring, training, and retaining veterans," says Joe Barto, TMG founder and president (www.tmgva.com).

Vet-STRONG (www.vetstrong.com) offers five public or non-for-profit programs—AME AME (Association for Manufacturing Excellence) Values Veterans, Virginia Values Veterans (V-3), Michigan Values Veterans, AUSA (Association of the United States Army), and ASTD (American Society of Training and Development) Values Veterans. "The overall goal is to develop a national approach for hiring veterans by creating and initiating a long-term transformation process that, when fully integrated, will benefit companies of all sizes," says Barto.

For employers interested in hiring and retaining veterans and increasing their veteran pipeline, TMG is there to help. Partnering with the Association for Manufacturing Excellence, interested employers throughout the nation are offered training, coaching, and recognition in hiring and retaining veterans.

H2h.Jobs and veterans.Jobs are some such sites," she remarks. In addition to various talent acquisition responsibilities, Fossum oversees the company's military and diversity recruitment initiatives and assists with Affirmative Action planning initiatives.

With a B.S. in commerce in human resources management from DePaul University, Fossum is proud to serve in her current capacity where she does her utmost to see that equal employment opportunities are extended to all.

A COMMITMENT TO VET HIRING AT MANTECH INTERNATIONAL CORPORATION

WITH FOUR YEARS OF SERVICE AS A COMMAND AND CONTROL SPECIALIST IN THE U.S. AIR FORCE, 24 YEARS AS A MILITARY SPOUSE, SEVEN YEARS AS A SOCIAL SERVICES INVESTIGATOR, FAMILY PRESERVATION COUNSELOR, AND FAMILY THERAPIST, AND TEN YEARS IN HR, KIMBERLY HIGHSMITH IS WELL QUALIFIED FOR HER POSITION AS MANAGER, EEO, EMPLOYEE RELATIONS AND DIVERSITY AT FAIRFAX, VA-HEADQUARTERED MANTECH INTERNATIONAL CORPORATION (WWW.MANTECH.COM). SHE HOLDS ASSOCIATE AND BACHELOR'S DEGREES FROM THE UNIVERSITY OF

MARYLAND COLLEGE (TOKYO), A MASTER'S IN HUMAN RELATIONS (MHR) FROM THE UNIVERSITY OF OKLAHOMA, AND CERTIFICATION AS A SENIOR PROFESSIONAL IN HUMAN RESOURCES (SPHR).

Highsmith's current duties include ensuring compliance with federal, state, and local employment laws. Recognized for its strong commitment to mission accomplishment within the technology sector, she says, "ManTech values the unique skill sets, strong work ethic, and mission focus demonstrated by veterans and disabled veterans."

ManTech, a leading provider of innovative technologies and solutions for mission-critical national security programs for the intelligence community, works with the Departments of Defense, State, Homeland Security, Energy and Justice, including the Federal Bureau of Investigation (FBI); the healthcare and space communities; and other U.S. federal government customers.

To reinforce the company's continued commitment to serving veterans, its office of Military and Veterans Affairs (MVAO) was created to help recruit, develop, and retain veterans. According to ManTech's director of military programs, Charlie Miles, a retired U.S. Marine Corps KC-130 pilot, ManTech is a national

leader in veteran employment, with 50% of its employees having a military background. The company, a member of the 100,000 Jobs Mission, has received recognition for Best for Vets Employer for 2014 by *Military Times*, Top 100 2014 Military Friendly Employer by *GI Jobs* magazine and Most Valuable Employers (MVE) for veterans by Civilanjobs.com, to name a few.

Since partnering with TMG-led Vet-STRONG (see sidebar) in 2012, when it joined the Virginia Values Veterans (V3) employment initiative, ManTech has continued to work with the Vet-STRONG team attending numerous veteran-employment training events and providing best practice presentations to other Virginia-based companies interested in hiring veterans. ManTech's MVAO now serves more than 3,500 ManTech veteran employees. According to Highsmith, this office provides veterans with a wide range of veteran-related resources that include benefits, professional development and mentoring assistance—a fitting position for this 45-year-old company dedicated to uncompromising integrity, ethics, innovation, diversity and inclusion.

