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Military Veterans & LinkedIn

A qualitative study exploring veterans' challenges transitioning to the civilian workforce and the potential of LinkedIn as online professional networking channel

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About the Author

Derrick Biggs was a United States Air Force financial management officer from May 2002 until January 2009. While deployed to Camp Victory in Baghdad, Iraq, he served as an advisor to the Iraqi Army and budget officer with the Multinational Corps-Iraq (MNC-I), a military forces coalition from about 27 ally nations. His military service provided extensive experience managing programs valuing up to \$35 billion a year and leading teams as large as 180 people. Since 2009, he worked both in the non-profit and corporate world as bookkeeper and volunteer coordinator at a homeless shelter, regional director and communications coordinator for a college campus ministry, and business-to-business marketing coordinator for a commercial services company. He earned a Bachelor of Science in Business Management and Marketing from the Eller College of Business at the University of Arizona in 2002, as well as a Master of Arts in Strategic Communication from the School of Journalism and Mass Communication at the University of Minnesota in 2014. He is currently enrolled full time at the University of Minnesota's Carlson School of Management and will complete his Master in Business Administration in 2016.



Abstract

The goal of this paper was to explore challenges military veterans face seeking employment, and to understand the potential that online professional networking sites like LinkedIn have in that process. To do so, the researcher reviewed literature from professional and online news sources about veterans' experiences and online networking trends. Afterward, the researcher conducted in-depth interviews with three veterans and an online survey of 143 veterans. Primary research was geared toward understanding personal challenges associated with leaving the military, perception of employability, and use of professional networks to make connections in the workplace. Overall, knowledge gained from secondary and primary research was consistent; major challenges veterans have faced include translating their experiences in ways that are meaningful to civilian employers, overcoming prejudices associated with hiring veterans, making their employment profiles available to employers seeking to hire them. LinkedIn, while not the only channel for seeking employment, has become the premier method of professional networking online. This study discovered that, while offering great potential for veterans to connect with employment opportunities, LinkedIn could be better used to address key employer concerns. Currently, it appears the majority of LinkedIn activity on veteran networks consists of a series of unrelated posts dependent on each independent contributor's interests. Instead, the researcher proposes a targeted approach that realigns existing groups, or establishes a new group, that focuses specifically on providing transition assistance, timely advice and relevant

services to help veterans connect with real employers and address employer concerns. This group would encourage participation of veterans who have already experienced success at gaining employment to help others currently in need.

Military Veterans and Employment Challenges

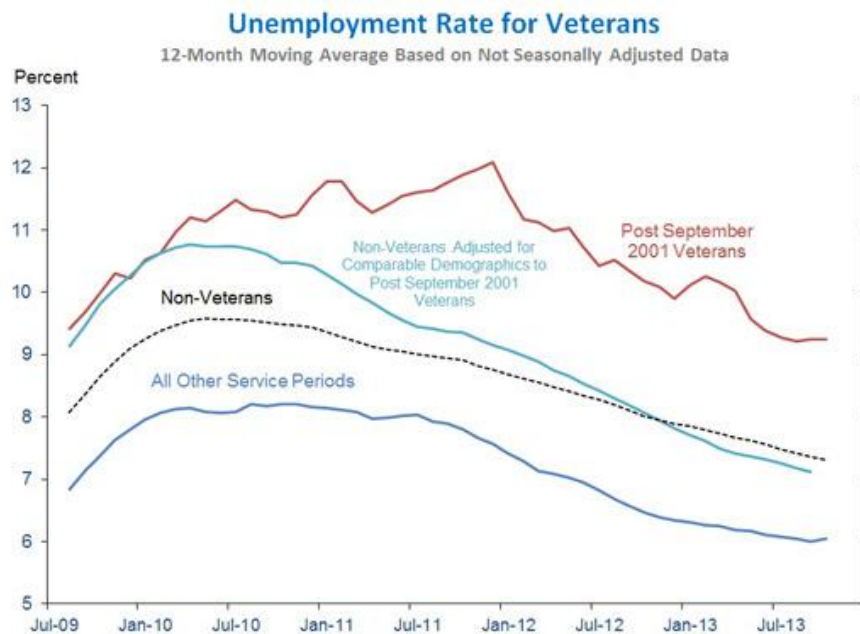
Recent veterans are experiencing increasing difficulty finding gainful employment after leaving military service. A *Washington Post* article published on Veterans Day in 2013 said:

“The unemployment rate for recent veterans remains incredibly high — around 10 percent — and remains noticeably higher than it is for non-veterans in the same demographic group... The jobless rate for all U.S. veterans was just 6.9 percent in October — slightly lower than it is for the population as a whole. But the unemployment rate for veterans who have served since 9/11 stood at 10 percent, with 246,000 out of work. That's the same rate as it was a year ago, and it's a higher jobless rate than it is for non-veterans, after adjusting for age and demographic factors. That is, even when you factor in the dismal U.S. economy, recent veterans are still having trouble finding work” (Plumer, Nov 2013).

Figure 1 shows a graphical depiction of this trend. As American military members return from deployments in Iraq and Afghanistan in increasing

numbers, the challenges of finding employment will become much more exasperating (Harrell and Berglass, 2012). Looking specifically at Iraq and Afghanistan veterans serving after September 11, 2001, David Lerman of Bloomberg News reported, “The unemployment rate among U.S. Veterans... may be higher than government statistics show” (2012, March 26). He went on to say, “a survey of members [found] that nearly 17 percent were out of work as of January 2012. The U.S. Bureau of Labor Statistics reported... that the jobless rate among veterans who served since the Sept. 11, 2001, attacks averaged 12.1 percent in 2011.” These staggering numbers highlighted growing attention to a jobs gap for veterans struggling to find work in a slowly recovering economy while reconciling their military service with employment opportunities.

Figure 1. Unemployment rate for veterans (Plumer, Nov 2013)



In response, many government, corporate, and non-profit organizations have begun implementing assistance programs to identify the benefits and challenges connected to hiring veterans while helping them find best-fit jobs. From the government's perspective, transition assistance is key to ensuring the viability of the military's future: "The health of the all-volunteer force depends, in part, upon the public perception that veterans benefit from their military experience, and that civilian employers appreciate both their sacrifice and their expertise" (Harrell and Berglass, 2012). Companies also recognize the need to help veterans, but from the perspective of business sense: "Hiring veterans isn't charity work, nor is it a decision grounded in patriotic duty. Actually, it's simply smart business. That's because American war veterans don't merely make for good employees. Often, they're some of the very best" (Drummond, June 2012).

The federal government has responded with comprehensive legislation to alleviate the pressures for veterans and employers alike. In November 2011, the Veterans Opportunity to Work (VOW) to Hire Heroes Act was established to fund incentives for companies hiring veterans. The Returning Hero Tax Credit, for example, provided up to \$5,600 to companies, while the Wounded Warrior Tax Credit offered up to \$9,600 for hiring veterans with service-connected disabilities (Harrell and Berglass, p.10). Additionally, the Transition Assistance Program (TAP), which was implemented in 1990, is continually evolving to meet the growing needs of veterans. This program includes pre-separation

counseling, employment workshops, VA benefits briefings, transition coaching, and disability assistance for all service members (Harrell and Berglass, 2012). While these and other initiatives have provided a full-court press of sorts to help veterans plug into gainful employment, studies conducted by numerous organizations, including government- and privately-funded studies, continue working on targeted strategies to help the transition to the civilian workforce.

Private organizations and non-profit groups have also joined the fight to help alleviate the veteran jobs gap. In 2010, for example, the Carlson School of Management at the University of Minnesota began the Military Veterans Initiative as a way to bridge the gap by providing funding for veterans attending the full-time MBA program. A publication from the program states, “Newly minted veteran MBA graduates bring their combined military and classroom leadership experiences to their workplace and go on to be positive and productive members of their corporate family and the greater community in which they reside... the goal of the [program] is to help recruit and retain at least 15 Military Veteran students per year... with fellowships of \$20,000 per student” (The Carlson School Military Veterans Initiative, 2013). In partnership with other private foundations, funds, and veterans benefits programs, the Carlson School has helped veterans gain management positions working for Fortune 500 companies across the country.

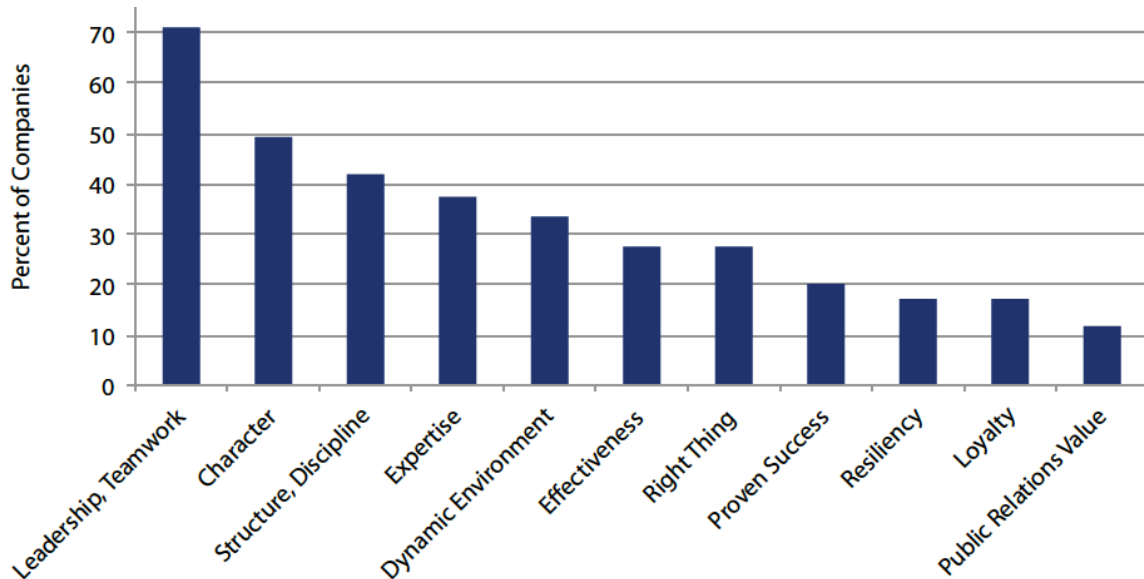
Of course, there are many other public and private veterans initiatives like the VOW to Hire Heroes Act, TAP, and the Carlson School’s Military Initiative that have offered strong incentives for employers to hire veterans, support

veterans in their transition, and connect candidates with employer values. Still, it may be obvious to say increasing employment requires one to know: What do employers want? To answer that question, Harrell and Berglass (2012) conducted lengthy interviews with 87 people representing 69 companies to identify why employers are or are not willing to hire veterans. These companies varied in size, location, industry and extent to which they support veteran employees or target new veteran hires. The study provided two separate lists including 11 reasons why employers would hire veterans and six concerns employers have that may prevent veterans from gaining employment positions. Figure 2 is a graphical representation of the first list in rank order:

1. *Veterans have strong leadership and teamwork skills. They are highly accustomed to working in structured environments, and can fill in where changes in team membership require it (p.15).*
2. *Employers trust veterans' character. Companies value the integrity, maturity, and dependability veterans typically display (p.17).*
3. *Veterans demonstrate structure and discipline on the job, working safely and following processes (p.17).*
4. *Companies seek the expertise veterans can offer. This includes logistics and technical expertise many veterans gained during their military service time (p.17).*

5. *Veterans are highly adaptable in dynamic environments. With exposure to high stress environments, they are accustomed to making decisions when a lot is at stake (p.18).*
6. *Veterans work effectively with good time management and multitasking skills (p.18).*
7. *Hiring veterans is the “right thing to do” (p.19) because any of the above reasons help meet business objectives.*
8. *Often employers find veterans have proven success fitting in with the organization, their values and attitudes complementing the culture very well (p.18).*
9. *Veterans display high resiliency when faced with adversity and can work in difficult environments (p.18).*
10. *Employers recognize the loyalty veterans display to their organizations. In the corporate world this translates to longer tenures and decreased turnover (p.19).*
11. *There are public relations benefits to hiring veterans, including helping to win government contracts or goodwill in the community (p.19).*

Figure 2. Why companies hire veterans (Harrell & Berglass, p.16)



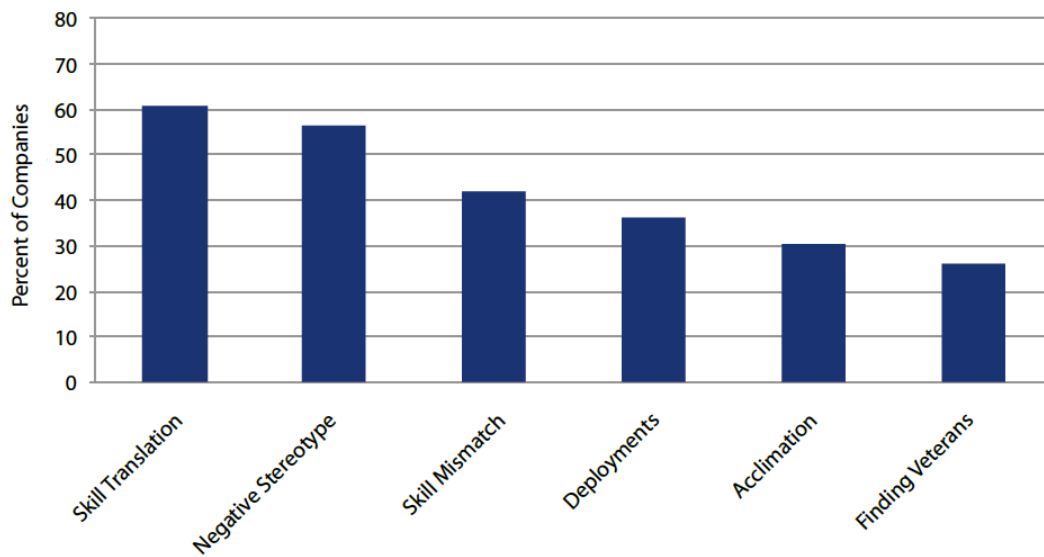
Source: Veteran employment interviews, Center for a New American Security.

If these reasons are all true, then why is veteran unemployment still so high in comparison to the civilian unemployment rates? Harrell and Berglass (2012) also offer six concerns employers have when considering veterans for positions in their companies. Figure 3 shows a graphical depiction of these reasons:

1. *Skills translation often misses the mark as veterans have difficulty communicating their work experience in a way that is relevant to employers (p.21).*
2. *Negative attitudes toward veterans, such as perceived risks of posttraumatic stress disorder (PTSD) or violence, decrease the likelihood employers may select veterans over other candidates (p.24).*

3. *Skills or qualifications may not match employer requirements. In many cases, veterans have technical training in various specialties but lack college degrees (p.24).*
4. *Employers are concerned about future deployments. Many veterans continue their service in the Guard or Reserve forces either by choice or based on contractual terms with the government. This potentially results in deployments for long periods of time, creating hardship for employers (p.25).*
5. *Acclimation to the corporate world may be difficult for veterans directly after leaving the military. Employers are concerned veterans need more time to acclimate to civilian life before being considered for certain positions. This might also be a key factor in high unemployment rates directly after leaving military service (p.27).*
6. *Companies struggle to find veterans to hire. This is primarily due to an unavailability of eligible applicants or lack of access to those applicants (p.28).*

Figure 3. Why companies might not hire veterans (Harrell & Berglass, p.22)



Source: Veteran employment interviews, Center for a New American Security.

The Case for LinkedIn

Online professional networks offer key solutions to help veterans overcome the transition to the civilian workforce. Networking sites like LinkedIn have “supplemented or served as an alternative to face-to-face interaction in ways that had positive effects of social capital... they connect networks of individuals that may or may not share a place-based connection” (Papacharissi, p.201). The fact that they are Web-based offers a tremendous advantage: wide reach and capacity to develop a robust set of connections that are otherwise inaccessible. For military veterans, who have at times been around the globe throughout their careers, these networks offer timely, consistent, and quick access to many potential new connections. David Thew, Joint MD of an executive search and recruitment consultancy, wrote, “At a very basic level, if I

invite someone to 'connect' with me on LinkedIn, I am inviting them to join my personal network of contacts, each of whom is known to me and with whom I have direct contact. As soon as the invitee joins my network, they automatically have the ability to contact the other people in my network through me" (p.88). LinkedIn allows for a system of pseudo-endorsements that strengthen the collateral each new connection has to grow his or her network.

The power of online professional networks is more than theoretical. In a 2009 CareerBuilder survey, 45% of employers reported the practice of screening potential new hires through social media outlets. Among more than 2,600 employers surveyed, 29% reported using Facebook, 26% used LinkedIn, and 21% used MySpace, with the remainder using online blogs and Twitter (Haefner, Sep 2009). Unfortunately, this source was not specific about the methods employers used on these sites. With greater proliferation of social media, employer recruiting and hiring online appears to have grown significantly. In a 2013 *Staff.com* survey, about 92% of companies (total sample size not disclosed) were using social media sites like Twitter, Facebook, and LinkedIn to recruit for job openings. Of those companies surveyed, 93% preferred to use LinkedIn as a candidate source over other online networks (Bennett). This trend may indicate the success LinkedIn has experienced in differentiating itself as a professional networking site, as opposed to others like Facebook and Twitter who tend to be more casual in nature.

Since its inception, LinkedIn has become the premier professional networking platform online, continually growing in scope every year to provide

employers and job seekers alike with more ways to connect. As of July 2014, LinkedIn's *About Us* page boasted over 300 million user profiles in over 200 countries (LinkedIn). Thew (2008) commented, "For me, the obvious measurement of any networking channel or advertising medium is whether I can identify and place a candidate or win a new assignment and this is something I monitor very closely. On this basis alone, LinkedIn has worked for me. It has also taken me into markets where my exposure was previously more limited" (p.89). In this way, it offers employers more robust functions to hire right-fit candidates. Plus it also enables job seekers the ability to brand themselves: "Arguably, membership of an online professional network communicates a statement of class and profession. For example, job titles and professional experience present the core of a LinkedIn profile and are displayed with great detail and attention, so as to grant the LinkedIn member the appropriate status and authority" (Papacharissi, p.212). In a sense, with the right combination of key words, phrases, profile photo, project work, group members, and professional endorsements, a LinkedIn user could drive the trajectory of her resume with more targeted control than more conventional job application methods.

Returning to veterans, the highlighted articles lay out a straightforward but difficult case for veterans seeking employment. While they display high technical aptitude, motivation, and leadership skills, veterans have difficult challenges to overcome when transitioning from military life to the civilian

workforce. This paper investigates how veterans have made that transition and seeks to identify ways LinkedIn may assist job searching as a networking tool.

Objective

To do so, the researcher explored the veteran's journey starting with the transition from military service to the civilian workforce, and how veterans might use online networking—more specifically LinkedIn—to connect with potential employment opportunities. The project began with these four questions, further developing into hypotheses and research methods to gain insights helping veterans use LinkedIn more effectively:

1. How well prepared did veterans feel going into the civilian workforce at the time they left military service?
2. How have veterans leveraged online networking as a means to connect with employers?
3. More specifically, how much utility did they get from LinkedIn as a networking tool?
4. Are LinkedIn channels helping veterans effectively address the six employer concerns listed in the 2012 Harrell and Berglass study?

Hypotheses

With these questions in mind, the researcher developed the following hypotheses.

H1: There is a direct correlation between the last rank or pay grade earned and the level of preparedness a veteran will feel when transitioning into the civilian workforce. This is based on the researcher's notion that military members with increasingly higher pay grades have greater levels of experience, training, personal connections and more expectations of authority and autonomy placed upon them. These veterans may also have more exposure to personal networking, since their time in service will have provided work experiences with people from various career fields and cultures.

H2: While the majority of veterans will have LinkedIn profiles, most will not use them to connect with employment opportunities effectively.

The researcher postulates that many veterans treat LinkedIn like a Facebook account, creating professional connections without much of a targeted strategy.

H3: Veterans on LinkedIn, therefore, will not effectively use LinkedIn to address key employer interest like those in the 2012 Harrell and Berglass study. Here, the researcher judges that the majority of veterans' networking experiences are not through online professional networks, but rather through other means. Thus, although they will have

an online presence, veterans may prefer more traditional networking methods like the phone, email or other correspondence. Moreover, for reasons such as pride in their work and difficulties in switching from the military culture to a civilian culture, issues like skills translation and bridging skills gaps may prove difficult.

Methods / Research Design

This section discusses research methodology consisting of three phases: in-depth interviews, an online survey and a content analysis of LinkedIn activity. Results are discussed later in sections devoted to each research phase.

The first phase consisted of three in-depth interviews designed to provide understanding of veterans' experiences transitioning from the military to the civilian workforce, along with their networking practices. The three respondents included one U.S. Army and two U.S. Navy veterans. Interviews lasted about 30 to 45 minutes and used a predetermined script on various days in April 2014. They were informal, often occurring over lunch or coffee, in convenient locations for the participants (one in an office, one in a conference room, and one at a coffee shop). The interviews consisted of approximately 20 – 30 questions depending on the quality of each response and the need to elicit further information. Questions followed a pathway consisting of six sections designed to go further into the veteran's experience as the interview progressed:

1. Basic background, including branch of service, service length, pay grade, deployment experience and other questions related to military experience.
2. Skills gained, including career field, technical training, professional development and leadership courses.
3. Transition to the civilian workforce, consisting of questions about perceived preparation for the transition and reflection on how they could have better prepared themselves, where applicable.
4. Job search experience, such as length of time before obtaining a civilian job, challenges with job searching and ability to market or translate skills for potential employers.
5. Current work situation, including salary equity, responsibility level comparisons, whether their current situation was consistent with a planned career path and job satisfaction.
6. Professional networking experience, such as whether or not the veteran had profiles on online networking sites (and which sites), level of activity on those sites, reasons for use and perceived helpfulness of online networks to connect with employment opportunities.

Second, the online survey was designed to gain quantitative data that would lead to market insights that may help veterans strengthen their job network, leading to greater employment potential. Participants came from a convenience sample of several online sources including the researcher's close

connections on Facebook and LinkedIn, as well as LinkedIn users from the *US Air Force* and *USAF Comptrollers* groups. The online survey was conducted over 15 days in May 2014 and gathered data from 143 respondents. There were 15 questions total, separated into five sections that followed the veteran's transition journey:

1. Military history including branch of service, time in service, duration since leaving the military and highest earned pay grade.
2. Transition efficacy including perceived level of preparation for transition to civilian work, ability to connect with employers and current employment circumstances.
3. Job searching activities including methods of searching and perceived effectiveness of those methods.
4. Online networking habits including social media sites used and reasons for using online network channels.
5. Demographic information including veteran status (as a screening question), gender and age.

The third and final research method was a content analysis of discussion topics from two LinkedIn groups: *US Military Veterans Network* and *U.S. Veteran*. Data for this analysis was pulled from all discussion topics in each group from June 1st through June 25th, 2014. Analysis consisted of two parts. In the first part, discussion topics were placed into one of 15 mutually exclusive

categories to determine what type of content was shared between group members. The second part tied these 15 categories back to the six employer concerns listed in the Harrell and Berglass article—skill translation, negative stereotypes, skill mismatch, concern about future deployments, acclimation and finding veterans—to determine how effective discussion topics might be in connecting veterans with employment opportunities.

As of June 26th, 2014, US Military Veterans Network had 50,101 members while U.S. Veteran had 44,353 members. Membership most likely consisted of a combination of veterans and employers, but the distribution of member representation was not readily evident at the time of this project. Both groups were selected for the following reasons:

1. At the time, they were the first and second largest veteran group on LinkedIn, respectively.
2. Both were considered “very active” LinkedIn groups, with high frequency of new discussion posts.
3. Both groups were available for viewing because of the groups’ openness to non-members or the researcher’s active membership status.
4. The researcher assumed both groups would have more representative distribution of people from different military branches. Other groups considered for this study restricted their membership based on a veteran’s branch of service. Groups with open membership but devoted

to one particular branch, such as USAF Veterans or Army Veterans, might also favor one branch over others.

5. Their openness to veterans from various service branches might prevent the possibility of skewed data from a selective population sample.

In total, 398 data points were gathered, 199 from each of the two groups. A “data point” in this case refers to the general subject of a particular discussion topic. For example, when a discussion topic was about a job opening or hiring opportunity, that topic was recorded as a data point for the Job Announcements category. Each subject was placed in only one of the 15 categories.

1. Job Announcements: job openings or recruiting initiatives inviting veterans to apply for specific positions.
2. Benefits & Financial Advice: advice on military service-related benefits or financial advice that did not have direct relationship with employment opportunities.
3. Editorials & Blogs (non-Political): various commentaries or motivational pieces not directly associated with employment opportunities but may provide insights for acclimation to a civilian work culture.
4. Veterans Affairs Scandal: commentaries or reports regarding the alleged scandal over veterans’ medical coverage through the Department of Veterans Affairs.

5. Current Events: news about recent events that are not directly related to employment opportunities.
6. Activism & Causes: opportunities to donate to, volunteer with, or advocate for a particular cause or on behalf of individuals in need. This category was not associated with employment opportunities.
7. Job Search & Transition Tips: Articles, research presentations, blogs, or editorials that provided tips on personal branding, skill translation, resume writing, and other practical tips to help veterans connect with employment opportunities.
8. Networking Opportunities: invitations to connect with other LinkedIn users, career fairs, expos, conferences and other events that help veterans gain exposure to employers or professional relationships that could lead to employment opportunities.
9. Advertisements: services offered by third parties or individuals for a fee. These services may or may not have been related to employment opportunities.
10. Requests for Information: personal solicitation for assistance or advice.
11. Political Commentary: editorial, blogs, comments or articles related to political discourse that did not have direct association with employment.
12. Training & Education: opportunities for career broadening, classes or training to strengthen job skills in one or more industries.
13. PTSD & Rehabilitation: articles related to supporting veterans returning from war and their families cope with posttraumatic stress disorder.

14. Force Announcements: articles and reports about topics related to the military's internal operations.

15. Other.

In-Depth Interview Results

Respondents offered reasons for feeling both highly prepared and unprepared for transition to the civilian workforce in various ways. For example, the technical skills and leadership experience each respondent gained during their tenure in the military strengthened their sense of efficacy. They expressed initiative, problem solving abilities, and resilience when facing the challenges of transitioning to the civilian workforce. In that sense, their military experience prepared them very well to thrive in a world where they would need to think independently and stay adaptable.

On the other hand, other skills were lacking, such as how to communicate their work experience in ways that would be meaningful to employers. TAP courses offered broad-brush approaches to resume writing and interviewing skills, but did not necessarily help with each respondent's specific skill set (each respondent served in a different career field: infantry, nuclear engineering and aviation). The two gentlemen who served in the infantry and as an aviator had more difficulty seeking employment than the respondent who was an engineer. One viable conclusion might be that engineering is a highly sought skill with abundant potential in the civilian workforce.

Despite lacking a complete sense of preparation for their transition into the civilian workforce, each respondent felt the skills and experience they gained greatly helped them overcome challenges. It is important to note pay grades here. The infantryman was an E-5 (sergeant in the Army), or noncommissioned officer with the responsibility to lead and train teams of soldiers. The engineer was an O-3 (lieutenant in the Navy), with experience leading teams of 50 or more people. The aviator was an O-5 (commander in the Navy), and had years of experience overseeing teams large and small. All respondents believed they gained a sense of self-initiative and resourcefulness as a result of the challenges encountered while in the military. This was perhaps the greatest strength of having served. In that sense, their responses seemed to support the researcher's statement in H1, revealing there may be a strong connection between a veteran's rank in the service and the level of preparedness to seek civilian employment. To prove this, however, results from additional interviews would be needed from veterans that served in lower pay grades.

When asked to discuss any challenges faced with translating their skills for employers, participants' responses were varied. As mentioned above, the respondent who served as an engineer found it much easier to translate his skills in ways that are meaningful to employers. The highly technical and more readily applicable nature of his profession made him a desirable employment prospect. The other respondents (infantry and aviation) were much more specialized with careers geared for specific military purposes. As a result,

tangible skills that could directly translate to the corporate world or other civilian employment opportunities were less obvious.

Respondents overwhelmingly agreed that the more intangible aspects of their experiences (leadership, team-building, problem-solving, and management experiences) were perhaps more difficult to translate. One respondent suggested that a “trigger puller” (convoy gunner) in the military has a much more abstract and negative connotation to a civilian hiring manager. The obvious solution would be to avoid using graphic terms like “trigger puller” altogether. To a military member, however, this position carries a great sense of responsibility. The challenge for the veteran, therefore, is to find new language to describe their experience by emphasizing skills like excellent judgment, self-discipline, team building, loyalty, adaptability, and calm under stress.

With that understanding, we moved on to discuss professional networking practices using LinkedIn. Each respondent confirmed they had a LinkedIn profile. LinkedIn uses a scale to show how “complete” a user’s profile is, offering suggestions on how profiles might be improved. All respondents stated they did not have completed personal profiles. One participant, the aviator, stated he only used LinkedIn as part of his current employment, which requires an online presence for people to locate him. He preferred to build his professional relationship through email or phone calls. The other two respondents treated their profiles like online resumes, or simply to list their employment aspirations. Active networking, like connecting with contacts for professional benefits was minimal. Neither respondent created and posted

content for LinkedIn as a professional contributor to a group or other similar function. Respondents relied much more on personal networking, like existing relationships and word-of-mouth communications versus online platforms like LinkedIn.

These responses supported the researcher's statements in H2 and H3. Although each participant did have a LinkedIn profile, their incompleteness and infrequency of use reveals the potential LinkedIn can still offer. Moreover, apart from posting job experience and other minimal interactions on LinkedIn, there was not a large attempt to use the platform to address employers' key concerns.

Online Survey Results

Survey questions were based on insights gained through secondary research, in-depth interviews, and the researcher's personal experience. The goal of the survey was to quantify and analyze responses to identify trends and leveragable insights that might help veterans with online networking practices.