Job seekers are encouraged to visit the company's career site: http://www.mantech.com/careers/Pages/uscareers.aspx.



To pre-register, go to: www.eop.com/expo NOVEMBER 21, 2014 • WASHINGTON, DC

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NEW YORK, NY 10016
WEBSITE: WWW.L-3.COM

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MANAGEMENT AGENCY
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BUILDING 10500

FORT LEE, VA 23801

WEBSITE: WWW.DCMACAREERS.COM

The Defense Contract Management Agency (DCMA) is the Department of Defense (DoD) component that works directly with Defense suppliers to help ensure that DoD, federal, and allied government supplies and services are delivered on time, at projected cost, and meet all performance requirements.

Воотн 106

DCMA directly contributes to the military readiness of the United States and its allies, and helps preserve the nation's freedom. DCMA professionals serve as "information brokers" and in-plant representatives for military, federal, and allied government buying agencies—both during the initial stages of the acquisition cycle and throughout the life of the resulting contracts.

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Воотн 105

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KPMG

Воотн 112

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WEBSITE: WWW.KPMG.COM/US/

KPMG LLP, the U.S. audit, tax and advisory services firm, operates from 87 offices with more than 23,000 employees and partners throughout the U.S. Our purpose is to turn knowledge into value for the benefit of our clients, our people, and the capital markets.

MAYOR'S OFFICE

Воотн 118

FOR PEOPLE WITH DISABILITIES

100 GOLD STREET, 2ND FLOOR

NEW YORK, NY 10038

WEBSITE: WWW.NYC.GOV/MOPD

The Mayor's Office for People with Disabilities functions as a liaison between the disability community and City government, and works collaboratively with other agencies to assure that the rights and needs of people with disabilities are included in all City initiatives. The Disability Mentoring Day Program is a large-scale, broad-based effort designed to promote career development for students and job seekers with disabilities through hands-on career exploration; job shadowing; internship and/or employment opportunities; and matching of mentee/mentor relationships.

MEMORIAL SLOAN KETTERING Впотн 121 633 THIRD AVENUE, 5TH FLOOR NEW YORK, NY 10017

WEBSITE: WWW.CAREERS.MSKCC.ORG

The world's oldest and largest private cancer center, Memorial Sloan-Kettering Cancer Center (MSKCC) has devoted more than a century to patient care as well as to innovative research, making significant contributions to new and better therapies for the treatment of cancer. We promote initiatives that foster diversity and inclusion within our workforce, our leadership, the patients we serve, and our community. Learn more about MSKCC and its career opportunities by visiting www.mskcc.org/jobs.

NATIONAL CREDIT

UNION ADMINISTRATION

1775 DUKE STREET

ALEXANDRIA, VA 22314

WEBSITE: WWW.NCUA.GOV

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NATIONAL INDUSTRIES

Воотн 122

Воотн 119

FOR THE BLIND (NIB) 1310 BRADDOCK PLACE

ALEXANDRIA, VA 22314

WEBSITE: WWW.NIB.ORG

The mission of National Industries For The Blind (NIB) is to enhance the opportunities for economic and personal independence of persons who are blind, primarily through creating, sustaining, and improving employment.

NATIONAL SECURITY AGENCY Воотн 111

MB1. SUITE 6779

FT. MEADE, MD 20755-6779

WEBSITE: WWW.NSA.GOV/CAREERS

The NSA/CSS core missions are to protect U.S. national security systems and to produce foreign signals intelligence information.

The Information Assurance mission confronts the formidable challenge of preventing foreign adversaries from gaining access to sensitive or classified national security information. The Signals Intelligence mission collects, processes, and disseminates intelligence information from foreign signals for intelligence and counterintelligence purposes and to support military operations. This Agency also enables Network Warfare operations to defeat terrorists and their organizations at home and abroad, consistent with U.S. laws and the protection of privacy and civil liberties.