Of the 143 veterans contacted, 121 respondents completed the survey, resulting in an 85 percent completion rate. Only one percent of respondents were between the ages of 18 and 25. About 33 percent of respondents were 26 to 35 years old. Approximately 23 percent were between the ages of 36 and 45. About 32 percent were between 46 and 55 years old. The remaining 11 percent were 56 years or older. Approximately 61 percent of respondents were male, and 39 percent were female. Additional data not included in this survey would

have been helpful, such as length of time to find work cross-tabulated with pay grade data. The distribution by military branch was as follows:

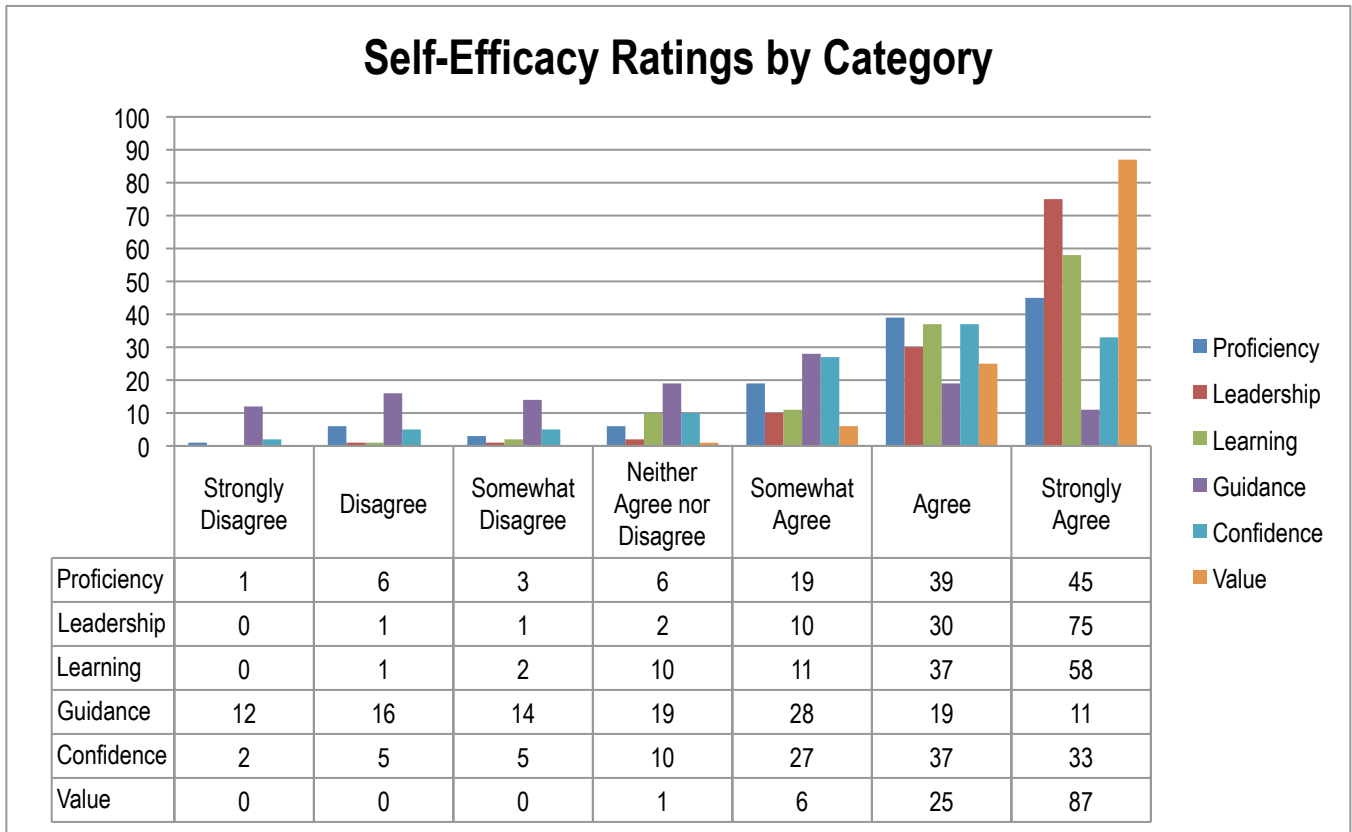
Air Force: 77%
Army: 6%
Marine Corps: 3%
Navy: 5%
Guard or Reserves: 9%
Coast Guard: 0%

The survey measured self-efficacy by rating responses to statements from nominal categories of employment preparation. The list below describes each category with its corresponding self-assessment statement.

1. Proficiency: The skills I learned helped me become technically proficient.
2. Leadership: I gained valuable leadership experience that will help me beyond my service.
3. Learning: My service experience helped me become a faster learner.
4. Guidance: I had good guidance to help me find employment after leaving the service.
5. Confidence: I felt very confident I could get a job after leaving the service.
6. Value: I would be a valuable asset to any organization.

Ratings used a seven-point Likert scale with answers ranging from “strongly disagree” to “strongly agree.” Figure 4 shows the distribution of responses across the scale, which followed fairly even distributions regardless of pay grade. Interestingly, all categories except “guidance” were viewed more favorably. For example, proficiency, leadership, learning, confidence and value all had 71, 88, 80, 59 and 94 percent of respondents answering in the “agree” or “strongly agree” categories. Guidance on the other hand only had 25 percent of respondents answering in the same categories. This seems to indicate that veterans felt high levels of self-efficacy due to the skills and experiences gained during their service, but felt guidance was severely lacking. Referring to the in-depth interview with the naval aviator, he stated, “Could the military have provided more? Yes. Should the military have provided more? Well, my response to that is who is going to pay for it? That’s not the military’s job, to prepare me for a civilian job. It’s the military’s job to prepare me to fight the nation’s wars.” His viewpoint appears consistent with the survey respondents’ feelings about guidance. Overall, however, the data indicates that veterans have high levels of self-efficacy.

Figure 4. Veterans' self-efficacy during the transition to the civilian workforce.



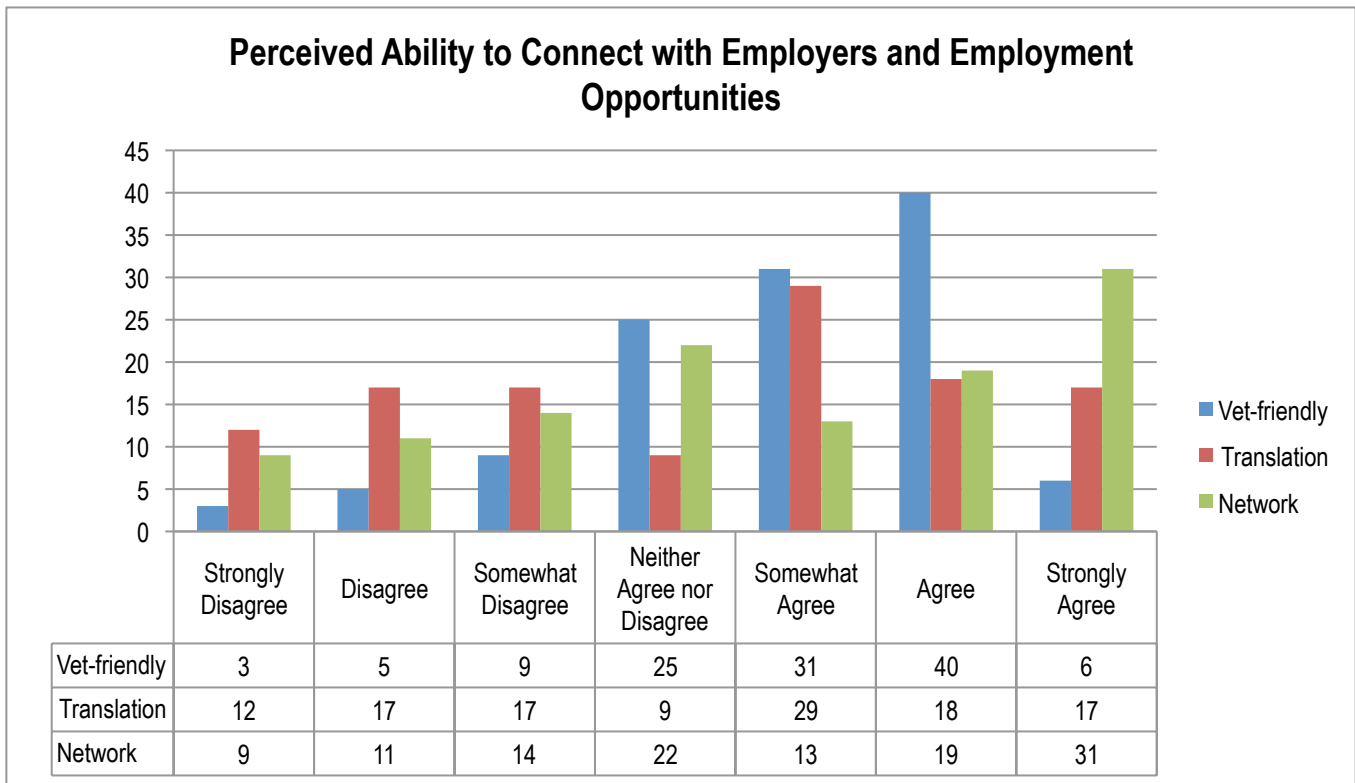
The survey also measured veterans' experiences throughout their transition out of the military into the civilian workforce. More specifically, the researcher looked at three categories connected to veterans' perceived abilities to connect with employers and employment opportunities.

1. Vet-friendly: Employers today are veteran-friendly.
2. Translation: It is difficult to translate my skills and experience from my service time in a way that is meaningful to employers.

3. Network: My professional network played a big role in connecting me to employers.

Figure 5 charts responses to these statements. Results were distributed fairly similarly throughout each category measured, allowing for some aggregation. Veterans, on the whole, tended to respond positively to the idea that employers were veteran-friendly and that their professional networks played a key role. However, the majority of respondents also identified difficulty in translating their skills and experience in a way that is meaningful to employers.

Figure 5. Veterans' experiences translating skills and connecting with employers.



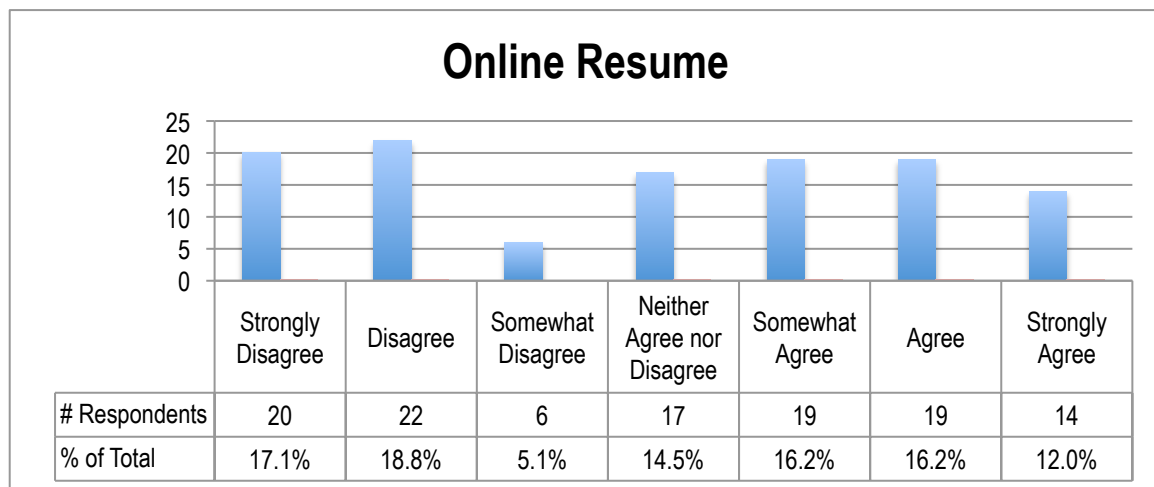
The survey also looked at veterans' perception of online networking activities. Specifically, the survey was designed to measure respondent's behavior and attitudes in nine categories:

1. Online resume: I use professional networking sites like an online resume.
2. Key words: I try to use key words that will stick out to employers.
3. Profile updates: I update my profile often to keep my personal information current.
4. Employer activity: Employers are actively searching for candidates on professional online networks.
5. Self-branding: I am very familiar with all the ways I can use online networks to make myself more marketable to employers.
6. Creating content: I like to write content (blogs, articles, etc.) and post them to my online professional networking sites.
7. Company connections: My online professional networks help me connect to companies where I might want to work.
8. Online networking: I am a member of one or more professional networking groups online.
9. Veterans network: I have a strong veterans network online to help me market my service experience with potential employers.

Figures 6 through 14 below provide different insights showing that they have some indication that LinkedIn may be a valuable tool (they are using it to an

extent) but are not experiencing its full job networking benefits. For example, when asked how much time was devoted to different job searching activities, on average veterans only used LinkedIn 15 percent of the time when searching for employment (in comparison to 50 percent for online searches, 7 percent for classified ads, 6 percent for temp agencies, and 14 percent for other sources such as cold calls and personal networking). These values are independent aggregate averages.

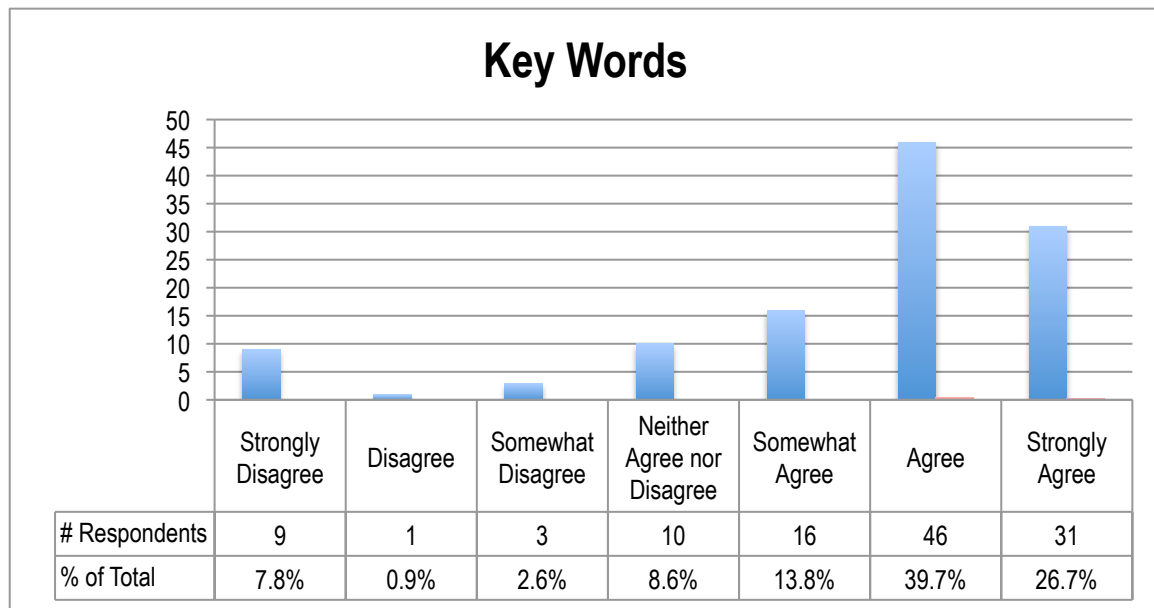
Figure 6. LinkedIn as an online resume.



An initial look at this data renders inconclusive results. Perhaps some respondents viewed the statement “I use professional networking sites like an online resume” as a good thing; an online resume shows an online presence and connectivity with the modern digital age. However, this question may have garnered negative perceptions by some; for example, a LinkedIn profile may not “just” be an online resume for certain respondents. Yet data seems to indicate

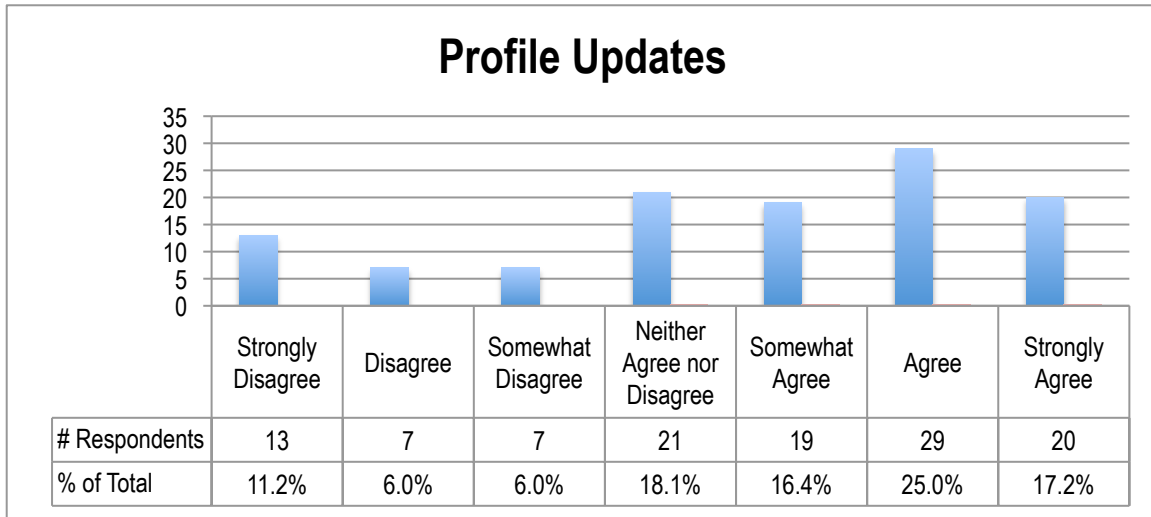
many respondents believed having LinkedIn as a form to communicate work experience could have its advantages.

Figure 7. Using key words to stand out to employers.



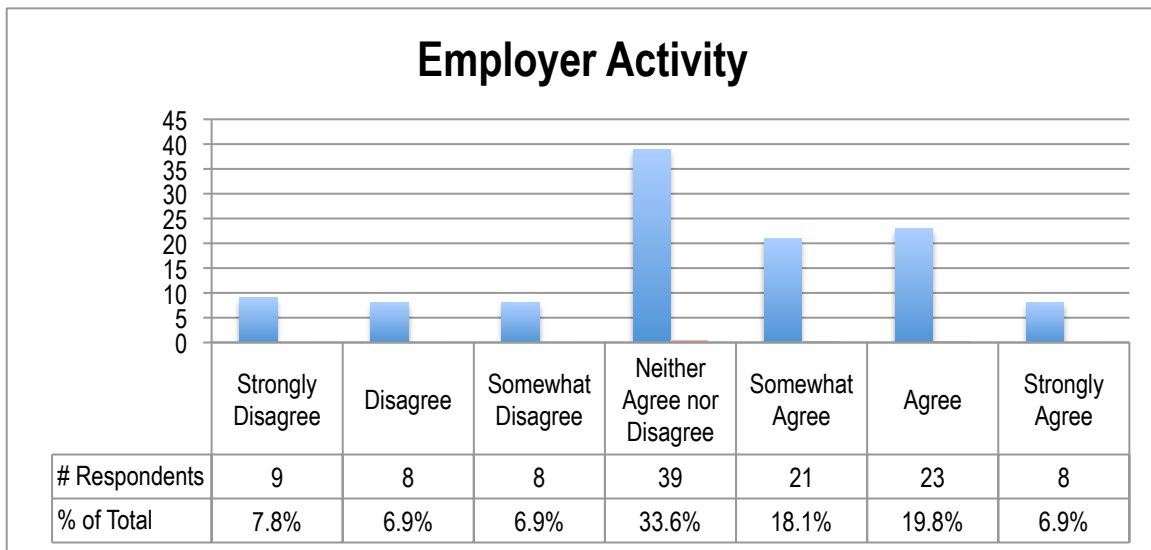
From this chart, one can see the perceived importance of using key words to gain visibility with employers. Additional research about employer recruiting practices on LinkedIn would be useful to help understand to what degree key words are important, and which key words would be most effective.

Figure 8. Frequency of profile updates.



This data seems to indicate veterans place a lot of value in regularly updating their personal LinkedIn profiles.

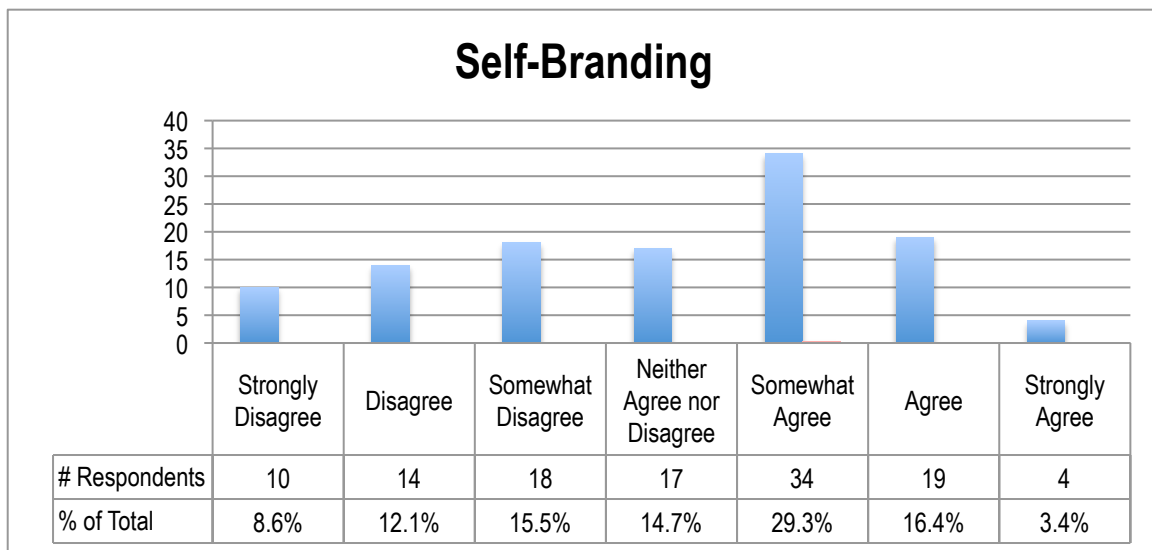
Figure 9. Employer activity.



The majority of respondents seem to believe employers are actively searching for job candidates online, while the perception of this notion does not appear overwhelming. Almost 34 percent of respondents appeared inconclusive in their

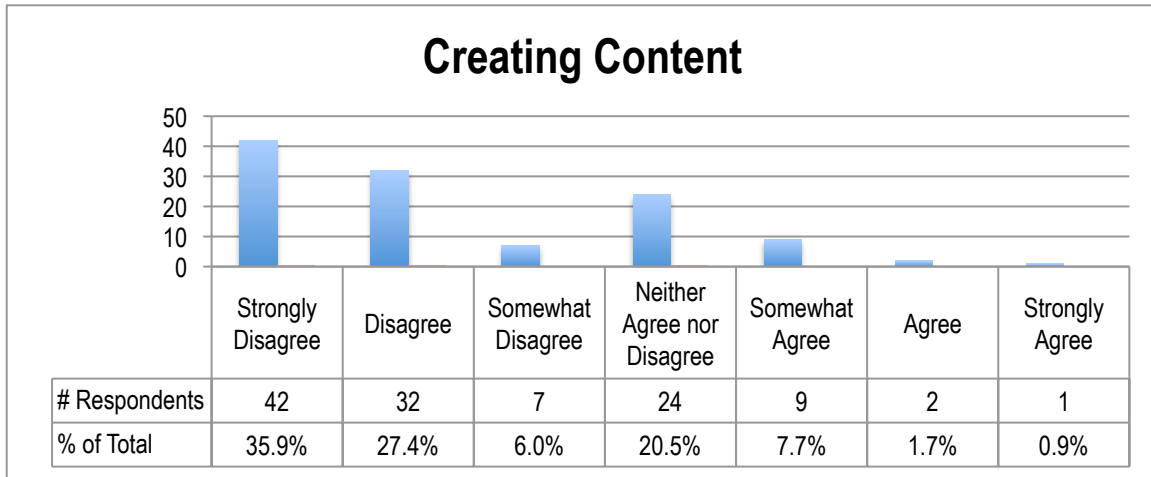
attitude toward this category. In that sense, there may be a mismatch between data presented earlier in this study about company involvement on LinkedIn and veterans' perceptions.

Figure 10. Self-branding.



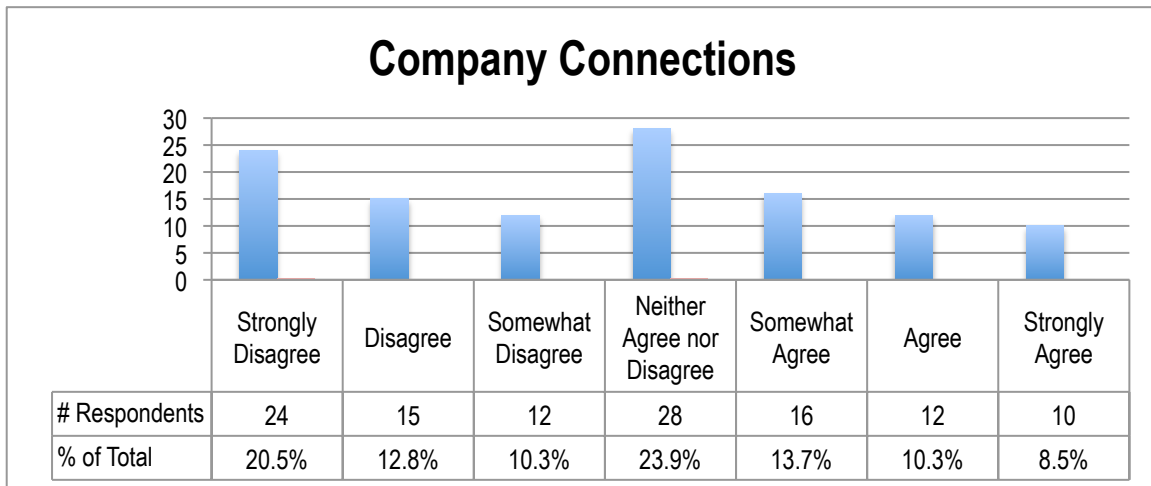
Data about self-branding bears a nearly equal distribution among respondents across all seven measurement points. With more than 36 percent answering in the negative, and 49.1 percent of respondents answering in the affirmative, a fair number of veterans appear to understand the methods to market themselves on LinkedIn. There is still room for improvement.

Figure 11. Creating and posting content.



Creating and posting content such as blogs and articles did not appeal to the majority of respondents.

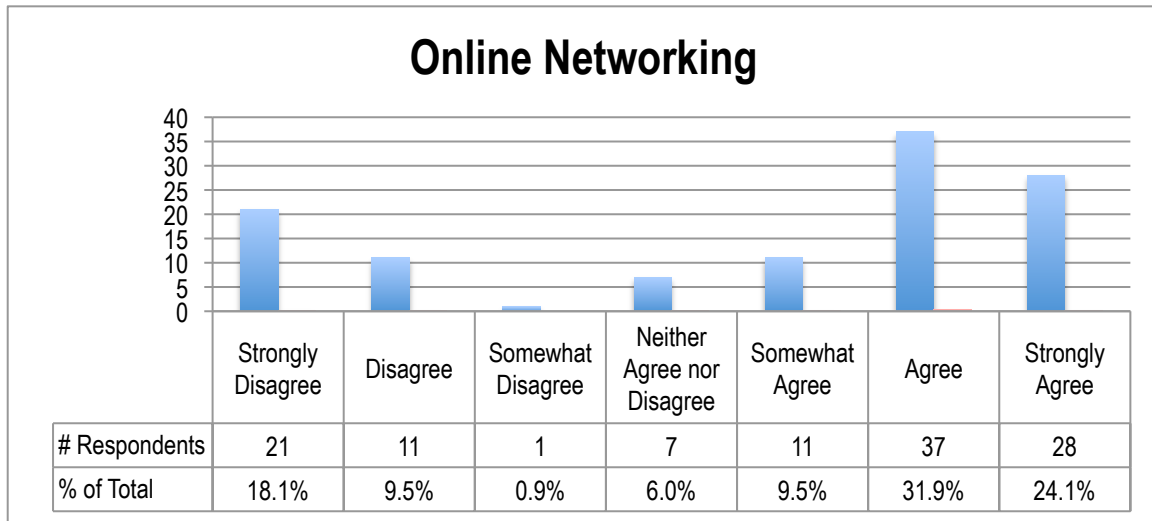
Figure 12. Connecting with desirable companies.



When asked if they used LinkedIn to connect with companies where they wanted to work, respondents' answers varied. However, 43.6 percent responded in the negative, while 32.5 percent responded in the positive. Further

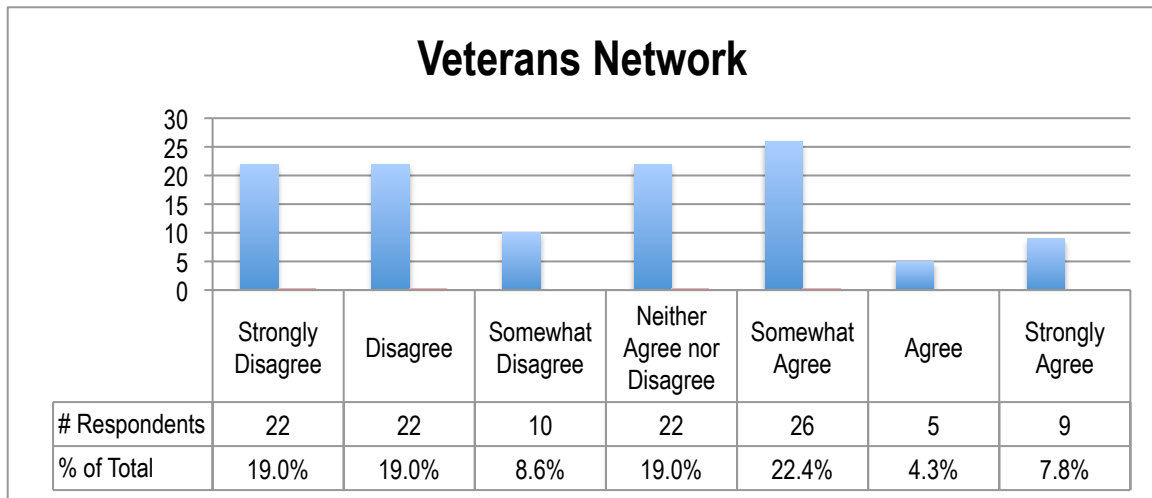
research could help to identify why by looking at personal criteria, the impact of economic conditions and whether or not a skills gap plays a factor.

Figure 13. Online group membership.



The data indicates a majority of veterans have a presence on at least one online professional group on LinkedIn. However, 28.5 percent answered in the negative. An interesting follow-up study could investigate to what degree veterans on the whole perceive value in online networking groups. Do they find them helpful? Or are online networking groups just trendy? Or perhaps those who responded in the negative fall into a demographic category that is not as inclined to spend much time on the Internet.

Figure 14. Strength of veterans network.



When asked about the availability about a strong veterans network online, respondents' answers varied, but leaned toward the negative side of the scale. Almost 35 percent answered in agreement with the statement, while nearly 47 percent disagreed. This may indicate that, although the majority of respondents' have an online networking presence, veteran networking groups online do not appear to be as helpful as they can be.

Overall, these results seem to show that veterans understand online networking can be a helpful tool, but they don't quite know how to use it to maximize benefits. That said it would be important to better understand how veterans *are* using LinkedIn by looking at real world samples of LinkedIn discussions. Seeing how Veterans are *not* using LinkedIn can also help identify opportunities to better connect with employers.

Content Analysis Results

To further unpack this, the researcher analyzed content from two LinkedIn Groups: “US Military Veterans Network” and “U.S. Veteran.” Figure 15 below shows the results of this analysis, with percentage distributions by channel (combined data, US Military Veterans Network and U.S. Veteran) shown as pie charts found in Figures 16-1, 16-2 and 16-3. While job announcements ranked one or two in both channels, no other categories that offered tangible employment-related opportunities ranked in the top five. Observations point to how these LinkedIn groups were not mainly used for connecting veterans with employment opportunities. This was surprising considering how problematic veteran unemployment rates have become. Discussion topics also did not appear to be screened or moderated with any particular focus in mind. Instead, they seemed to be added depending on the interests of any particular user choosing to post to the group’s page.