NAVAL AIR SYSTEMS COMMAND (NAVAIR) Воотн 104

22095 FORTIN CIRCLE BUILDING 1489,

ROOM 106

PATUXENT RIVER, MD 20670

WEBSITE: WWW.NAVAIR.NAVY.MIL

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vides full life-cycle support for Navy and Marine Corps aviation. NAVAIR develops, acquires, and maintains aircraft, weapons and related systems. Our work requires a diverse, highly talented team comprised of engineers, scientists, logisticians, and business acquisition professionals.

NEW YORK STATE

Воотн 124

ACCES - VR

116 WEST 32ND STREET NEW YORK, NY 10001

WEBSITE: WWW.ACCES.NYSED.GOV/VR/

Mission: To develop statewide policies and partnerships that promote vocational rehabilitation services to assist individuals with disabilities in attaining employment.

OLYMPUS CORPORATION

Воотн 110

OF THE AMERICAS

3500 CORPORATE PARKWAY

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Воотн 102

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Public Service

Воотн 103

ENTERPRISE GROUP

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WEBSITE: WWW.PSEG.COM

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and PSEG Services Corporation. Opportunities at PSEG and our hiring needs change constantly as we grow to meet the energy needs of our customers. To find current openings please visit the career website at www.pseg.com/careers

SOCIAL SECURITY

Воотн 107

ADMINISTRATION

26 FEDERAL PLAZA

NEW YORK, NY 10278

WEBSITE: WWW.SOCIALSECURITY.GOV

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STRATEGIC SYSTEMS

Воотн 113

PROGRAMS

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WEBSITE: WWW.SSP.NAVY.MIL

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VA - VR &E

Воотн 123

245 WEST HOUSTON STREET

NEW YORK, NY 10014

The Vocational Rehabilitation and Employment (VR&E) Program assists Veterans with service-connected disabilities to prepare for, find, and keep suitable jobs. For Veterans with service-connected disabilities so severe that they cannot immediately consider work, this program offers services to improve their ability to live as independently as possible.

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DIRECTORY

AIR FORCE CIVILIAN SERVION WWW.AFCIVILIANCAREERS.COM/EOP7		GOVERNMENT ACCOUNTABILITY OFFICE WWW.GAO.GOV	27
AMGEN WWW.AMGEN.COM/CAREERS	13	L-3 COMMUNICATIONS	3
W W W. I WIGEN, CONFERREDAY		WWW.L-3JOBS.COM	3
AREVA WWW.US.AREVA.COM/CAREERS	30	NATIONAL SECURITY BACK COV AGENCY	VER
BALL AEROSPACE &	23	www.NSA.gov/Careers	
TECHNOLOGIES CORP. BALLAEROSPACE.COM/CAREERS		NAVAIR CIVILIAN WWW.NAVAIR.NAVY.COM	5
BETH ISRAEL DEACONESS MEDICAL CENT JOBS.BIDMC.ORG	13 TER	NEWPORT NEWS SHIPBUILDING WWW.BUILDYOURCAREER.COM	21
CEDARS-SINAI CEDARS-SINAI.EDU/CAREERS	29	PSE&G WWW.PSEG.COM/CAREERS	23
CHARLES SCHWAB ABOUTSCHWAB.COM/CAREERS	7	SAIC SAIC.COM/ABOUT/CAREERS	31
GE AVIATION GE.COM/CAREERS	43	TEXAS INSIDE FRONT COVINSTRUMENTS CAREERS.TI.COM	VER
GENERAL INSIDE BACK DYNAMICS C4 SYSTEMS WWW.GDC4S.COM/JOBS	K COVER	U.S. ARMY MEDICINE CIVILIAN CORPS CIVILIAN MEDICAL JOBS.COM	37
GENERAL DYNAMICS ELECTRIC BOAT 75 EASTERN POINT ROAD	37	U.S. COAST GUARD CIVILIAN CAREERS WWW.COASTGUARDCIVILIAN.COM	17
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