Figure 15. Data Tabulation for All Channels

Category	Combined Data	US Military Veterans Network	U.S. Veteran
Job Announcements	72	26	46
Benefits & Financial Advice	61	47	14
Editorials & Blogs (non-Political)	46	17	29
Veterans Affairs Scandal	38	17	21
Current Events	34	16	18
Activism & Causes	31	16	15
Job Search & Transition Tips	30	15	15
Networking Opportunities	24	14	10
Advertisements	17	11	6
Requests for Information	14	10	4
Political Commentary	11	4	7
Training & Education	7	2	5
PTSD & Rehabilitation	6	4	2
Other	6	0	6
Force Announcements	1	0	1
TOTALS	398	199	199

Figure 16-1. Percentage Distribution: Combined Data

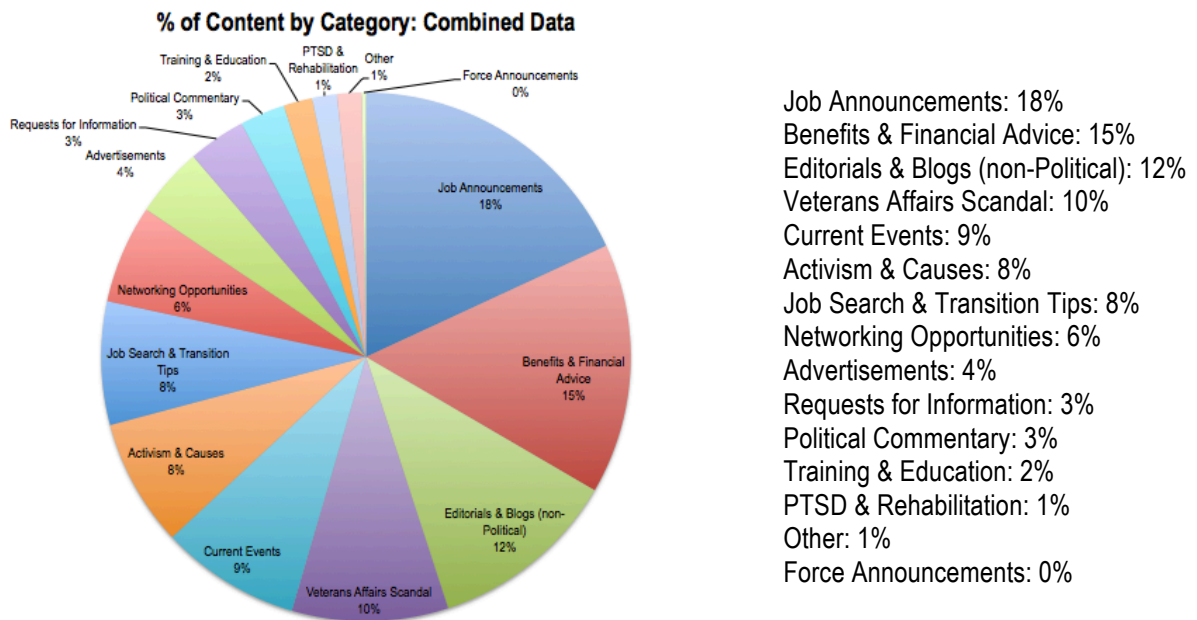
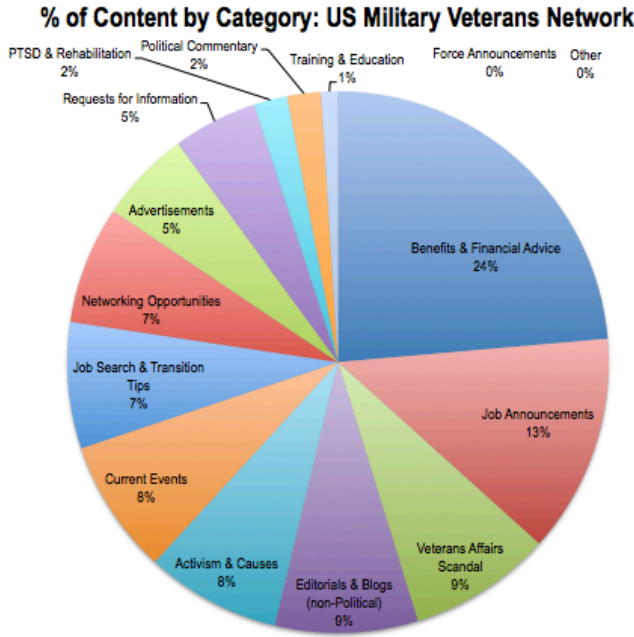
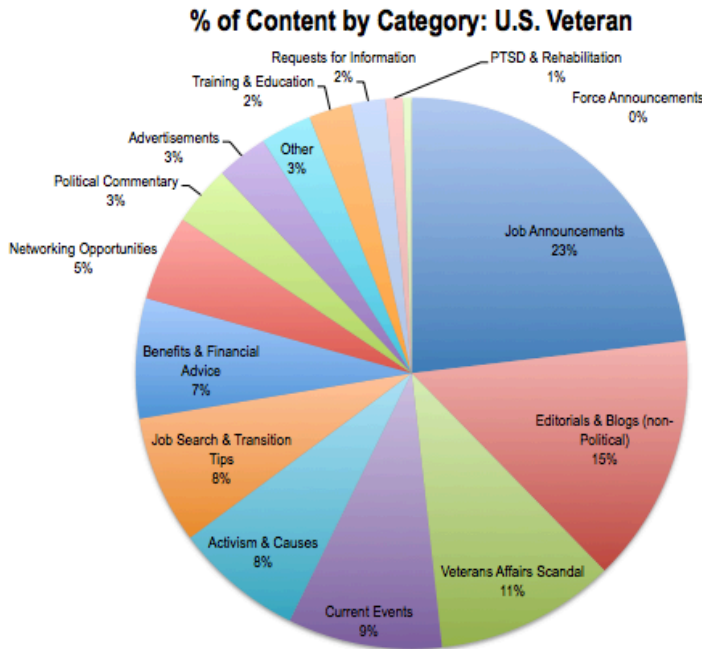


Figure 16-2. Percentage Distribution: US Military Veterans Network



Benefits & Financial Advice: 24%
 Job Announcements: 13%
 Veterans Affairs Scandal: 9%
 Editorials & Blogs (non-Political): 9%
 Activism & Causes: 8%
 Current Events: 8%
 Job Search & Transition Tips: 7%
 Networking Opportunities: 7%
 Advertisements: 5%
 Requests for Information: 5%
 PTSD & Rehabilitation: 2%
 Political Commentary: 2%
 Training & Education: 1%
 Force Announcements: 0%
 Other: 0%

Figure 16-3. Percentage Distribution: U.S. Veteran



Job Announcements: 23%
 Editorials & Blogs (non-Political): 15%
 Veterans Affairs Scandal: 11%
 Current Events: 9%
 Activism & Causes: 8%
 Job Search & Transition Tips: 8%
 Benefits & Financial Advice: 7%
 Networking Opportunities: 5%
 Political Commentary: 3%
 Advertisements: 3%
 Other: 3%
 Training & Education: 2%
 Requests for Information: 2%
 PTSD & Rehabilitation: 1%
 Force Announcements: 0%

Data seems to show that these online veteran networks are not effective in connecting veterans with employment opportunities. More research would be needed to validate the quality of posts and the relationships with employers they create on an individual basis. That level of study is beyond the scope of this project. However, it is apparent that more focused attention on helping veterans overcome employment challenges is needed. If these online networks are not effectively connecting veterans with employment opportunities, how often are discussion topics potentially helping veterans overcome challenges connected to employer concerns? To analyze this, the researcher connected each of the 15 categories to one of the six employer concerns listed in the Harrell and Berglass article. Categories judged relevant to each of the employer concerns were tabulated in Figure 17, with distribution shown in Figures 18-1, 18-2 and 18-3. Categories were distributed as follows:

Employer Concern	Content Analysis Category
Skill Translation	Job Search & Transition Tips
Negative Stereotypes	PTSD & Rehabilitation
Skill Mismatch	Training & Education
Concern About Future Deployments	No Categories Applied
Acclimation	Editorials & Blogs (non-Political)
Finding Veterans	Job Announcements Networking Opportunities Requests for Information
Non-Employer Concerns	Benefits & Financial Advice Veterans Affairs Scandal Current Events Activism & Causes Advertisements Political Commentary Force Announcements Other

Figure 17. Content Analysis Category Summary by Employer Concern

Employer Concern	Both Groups	US Military Veterans Network	U.S. Veteran
Skill Translation	30	15	15
Negative Stereotypes	6	4	2
Skill Mismatch	7	2	5
Concern About Future Deployments	0	0	0
Acclimation	46	17	29
Finding Veterans	110	50	60
Non-Employer Concerns	199	111	88
TOTALS	398	199	199

Figure 18-1. Percentage Distribution: Combined Data

How Content Addresses Employer Concerns: Combined Data

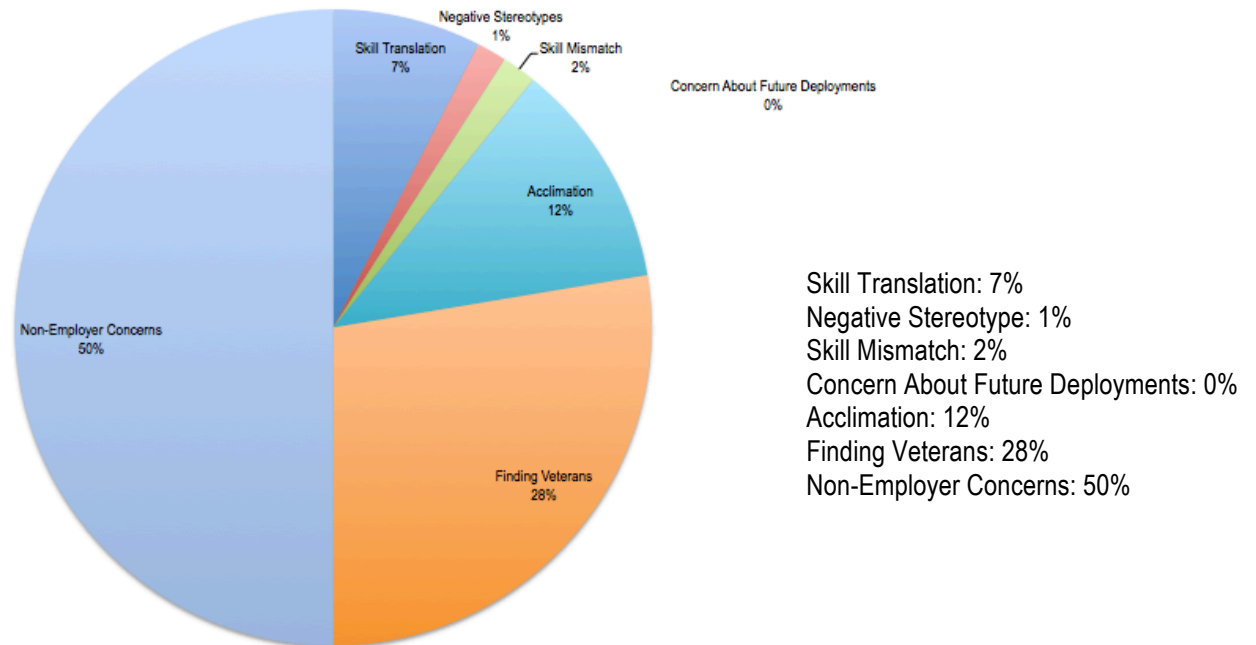


Figure 18-2. Percentage Distribution: US Military Veterans Network

How Content Addresses Employer Concerns: US Military Veterans Network

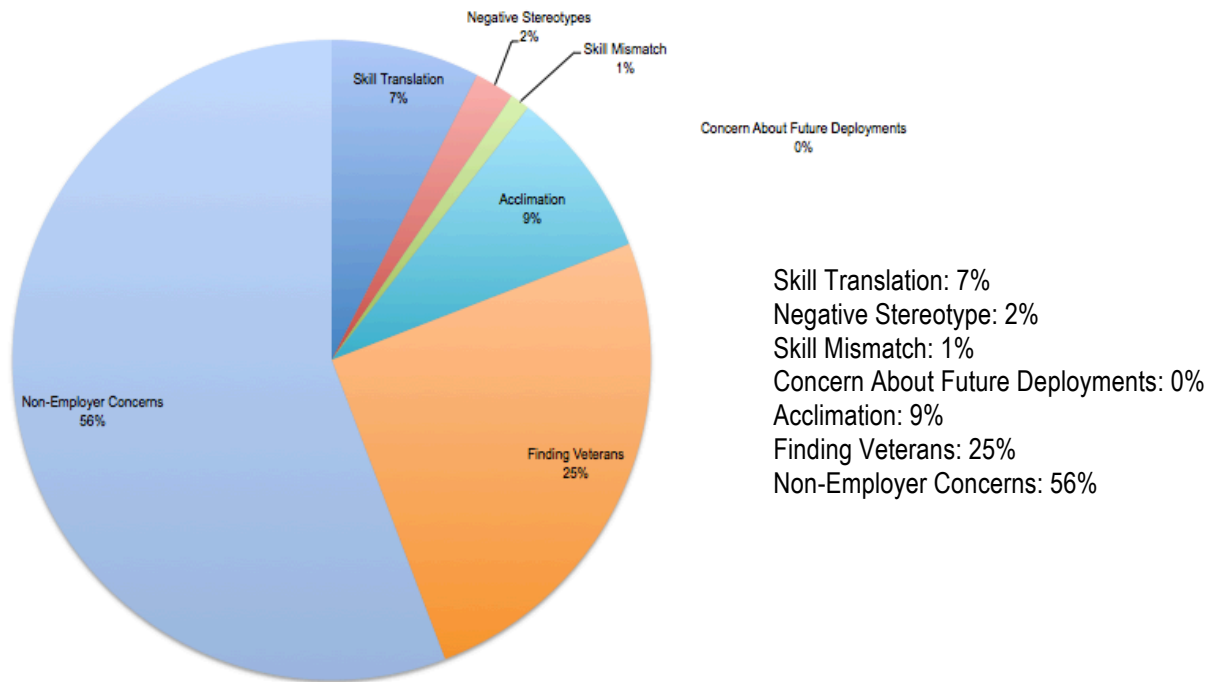
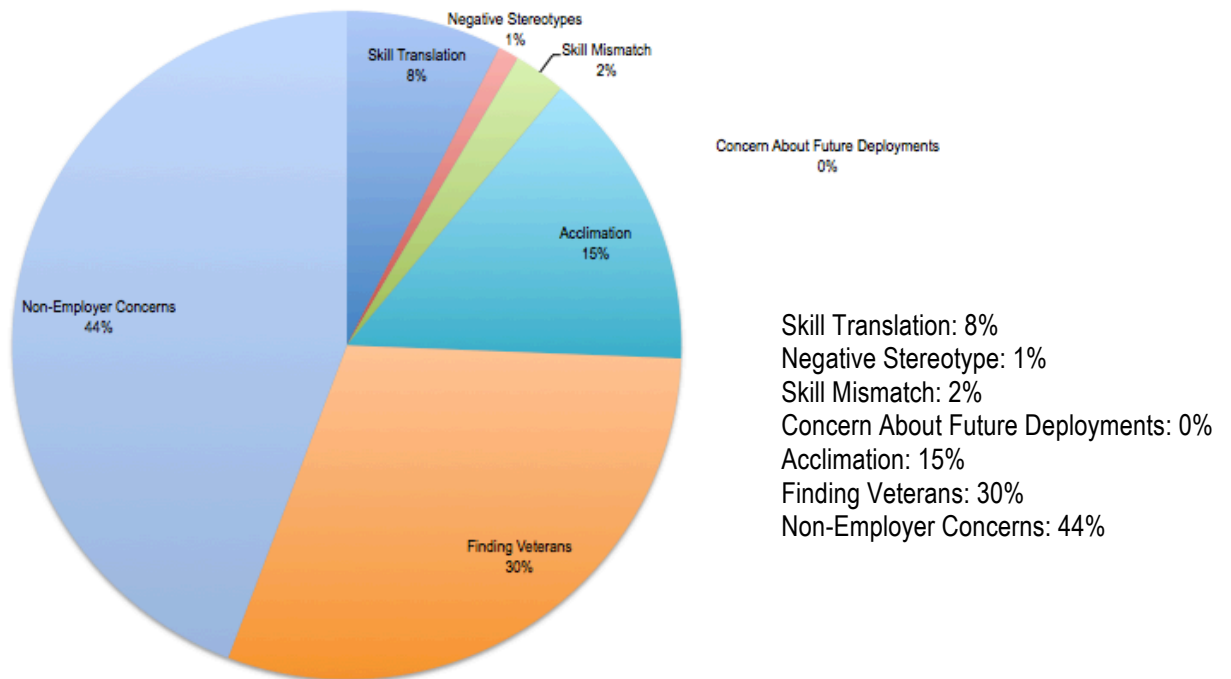


Figure 18-3. Percentage Distribution: U.S. Veteran

How Content Addresses Employer Concerns: U.S. Veteran



On average, only 50 percent of discussion topics from both groups appeared to offer relevant subjects to help veterans overcome employer concerns. There is a lot of room for improvement in this area. About 28 percent of posts from both groups could potentially help employers find veterans. These posts included job announcements and networking opportunities. The other five employer concerns were weakly represented, with the next highest value of 12 percent applicable to acclimation. The remaining employer concerns were represented by less than 10 percent of topics.

Discussion of Results / Hypotheses

A brief assessment of this study's hypotheses could reveal much about the veterans' journey to the civilian workforce.

H1: There is a direct correlation between the last rank or pay grade earned and the level of preparedness a veteran will feel when transitioning into the civilian workforce.

As the in-depth interviews revealed, veterans felt highly confident in their independence and adaptability after leaving the military. Presumably, this was due in large part to the amount of leadership and skills training received as a result of their time in service. However, while this study seems to confirm this hypothesis, a larger sampling of veterans would help define its accuracy by looking at pay grades relative to the length of time to find a job. Additionally,

looking at specific career fields may have provided further insights. For example, veterans who served on the battlefield with the infantry or artillery may experience varying efficacy transitioning to civilian work than those who served in transportation management, financial services or intelligence. Understanding that, each interview respondent recognized hurdles with skills translation, while acknowledging they felt the military well equipped them to overcome job search challenges through self-initiative and resourcefulness.

H2: While the majority of veterans will have LinkedIn profiles, most will not use them to connect with employment opportunities effectively.

The online survey results seem to confirm the hypothesis. Veterans understand online networking can be a helpful tool, but they don't quite know how to use LinkedIn to maximize benefits. Specifically, responses revealed veterans could use additional understanding of how employers are using LinkedIn, how to make company connections and ways to strengthen their veterans networks.

H3: Veterans on LinkedIn, therefore, will not effectively use LinkedIn to address key employer interest like those in the 2012 Harrell and Berglass study.

As revealed in the content analysis, only 50 percent of discussion topics were relevant to employer concerns. Only 28 percent could help employers locate veterans as potential job candidates, while the other five employer concerns were weakly represented.

Research Limitations

This study had some limitations to note. First, the availability of academic research about LinkedIn was limited, since it is a relatively young online platform. Additionally, apart from the 2012 Harrell and Berglass study, there was little to no current information about the interests of employers. The six employer concerns brought up in the study were helpful to inform research methods for this project. However, there was no conclusive information discussing how employers and talent acquisition managers used LinkedIn in practice. For example, do hiring professionals look for keywords? How important are profile pictures? These and other questions about employer best practices on LinkedIn would be helpful for veterans using online networking as a job search tool.

There was also a strong possibility for researcher bias. As an Air Force veteran, the researcher has experienced many of the situations described in this paper, including difficulty with finding employment after leaving the service. With that in mind, the researcher attempted to maintain an objective outlook as best as possible.

Sampling methods were another limitation. For example, while many of the interview responses demonstrated similar experiences between the respondents in many areas, the small sample size could have limited the scope of responses that informed the development of the online survey. A larger set of respondents, with wider representation of veterans from each military branch and from a broader range of pay grades, might have offered key insights missed in this study. For example, did veterans who were more senior in rank experience less difficulty transitioning to the civilian workforce than lower ranking veterans? Moreover, which career fields might have provided skills that are more easily translated to particular industries? In line with that, what percentage of veterans pursued civilian jobs that were consistent with the skills gained in the military, presumably resulting in an easier, faster transition? These are all questions that should be considered in future research, and are more adequately addressed with better sampling.

The researcher initiated the online survey using a convenience sample of veteran colleagues and close connections on Facebook and LinkedIn. Subsequently, this led to a snowball sampling where friends, family members, and other contacts forwarded the survey to other veteran connections. Due to the nature of the researcher's personal network, many of the respondents in the online survey are Air Force veterans. A random sampling would likely provide a more accurate perspective that may be more generalized to military veterans as a whole.

Finally, because it provided an overview of topics discussed rather than an in-depth analysis of one or more specific topics, the content analysis had its research limitations. The study offered good insight into broad discussion topics, which could presumably be labeled as helpful or not to veterans seeking employment opportunities. Yet this is at best a subjective measure. Additional insights may have been gained by looking at the quality of posts and the potential connections to employment opportunities they might have offered.

Additional Research

Perhaps the two most valuable additions to this study to help veterans leverage LinkedIn better and connect more effectively with employment opportunities are: (1) gaining an understanding of employer practices in searching for candidates on LinkedIn and (2) determining the quality of posts within LinkedIn groups, to determine if veterans are finding success in making employment connections.

For the first issue, a survey of employers—specifically those with hiring authority such as hiring managers, talent acquisition managers and decision makers in the company—would offer several insights about employer practices and interests. Information from these focus groups and interviews could be used to help veterans improve their online presence by fine tuning their profiles, implementing personal branding techniques and becoming more strategically involved in certain discussions or groups to increase exposure.

The second issue would require a more complex approach to unveil how well discussions within veterans groups are helping to connect with employment opportunities. For example, given more time the researcher would have analyzed a discussion entitled *Are civilian employers really receptive in hiring veterans?* As of June 15th, one month from the original date the topic was posted, the discussion had 422 comments from a number of respondents (with some one-time commenters and some repeat commenters). At first glance, respondents were highly engaged, offering valuable experience and tips to help veterans overcome issues like skills translation and overcoming prejudices. Not all discussion topics or LinkedIn groups garner this kind of involvement from group members. However, this particular topic apparently touched a sensitive area that many group members may have found beneficial. Follow up research looking at the results of such discussions would be helpful to determine the effectiveness of LinkedIn groups in helping veterans connect with employment opportunities.

Recommendations

The results of this study seem to demonstrate that LinkedIn groups have not been effective in helping veterans in their transition to the civilian workforce. This assumes, of course, that the goal of these groups should be to help veterans obtain jobs. Operating on that assumption, half of the discussion topics appeared irrelevant to employer concerns. This means much of what is posted may be deemed “off topic.” With the severe condition of veteran unemployment,

it may be safe to say that helping veterans overcome employer concerns should be a top concern among online networking groups. In reality, however, these LinkedIn groups have a wider scope than transition and job searching. Current groups appear to cover a multitude of topics contributing to information saturation. As a result, connecting veterans with employment opportunities is not the primary focus. Veterans need LinkedIn groups that are specifically targeted to address employer concerns to help create exposure to jobs. These groups need an aggressive strategy to empower veterans to be proactive in preparing for their transition and in their job search.

It is important to note that LinkedIn is a smaller tactic of a bigger strategy that connects veterans with transition assistance, timely advice and relevant services to help them tackle employment challenges. What veterans need is a network united specifically to equip them in differentiating themselves in the marketplace. To that end, consider “Veterans Work for You” (VWY), a fictitious networking organization with a LinkedIn presence that openly accepts veterans, employers and veteran advocates as members. Through a robust online marketing strategy and real-life testimonials, VWY has gained a reputation as a group that helps veterans to create targeted job search strategies, improve interviewing skills and effectively manage their online presence.

VWY is an organization outside of the Department of Defense that reaches into the military culture to draw out the very best in each veteran, enabling them to succeed in the marketplace. Recognizing that preparation starts early, successful veterans who are currently members of VWY proactively

contact military installations to pass on transition assistance resources that may be used at TAP sessions. Examples of resources include videos and webinar invitations that talk about interview and resume writing; links to sites about continuing education and skills training that meet education benefit requirements; teleconferences and phone conversations with talent acquisition managers and advisors who can provide hands-on perspectives and opportunities for informal interviews; volunteer job coaches who can help veterans define their goals and create a plan to get there; trauma counseling; and benefits assistance. This approach takes on the burden of assisting veterans with real-world working strategies while enabling the military to continue its core mission of defending our nation.

The VWY concept is built on a crucial insight: that veterans have it in their DNA to help one another. Codes like “we will not forget” (attributed to prisoners of war and those missing in action) and “leave no one behind” were built upon a culture of care that extends beyond the job. Military veterans are family members tied together by the bonds of blood and service. Based on that, veterans are surely ready to help one another in one of the greatest struggles they face after serving: finding employment and building a life after the military. VWY’s LinkedIn group, therefore, is a collection of powerful stories of veterans who have successfully overcome job search challenges. Members of VWY have agreed to pass on the services they themselves have already received. As a result, newcomers have increasingly greater exposure to experts with similar experiences. Since VWY has become so effective in helping veterans address

employer concerns, companies now seek out the group as a resource for gaining qualified job candidates. So, the success stories only continue to grow and grow.

This idea could happen with a lot of effort and support from non-profit organizations, government agencies and public figures that are already committed to resolving the veteran unemployment issue. A movement like VWY requires inspiring men and women to lead the way. To kick-start its inception, one could partner with existing programs such as the Carlson School's Military Veterans Initiative. Graduates of the program obtaining MBAs have received a tremendous amount of job coaching and networking skills. There are many programs like it, likely with more veterans willing to help.

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Appendix A: Interview Script

Hi, _____. Thanks for joining me today for this interview. To give you some background, I am asking Veterans questions about their employment experience after leaving the Armed Forces. All of your responses will be kept confidential. Unless I have your specific permission, I will not use your name in any of my reports. For the record, may I ask for your permission to record this interview? Please answer yes or no if you give permission to record this conversation.

Basic Background

To start off, I'd like to ask some basic questions about your time in the service.

In what branch of the Armed Forces did you serve?

How long was your service commitment?

How much of that time was spent on active duty or in the guard/reserves?

How long ago did you leave the service?

What was your pay grade when you left the service?

Were you deployed at any time, and (if so) to what locations?

What was your career field?

Skills Gained

What kinds of technical skills did you gain during your time in the service?

Did you have opportunities to develop your leadership skills, and (if so) what kinds of opportunities did you have?

What types of training (field training, classroom training, on-the-job training, etc.) were you involved in?

Transition to the Civilian Workforce

*On a scale of 1 to 10, 1 being highly **ineffective** and 10 being highly **effective**, how well did the military prepare you for work in the civilian world?*

What could the military have done to better prepare you for work in the civilian world?

*On a scale of 1 to 10, 1 being highly **unprepared** and 10 being highly **prepared**, how ready did you feel to seek out civilian employment directly after leaving the military?*

What could you have done to better prepare yourself to search for a civilian job?

How do you feel the skills you gained in the military prepared you for a job in the civilian world?

Job Search Experience

How long did it take before you found a job after leaving the military?

Was there anything that either prevented you or helped you in finding a job?

How do you feel your skills were marketable (valuable) to employers in the job(s) you were seeking?

What challenges did you run into when looking for work?

Current Work Situation

Compared to your time in the military, are you making more or less income in your current position?

Compared to your time in the military, do you have more or less responsibilities in your current position?

Did you have a good idea of the direction you wanted to take your career when you left the service?

Is your current position consistent with a planned career path?

*On a scale of 1 to 10, 1 being highly **dissatisfied** and 10 being highly **satisfied**, how satisfied are you in your current position?*

Professional Networking

Do you have a personal profile on LinkedIn? Yes / No

Do you have a personal profile on other online professional networks? Yes / No

If so, which networks?

*On a scale of 1 to 10, 1 being highly **inactive** and 10 being highly **active**, how active do you think employers are searching for job candidates through online professional networks?*

In what ways do you use your online professional network?

How has your online professional network helped you in your civilian life?

That concludes my portion of this interview. Do you have any comments or questions for me at this point? Thank you for your participation!

Appendix B: Interview Transcripts

Participant #1, for the sake of confidentiality named "N."

Interviewer: Thanks for joining me today. To give you some background, I'm asking veterans questions about their employment experience after leaving the Armed Forces. Just so you know, all of your responses will be kept confidential. Unless I have your specific permission, I won't use your name on any of my reports. For the record, may I ask for your permission to record this interview, please answer yes or no?

N: Yes.

Interviewer: Awesome. Thanks. So I'll get to the questions here. I want to start off with some basic background. In what branch of the Armed Forces did you serve?

N: I was in the Army.

Interviewer: How long was your service commitment?

N: I was in for a full 8 years.

Interviewer: How much of that time was spent on active duty or in the Guard or Reserves?

N: It was a mix... altogether it was roughly 3 years active. 5 years Guard after that.

Interviewer: How long ago did you leave the service?

N: June 2013. Coming up on a year.

Interviewer: Wow, that's recent. I thought it was a little longer than that. What was your pay grade when you left?

N: E-5.

Interviewer: Sergeant? Nice. Were you deployed, and if so to what locations?

N: Yes, I was deployed in Macedonia area, Kosovo, Iraq, and Kuwait. A couple of stateside missions too.

Interviewer: What areas for that, just curious?

N: State? I was doing the flood stuff in Fargo near Jamestown College.

Interviewer: Yea. I actually lived in Grand Forks, so we knew all about that. We did a lot of sandbagging.

N: Yep.

Interviewer: What was your career field?

N: I was 11 Bravo. Infantry. Ground troop. Pretty much jack-of-all-trades. Give us a job description, and we study it and figure it out by the next day.

Interviewer: The next section I wanted to talk about was your experience transitioning to the civilian workforce. On a scale of 1 to 10, 1 being highly ineffective and 10 being highly effective, how well did the military prepare you for work in the civilian world?

N: First deployment, afterwards it was more of 4 or 5. Second deployment, there was a lot more "let's help soldiers out" type of attitude, so it was I'd say roughly 7. Between 7 and 8 after the second one.

Interviewer: What was your first one? Macedonia and Kosovo?

N: Yea. Second was Iraq and Kuwait.

Interviewer: Gotcha... what could the military have done to better prepare you for work after the service?

N: Better prepare... I trying to think back to some of our de-mob stuff... The first time around, there just wasn't a lot of focus on helping the soldiers as much to find employment. I mean, there was, but it wasn't a main focus. The main focus was transitioning back to a readiness status, you know, making sure we were capable of being deployed again. We had a few employers that came to talk to us and some other representatives. But after the second deployment, there was like literally an entire day, two days, going from station to station, talking to employers, unemployment people, temp agencies, difference seminars, how to build your resume, how to transition that into how to put that on paper in a way that's attractive to civilian life.

Interviewer: So, a better transition assistance, kind of TAP thing, going on after the second deployment?

N: Yep.

Interviewer: Is there anything you felt they could have done better with that?

N: With that, being that there were a lot of soldiers, probably more people to help out with that stuff, with like the classes. You'd have so many people in one class, then you'd have to wait for so long to get the next class. It was more of, I don't want to sit and wait again, after I've been sitting and waiting for how long.

Interviewer: So a lot of "hurry up and wait" kind of things?

N: Yes.

Interviewer: Would you say that's more inaccessibility to the resources they were giving you? Is that kind of what you're saying?

N: For the most part. They still offered, like, handed out pamphlets and contact information, but for those guys that got that, it might not have been effective.

Interviewer: Gotcha. So on a scale of 1 to 10, 1 being highly unprepared and 10 being highly prepared, how ready did you feel to seek out civilian employment after leaving the military?

N: Very prepared afterwards... 8.

Interviewer: What do you think you could have done better to prepare yourself to search for a civilian job?

N: I don't know. I networked pretty well when I got back. I had a lot of friends in different facilities and different jobs. So I had quite a few options to go to.

Interviewer: What kind of ways were you networking with them?

N: A lot of people I knew were in management positions. So I would give them my resume to hand out to their hiring people.

Interviewer: Do you feel like the skills you gained in the military prepared you for a job in the civilian world?

N: Yes and no. It depends on what field you get into. Once you get more into the higher leadership roles in the military, it definitely transfers to the civilian world a lot easier than your standard private that just went to basic training and infantry school.

Interviewer: So you mean, once you were junior NCO and NCO level?

N: Yep.

Interviewer: I know in the Air Force, we started giving leadership roles to E-4s. Is that...

N: Yea, we start prepping them, basically you learn a job higher than what you are, is how we were going at it. So our E-4s were learning the job of the E-5. We gave them missions to run under guidance, obviously.

Interviewer: In what ways do you think you weren't as prepared for a civilian job afterwards? Things that didn't transition well?

N: I guess some of the communication pieces maybe.

Interviewer: What do you mean by that?

N: Wording stuff properly is a little bit different from civilian to military as you know.

Interviewer: Do you mean like on a job application?

N: Job application, trying to translate... first, for instance, trying to find the stuff that we did over there was harder to translate to a civilian resume. You couldn't really put "trigger puller" because it doesn't really... they know what you did, but you can't really translate it too well. With a couple deployments, "well I can take this as leadership, I can take this as..." there's a whole lot of skills you could pull out that if you could just think of different ways of wording it.

Interviewer: Sure. That's actually part of what I'm going to be looking at. That seems to be a common theme of people I've talked to. How long did it take before you found a job after leaving the military?

N: I took like a month off, but once I got back I was immediately working with my buddy doing his own lawn care business and mechanic shop. So I was doing that for a while and then got back in the field of security. Once I started looking for security jobs, I was in it within a month and a half.

Interviewer: So at what point did you start looking at security work?

N: Probably three months after I got home?

Interviewer: Was there anything that prevented or helped you in finding a job?

N: Stuff that helped was more of the resume classes that they offered. How to translate what you've done to the civilian side... the only thing that I ran into when I was still in and still drilling was the drilling itself. Some employers are made to accommodate that, but...

Interviewer: Are you talking about with the Guard... when you do your...

N: Yea, when you do your one weekend a month and two weeks a year. That can become a hassle to some employers.

Interviewer: Why do you think that is?

N: They don't like finding other people to cover, depending on what type of job you're in. If you're one person in this area, and they have to find somebody else... it's just the managers or owners don't like dealing with it. So they just have to find ways to get you out.

Interviewer: Sure. How do you feel your skills were either marketable or valuable to employers with the jobs you were seeking?

N: Pretty valuable... my current position is staffing. From my Army stuff, I took my experience interviewing people for positions in the Army: drivers, gunners, team leaders, you know, stuff like that.

Interviewer: So you interviewed folks when you were on active duty?

N: Mm hm. For different roles. Everyone trained on everything, but I wanted to make sure I had a solid team of people who knew they were going to succeed.

Interviewer: I'm glad... I was on a few convoys in Iraq, and I'm glad that the LT had a good team there. So it seems like it was a pretty good transition for your going from infantry to security... military to what you're doing now. Did you run into any other challenges looking for work?

N: Not too many. Not from a military standpoint. It was pretty simple.

Interviewer: OK. I'm going to move on to some of your current work stuff. Just brief. Compared to your time in the military, are you making more or less right now... as far as income goes.

N: Less. Less now than when I was in the military.

Interviewer: Now compared to your time in the military, do you have more or less responsibility in your current position?

N: Um, in this current position, more in the sense of paperwork and making sure that compliance needs are met. And less in the sense of military side. I had more responsibility because I had lives under me.

Interviewer: Yea that's a big one.

N: In that sense, it's always going to take precedence. Some people had roles that didn't have that responsibility.

Interviewer: That experience, I mean, caring for people's lives, that's a big deal. You've got to watch your people's back. Did that translate in any way that was helpful when you were looking for a job?... Were you able to find a way to communicate that somehow where an employer could look at that and say, "that's a big deal"?

N: Yes. I, uh, one of my other roles was all about team play. You're not an individual. You're always looking out for each other. Working together to find the best solution for any issue that comes up.

Interviewer: Did you have a good idea of the direction you wanted to take your career when you left? Like, did you know you wanted to go into security, or did you have other plans?

N: I wanted to stay in some kind of security aspect. I wasn't sure what. I eventually wanted a leadership role, but I wanted to stay in the security field.

Interviewer: Is your current position pretty consistent with that?

N: Pretty consistent. I'm still looking to move up.

Interviewer: Do you think you'll have some good opportunities to do that here?

N: I feel so, anyways. We'll see what happens.

Interviewer: OK. I was kind of torn on how to ask this question, or if I should, so I'm just going to ask if that's OK. And if you don't want to answer it, then just tell me no. On a scale of 1 to 10, 1 being highly dissatisfied and 10 being highly satisfied, how satisfied are you in your current position?

N: 7. There's always room for improvement.

Interviewer: So with where you're at right now, do you feel like this is a good fit?

N: Yea... this is a good fit for me.

Interviewer: And I just have a few more questions left. I want to move on to networking... I want to talk about professional networking. Specifically, I want to look at online networking... you talked about networking earlier, so I'm sure there were a lot of...

N: Phone calls, emails, LinkedIn, different stuff like that. Emails and resumes. Getting them out there to different employers.

Interviewer: So you do have a LinkedIn profile?

N: Yes.

Interviewer: Do you have a profile with any other online networks?

N: I believe just LinkedIn.

Interviewer: And on a scale of 1 to 10, 1 being highly inactive and 10 being highly active, how active do you think employers are searching for candidates on online networks?

N: 8. It's a very useful tool.

Interviewer: Do you actually use that here when you're looking for candidates?

N: I look through it. Yea.

Interviewer: What other ways do you use your online professional network?
LinkedIn?

N: Just to get out there what I do, what I've done, interests, where I want to go?

Interviewer: So, how do you do that then? On your profile? Or do you actually create content?

N: On my profile I've got what I do as staffing and investigations. I do firefighter and EMT. So I put that out there as what I do, and what I like to do. I have yet to put my resume on there. But I created a profile of what I like to do, and what I want to see myself doing.

Interviewer: How has your network helped you? LinkedIn specifically?

N: It's given me a lot more connections in the security field... behavior detections, different people I've connected with have a lot of different experience and connections in the security fields, the military fields, national security fields, stuff like that.

Interviewer: Are you part of veterans network too?

N: On Facebook.

Interviewer: OK. So one of the things I want to ask, kind of an open-ended question: do you have any advice for veterans leaving the military service on

how they can market themselves, better prepare themselves for employment, maybe things that we might have missed that you think are important?

N: Just getting with somebody who's done it. Somebody who knows the game and knows how to put himself or herself out there. There's learning how to network if they're not familiar with it. Whether it just be starting with a buddy, or creating a resume that's going to be seen. A lot of younger guys don't do that.

Interviewer: Sure. So this is not a scripted question, but when you look at LinkedIn, I'm sure you probably look at a lot of younger veterans that are probably applying for positions here, what do you consider to be stronger or weaker profiles?

N: How they present themselves, how they write their profile, how they can translate their military experience trying to present it to a civilian employer. It shows that they've cared and worked to try and make civilian employers know what they've done, and that they stand to civilian employers.

Interviewer: Cool. Well... this finished my interview. I appreciate your participation. If you don't have any other comments or questions, I'll call it a day. Thanks, man.

N: Absolutely.

Participant #2, for the sake of confidentiality named "E."

Interviewer: Thank for joining me for this interview. To give you some background, I'm asking Veterans questions about their employment experience after leaving the Armed Forces. I know you're in transition right now, so some of these questions will probably not apply. I think there are some good insights I could gain from you. All of your responses will be kept confidential. Unless I have your specific permission, I will not use your name on any reports.

E: OK.

Interviewer: For the record, may I ask your permission to record this interview by answering yes or no.

E: Yes, you may record the interview.

Interviewer: To start off... what branch of the Armed Forces are you in?

E: The Navy.

Interviewer: How long has your service commitment been?

E: My commitment was 5 years. I've served an additional 2 years on top of my initial commitment. So a total of 7 years in the service.

Interviewer: How much of that time was spent on active duty or in the Guard or Reserves?

E: All of 7 years was active duty.

Interviewer: You mentioned earlier that your last day officially is June 30th?

E: My PRD is July 31st.

Interviewer: Your pay grade when you will be leaving the service?

E: Lieutenant or O-3.

Interviewer: Were you deployed at any time, and if so, to what locations?

E: I was deployed twice. Once to the western Pacific. Once to the southern Pacific.

Interviewer: Sounds nice. What areas?

E: We made port calls in Japan, on the western Pacific. And port calls in Panama City on our southern Pacific deployment.

Interviewer: What is your career field?

E: I'm a naval submarine officer.

Interviewer: Currently serving as an ROTC instructor, right?

E: Correct.

Interviewer: What's your official title right now?

E: It's Assistant Professor of Naval Science.

Interviewer: Thank you. So, I want to talk about some of the skills that you've gained, and then we'll move into what transitioning into the civilian workforce is

like. And then after that, I want to talk about networking. The goal of this interview is to get your thoughts and experiences on networking, specifically online professional networks and how that may have been beneficial to you. So, as far as your skills, what kind of technical skills did you gain while you were in the service?

E: So, as a naval submarine officer, we are all trained in reactor theory, reactor dynamics, and other associated technical fields that are required or prerequisites for operationally overseeing a naval reactor.

Interviewer: When you say reactor, you mean nuclear reactor?

E: Nuclear reactor, correct.

Interviewer: So, a lot of physics, science...

E: Physics, engineering, chemistry, reactor physics, electrical/mechanical engineering...

Interviewer: Are there any one of those areas that you specialized in? Maybe a major in school?

E: My major when I was in school was naval architecture. So that more correlates to mechanical engineering to a degree, but the training that the navy provided was a broad-spectrum training, because we had to oversee a broad spectrum of divisions while we were on board.

Interviewer: It's a broad spectrum of different disciplines to basically help you become, I guess, for well-rounded leadership?

E: Not only for well-rounded leadership, but as the leader you'd be expected to have an understanding of everyone's division. And so to be able to have that prerequisite knowledge, they needed you trained in every division.

Interviewer: OK. So that was your... your technical school, follow-on to basic training...

E: Correct. So after I graduated from college, I went through six months of "power school," which was the classroom side of nuclear power. And then after that was another six months of training for the operational side of running a reactor, but within that you also learned more theoretical stuff as well.

Interviewer: Did you have any other training, TDYs, PDE, that kind of thing?

E: There was a short, it was called SOBC, or submarine officer basic course, and it's a very short course to introduce you to general navigation, periscope operation, and target motion analysis via sonar displays for the submarine officer. But it's a very short course, and not going to get you proficient.

Interviewer: Yea, we had a similar thing in the Air Force. It was Air Force Officer Basic Course. Kind of the same thing. Did you have opportunities to develop leadership skills, and highlighting some of those opportunities, what would you highlight?

E: I think that... I can only speak to the submarine corps... once you finished the training command, you're placed in a position of responsibility immediately upon getting to your boat. They assign you to a division. And you're in charge of a division to get maintenance done, make sure all the paperwork's getting done, reporting to your department head. So...

Interviewer: How many folks were in your division?

E: On submarines our divisions are small, so you'll have maybe 5 to 10 people in a division. Especially as the new guy. Once you get more senior, you might get placed in charge of more complex and larger divisions, such as the mechanical engineering, machinists, or the damage control assistant who's in charge of 15 to 20 guys.

Interviewer: Have you done that?

E: No, I was always... I did a route of more specialized divisions, which requires a bit more attention. So, while I was primarily more in charge of smaller groups, they were just higher intensity level. So I started off as the electrical engineering assistant and then from there I went to the chemical radiological control assistant. I was in charge of the ELTs, if you will, and our overall responsibility was maintaining plant chemistry and proper surveying and containing of radiation and contamination.

Interviewer: ELT, I'm guessing "Engineering Lab Techs"?

E: Engineering Laboratory Technician, correct. And then, after that, I got assigned to the quality assurance officer, which meant I didn't have a division, but I was in charge of any division, I was in charge of oversight of the work from any division doing work that need QAO oversight. I would coordinate with other division officers and department heads on what maintenance could and could not be done and compliance.

Interviewer: Yea, I've done similar roles with QA, from the financial management perspective, so I have some concept of what you're talking about.

E: You don't actually, especially on a boat or command like mine, you don't get in charge of any specific people. But you're in charge of people who come to you for work.

Interviewer: Right. And specifically overseeing process.

E: Right.

Interviewer: It's neat to hear what experiences people have had... it's kind of cool to hear where people are coming from. I want to talk about, maybe the readiness you feel going into the civilian life. Just for the record, I know you and I will be together at the Carlson School of Management for the MBA program. So that's awesome. But on a scale of 1 to 10, 1 being highly ineffective and 10 being highly effective, how well do you think the military prepared you for work in the civilian world?

E: I believe that my work as an officer has prepared me very well, so I would say a 9 or a 10.

Interviewer: Why would you say that?

E: Just because of the leadership opportunities are highly sought out, I feel, in the civilian workforce. And the work ethic that they know naval officers, specifically submarine officers bring to the workforce.

Interviewer: So are you optimistic that employers will be actively seeking the skills that you have?

E: Yes. A lot of that comes from the fact that there are headhunting groups... I've already talked to them, and "hey, if you want to get a job right now, we can get you a job starting salary in this area if you want." And roger that. But I want to go to school first and then once I'm done, I'll start talking to them again. Keep my leads open.

Interviewer: Is there anything the military could have done better to prepare you, specifically for civilian work?

E: Right. I think that they have a good system set in place for the transition class... the TPGS class, or the required class to transition from active duty force to the civilian workforce. They revamped the whole class itself to better aid in making that transition and making sure you have the right skill set walking to an employer.

Interviewer: How long is that course?

E: It's a week long.

Interviewer: What kinds of things do they talk about?

E: They talk about building a resume, how to be a professional. All that being said, I think it's a great utility. I think it could be, if they had one specifically for officers, and one specifically for enlisted, that would be even better because the type of jobs that a typical Chief or officer vice your typical enlisted guy is going into are going to be different types of jobs and different types of dynamics in that negotiation process. So a lot of the stuff they spoke about in the class I already had a general idea about.

Interviewer: It sounds more like, kind of basic coaching, and a lot more broadly applicable things.

E: Correct.

Interviewer: But are you saying, just to clarify, maybe more specific attention to your experience, demographic, how to match jobs specifically?

E: Correct. One of the big things is writing a resume and speaking about what you've done in a civilian fashion. So you can't go into the civilian world speaking

military talk. In the same way, civilians don't really do well when trying to find contracting work with military guys and speak civilian. You have to speak the language of the group you're going into.

Interviewer: So you feel like they did that well? As far as helping you to prepare for that?

E: They made an effort to emphasize you need to change that, but a lot of that was more focused towards... I think there could be a lot more information given for officers, specifically on how to talk about leadership skills and jobs that you do, and how that actually directly correlates to a civilian job.

Interviewer: So, why would a hiring manager from 3M care that you worked on a submarine leading...?

E: Right, that I was a division officer? What does a division officer mean to a civilian equivalency? Or what does an assistant department head mean to a civilian equivalency? That really wasn't discussed much, because I wasn't necessarily the target audience in the TGPS class.

Interviewer: I had a similar experience of trying to define... I was a flight commander. Well, what the heck is that? You're not a pilot. So, yea, exactly...

E: To just group it to the manager seems like a, to just call yourself a manager would seem to be a travesty to what you've actually done. Because I feel that as a military leader, you do a lot more than just manage, but how you actually change those words of what you did as an officer to what you can do as a civilian... also, the other thing I would say that would be really helpful that I didn't really get was, in civilian job offerings, they always give "you need to have x number of years of this kind of experience..." And I'm looking at my credentials, and I have 7 years of leadership type of experiences, but I don't know if that would equate to answering that question of do I meet the requisites... how does military fit job posting requirements?

Interviewer: OK. On a scale of 1 to 10, 1 being highly unprepared and 10 being highly prepared, how ready do you feel to seek out civilian employment after you leave, considering the fact that you're going to be going to school full-time for 2 years?

E: I would still say 9 or 10 just because I feel like I have the knowledge and skill set. I just need a little bit of an adjustment to figure out how to apply that correctly.

Interviewer: Sure. My next question kind of ties into that, and I'll ask it just in case you have anything to add... what could you have done better to prepare yourself?

E: I think as a military member you... networking is not a requisite of your job the first 7 to 10 years. As long as you put your nose down, do your job, and get it done well, you don't have to worry about your job or increasing rank. Once you get to the rank of O-4, and looking to get O-5, then I feel you're starting to get into that position where... you need to be very conscious of your networking and who you know and how people perceive you. Where as a junior officer, that's not really necessary. So just starting networking earlier and knowing that would be helpful later on... trying to maintain or keep those networks would be good.

Interviewer: That ties in really well to what we'll talk about in a minute. So, right now... I ask this question because it garners different responses than what has already been given, but I don't know if it will here. But I'll ask anyway. How do you feel the skills you gained in the military prepared you for a job? And I think you've already talked about it as far as leadership... you also mentioned there are skills you know employers are looking for, and you've gotten help from head hunting agencies...

E: I'm working with the Carlson GBCC to get an internship this summer. They will be holding off on putting my name out there until we can get my resume straight and they feel I'm ready. But, as a junior officer I was getting spam mail from headhunters looking at me to fill positions. So they told me, we can get you a job.

[Because respondent will be a student for the next two years after leaving the military, questions about looking for work did not apply... these were skipped.]

Interviewer: I'm going to move into networking... specifically, I want to talk about LinkedIn. The goal of my research is to see how veterans can leverage LinkedIn or potentially other social networking sites. Do you have a profile on LinkedIn?

E: I do.

Interviewer: Do you have a personal profile with any other networks you would consider a professional network?

E: No.

Interviewer: What about Facebook for professional reasons?

E: To a degree based on the fact that Carlson has their group, and that I feel is by definition networking. Facebook is more conversational networking as opposed to... Facebook is a social media site. It's there for fun. Just hang out with friends. But in the same way, you're probably going to have you same contacts with both... it would be easier just to talk over Facebook, just because I use it more. I check it more.

Interviewer: That makes sense... another 1 to 10 question. On a scale of 1 to 10, 1 being highly inactive and 10 being highly active, how active do you think employers are searching for job candidates through online networks?

E: I would say maybe 5... 6. A little more active than not, but what kind of quality are those jobs, and what they're actually doing, I'm not really quite sure of. I haven't really looked into it that much. But generally I feel that there's enough workforce out there, and there's enough consolidated sites for job postings, that employers don't necessarily need to search for potential employees. They don't need to run through LinkedIn and do random searches of people. People do random searches of jobs and will fill them sufficiently.

Interviewer: So, you would say, it's not so much their activity on LinkedIn to seek out candidates. More so, it's their activity to post jobs and market positions that are available?

E: Right. I would put it more towards that than anything else. If you get into a very specific thing like, you need to have a doctorate degree in this, and a master's degree in this, then they might start searching... I would say for the majority of positions... I wouldn't think they would search for people.

Interviewer: In what ways do you use professional networking?

E: Real quick on the last question... that perception of employers would ebb and flow with the general job market. Right now I have a sense that there's not a lot of jobs in comparison to the amount of people searching for jobs. In reverse, if there were tons of jobs and not a lot of people, prospective employees get to be picky. Vice now, it seems to be the prospective employers get to be picky, so they don't need to be fishing.

Interviewer: I think that's a good point... I had a thought on that, but it left me, so I'm going to move on. So, in what ways do you use, you mentioned LinkedIn, professional networks, LinkedIn?

E: I haven't used it a whole lot other than just to build a group of contacts that I know professionally, that I've met. I've created my profile but haven't really done much outside of that...

Interviewer: Kind of a follow on question to that, a lot of folks will use it as kind of an online resume. Do you consider your profile online as a resume, and do you treat it the same way?

E: I consider anything I post online as a, one form or another, of self-brand management. So, even on Facebook, I think that's part of being a conscientious person about how you present yourself. In the same way that I wouldn't walk

around outside in my boxers, I'm not going to post stupid pictures of myself on Facebook. In the same way, LinkedIn is a professional site, I'm going to make sure the picture I post is a professional picture. And the comments I make here or there, are things I know are going out into the world.

Interviewer: With that, then, would you say that your online profile on LinkedIn mirrors what your resume looks like?

E: So, I've taken time to post my actual resume template on LinkedIn, and updated the profile on LinkedIn, to a large degree of accuracy of what I believe to be my actual resume.

Interviewer: This next question talks specifically experience in the civilian life. It's going to necessarily apply directly, but I'm going to ask it anyway, and maybe you'll have some thoughts on it. How has your online professional network helped with civilian life, or do you feel maybe will help?

E: I would say one of the nice things is that my CO and my department heads are all guys that I know I can go to for recommendations. So even when I was applying to the Carlson School, or submitting other applications, I could easily go to LinkedIn... to get their most up to date contact information, and then I would talk to them briefly asking to use them for a recommendation. That's where I've found it useful so far, and I could see it being equally useful later on. I

know a guy that knows a guy through LinkedIn, you know... put him in contact through that.

Interviewer: Well, that was my last question for this interview. I just wanted to see if you had some other thoughts that you wanted to add in relation to your transition to civilian life and your prospects for employment afterward. Actually, I do have a follow-up question, now that I think about it... I know a little about where you're coming from as far as personal beliefs standpoint. So, I'm curious, is income necessarily an important factor for you looking into your next job? I'll ask it this way, because it's a question that I ask earlier, but we skipped over. The question I was going to ask earlier was, compared to your time in the military, are you making more or less in your current position? So, I'd ask it this way for you: when you eventually establish your career after school, are you hoping to make more or less than what you make now?

E: I'm expecting to actually make less money. Just based on running the numbers of what my perceived bonuses could have been, what my base pay and other government pays, incentives, to include the fact that a couple of those are tax free, and doing that adjustment to calculate what my equivalent take-home pay is now to my actual pay would have to be in a "real life" job. I don't expect to necessarily be making the same amount of money. That being said, the stats on Carlson grads come close to what it would actually need to be. So, I might make the same amount of money, but coming back to the question

about faith and how that plays in with money, money is important. I'm not going to work for free. But at the same time, working for millions of dollars isn't what I'm trying to achieve either. So, it has to be somewhere in between. I'm looking to make a good living, which is a subjective thing, but money is not my overall deciding factor. I learned that lesson very well over the last 7 years of military service; it's not that I chose my profession based on monetary income, but I knew that submariners got paid more than your average bear because of our different bonuses. But if you make enough money, and don't have any way to spend it, and can't have enough time to enjoy the people you want to spend it with, then there's no point in making the money.

Interviewer: That's a really good point.

E: So that's factoring into my job search... my idea of what I want to do. I have absolutely no intention of being some high-powered consultant because... then you're going to be working 80 to 100 hours a week, making oodles of money and only being able to spend that money going to bed at night and going back to work. That's not my... some people can view money or their high-power job as their identity, and that's not where I find my identity. So it's not nearly as important to me.

Interviewer: OK. I've got one more question to wrap this up. Do you feel like your online professional network is something that will be beneficial to you... 1 not beneficial, 10 highly beneficial... in the future?

E: Is online networking beneficial?... yes. 9 or 10. Just based on... it makes everything easy for everyone. Instead of swapping business cards, or just look up a name, find them... you have a career history to look at... it's a very helpful index of professional people that you've encountered.

Interviewer: Well thank you, that's all I've got. I'm going to go ahead and hit "stop" here.

Participant #3, for the sake of confidentiality named "C."

Interviewer: First I wanted to go through some basic background, talking about your transition, your preparation, and ending with the networking piece. In what branch of the Armed Forces did you serve?

C: The US Navy.

Interviewer: How long was your time?

C: Just shy of 30 years. 29 and change.

Interviewer: How much of that time was spent on active duty or the Guard or Reserves?

C: All of it. All active.

Interviewer: How long ago did you leave the service?

C: January 2011, so what is that, three years?

Interviewer: Your pay grade was...

C: O-5, Commander.

Interviewer: We talked about deployments earlier, but what deployments did you...

C: You want the litany?

Interviewer: Maybe some of the highlights.

C: Middle East. Obviously I spent a great deal of time in the Levant in particular in the 2000s. That would be Israel, Jordan, the Sinai, and Egypt.

Interviewer: Was that the one where you worked with the embassy?

C: Mmhhh, I was the attaché. But I mean, as far as deployments go, I've been all over. Philippines, Japan, Malaysia. I've been to the airport that had that flight in Quantan.

Interviewer: What was your career field?

C: I was an aviator.

Interviewer: Good stuff. Now as far as, this is kind of a big question I think, what kind of technical skills did you gain with your time?

C: Technical skills. Boy, navigation, aviation, communication, and as an officer you're never truly "technical" except for how to operate an airplane. Avionics. I never fixed the avionics. I just operated. I had a list of personnel that were there to fix it.

Interviewer: In the day to day, you're talking about reading panels and gauges.

C: From a training perspective, we received leadership training throughout my career.

Interviewer: That's actually my next question. What are some of the types of leadership development experiences that you had?

C: There was formal training. Leadership Management Education and Training, LMET is what it was called. And these were requirements the Navy levied upon all officers for the most part as you progressed through the ranks.

Interviewer: Was it like, you had initial training when you came in, then tech school?

C: Flight school. I had flight school.

Interviewer: Was that about a year?

C: It was 2.

Interviewer: And then, I know it's changed, but I had classes as a 2nd Lt and then classes as an O-3, then you would have classes as a Field Grade Officer. I'm sure it was a lot like that.

C: Almost exactly. I go back to a thing called Replacement Air Groups, every time you go back to a squadron, and I had to go back. On the aircraft carrier you also learn to operate the landing gear and catapult. And of course, the various jobs I had over the years had various levels of specificity.

Interviewer: What about leadership experience as far as supervising? What was that like for you? What size were your teams over the years?

C: Well, as a junior officer, the first, I mean, thing you do is you're made a branch officer. My first branch was 30 people. Then you become a division officer, which was anywhere between 60 to 120. And then as you progress through the junior officer ranks, when I went to the aircraft carrier, those branches and divisions were much larger. My branch on the aircraft carrier was 70. And my division was, I had a couple of them, they ranged from 200 to 700. I had V2 and VX.

Interviewer: What is that?

C: They were aviation divisions aboard the carrier. V2 and VX.

Interviewer: We already talked about formal training.

C: I had squadron and det command as well. 300 people and airplanes.

Interviewer: On the job training was constant? I'm assuming a lot from an officer's perspective having experienced some of the same things. Constant OJT, constant briefings, stuff like that.

C: The biggest training was NATOPS, Naval Aviation Training and Operating Procedures and Standardization. We would spend great deals of time learning the airplane even in the command position. NATOPS was the thing that saved your life when the plane broke. Every wire, every piece of the airplane. I've studied languages. I've studied cultures. Certified in Hebrew.

Interviewer: What about safety training?

C: During aviation, you were required to go through life saving, life resuscitation, how to do life saving techniques. We did it every year. We brought in a team and redid our CPR cards. So I had that current just until a few years ago.

Interviewer: Yea we did that a lot too. MOPPS training, gas mask training, contingency training.

C: Oh yea.

Interviewer: So, I wanted to flesh that out a little bit because one of my intentions is to show that someone like you coming out as an O-5, you have a lot of experience, a lot of leadership opportunities, training, broad skills across the board. Transition to the civilian workforce. On a scale 1 to 10, 1 being highly

ineffective and 10 being highly effective, how well do you feel the military prepared you for work in the civilian world?

C: Was this just for the transition period, or what I did for all the years in the military?

Interviewer: Let's go with all of that. All of that applies.

C: There was nothing I did in the military that prepped me. So, it would be very low grade. With respect to making sure I was prepared to do something, in the outside world, everything I did was training for what I would do in the military. Now, is some of that stuff usable once I get out here? Absolutely. But the intent and the design were never to train me to get out. The intent and design of all the training I received was to keep me in the Navy. So, it would be a very low score. Maybe a 2.

Interviewer: That's consistent with what I've been hearing. You said some things were useful. What things would transition over to the civilian world?

C: What I do here, how to organize, how to lead, how to have a vision for a program is all stuff you learn in charge of a great many people in stressful situations over time. And the ability to dissect a problem rapidly and get to the basis of it.

Interviewer: Talking specifically transition, is there anything the military could have done to help? What was that process like for you?

C: The military gives you TAP. I went to the executive course, which is a little more in-depth for career-minded officers. As with any two-week class, it was OK. It was such a broad brush. I don't mean to demean it, it had some value. More than anything else, it helped me start getting prepared for what was coming. They covered life insurance, medical, health insurance, pursuing specific types of employment, interviewing practice, resume writing. I spent a lot of time on that, interviewing and resume writing practice. Which was good, useful to some extent. But there was no specific direction for writing. In other words, we weren't applying for a job, but you were just getting a "this is what you want to kind of go at." So, there's a lot of time spent on that. TAP classes were pretty spelled out. You'd meet with various people from volunteer organizations, from engineering organizations. The FAA came and talked to us, if you had those kinds of aspirations.

Interviewer: So was there anything else that you felt they could have done better?

C: The military? Certainly, but you also have to ask yourself the question, is that the military's responsibility? Could the military have provided more? Yes. Should the military have provided more? Well, my response to that is who's going to

pay for it? That's not the military's job. To prepare me for a civilian job. It's the military's job to prepare me to fight the nation's wars.

Interviewer: That's a great point. So, you know, we've talked about that before. My challenge is to look at employment transition. And you've talked about the "lost people"...

C: The "lost group."

Interviewer: Ok. So we're talking CGOs, NCOs, specifically that as kind of the middle management group.

C: NCOs and junior officers primarily.

Interviewer: It's not really the military's responsibility to prepare them, and I'm sure there's a lot of initiative that they have to take. What is your experience with hearing about other people's transition stories?

C: They're all the same. They're almost identical. Unless they have something specifically lined up that they tracked throughout their military career, or aligned with a family member, or friend... go back to my first point, contractor in the military. I know a lot of people that worked in Washington D.C. and then turned around and applied for a civilian contractor job within that same facility where

they were experts. They fit all the wickets and would fall right in as a civilian contractor or as a GS, you know government civil servant. That was one method. And another would be a family member or a friend that you knew that would bring you on board. Most of the people that I've talked to that have used headhunters or employment agencies have similar frustrations.

Interviewer: A mismatch of what's available?

C: Yea, because there's no... as much as we try to say there's a translation, there isn't. It doesn't exist. What we do in the military is specific for the military. The skills we gain allow us to do many things, but they're not identifiable in a resume. I could lead any entity here at [omitted for confidentiality], yet when you're compared to two other candidates that have leadership experience at this structure, the employer... can identify with the two people in competition with you that have resumes with applicable experiences. Your military resume looks foreign to them.

Interviewer: That gets back into... I'll redirect us back to the interview. On a scale of 1 to 10, 1 being highly unprepared and 10 being highly prepared, how ready did you feel to seek out employment after leaving the service?

C: Very unprepared. So, another 2, maybe a 3. That's it.

Interviewer: What are some of the reasons for that?

C: I wouldn't say "non" prepared, I wouldn't give it a 1, because I always have my ability to go with the flow. I served for 30 years, and I did a lot of things, but not of it has a direct translation to civilian employment. Even things you think would have direct translation, you have the impediment of people that want to employ you that have no understanding of the background you possess. And therefore, when down to the final two or three cuts of people, those that have experience in the same industry or organization structure will look better.

Interviewer: With that, what are some of the common challenges that you see... talking about translating skills. You told me a story about a guy that went past a few screening panels...

C: That was my experience. I went for a leadership position at a local big-time Fortune 500 company that had a desire for someone to organize leadership development programs for executives and serving in the country and out of the country. I have done that. I have taught it. I have lived it. For a very long time. It's what I do best. The first group I went to interview with, there were seven people on the panel. I don't how many they interviewed, many I'm assuming. There were two people that understood military backgrounds. And I could very easily see them talking to other people about what this meant, "command," and what this meant, "attaché," and what this meant, "executive officer,

commanding officer, det commander," kind of stuff and were able to translate it to the people on the panel. I went to the second interview very quickly. The second interview consisted of three people, one of which knew military. And the same thing took place. There were sidebar discussions, with this person ecstatic about the leadership experience... I remember several people were very excited about what they saw on my resume, very encouraging when I got the phone call to come back. I felt like it was a very positive thing for me to come back. I came back for the final interview, and it was with one person, middle-aged more senior woman, that I have no idea what her background is, but she had no military background whatsoever. I know for sure, because she told me that. And we were lost at hello. Lost at hello. There was no... shaking hands, I knew we were going nowhere. And so did she, frankly. She had two other candidates, my assumption is that two other candidates had similar experience, or industry-wide experience. Were they better? Who knows? But to her, it was more comfortable. The problem with the lost group... the E-7, maybe E-6, to O-3, there's a lot of leadership and experience, but you're also not 22 anymore. So your competition is going to be people that have experience in life, similar pay and similar status... if you're in comparison in an industry against people that are from industry, if you're a senior executive, are you going to take a chance on something who just served... in the Middle East? You gotta ask yourself that question, if that's you hiring that person. Yes, you want to hire the vet, but you've got two other people that have very similar experience.

Interviewer: I have this theory that there is a cognitive dissonance employers go through... it's fashionable, they want to support vets, but when you really get down to it, there's perceived risk, so much perceived risk for any reason. Do they have PTSD? "I don't know what their resume says, and I don't know how well it translates into the job position." So, they have this dissonance of not knowing what to do with the vet.

C: We also have another problem... "we." Military people. We don't like to give up what we do. Meaning, I had an individual... refused to take things out of his resume that said "counter-insurgency this" and "joint chief operation officer that," because he was extremely proud of it. Refused to take it out. I knew exactly what this guy did, and thought, "Oh my God, this guy was... what he did was amazing." Out on his own, operating in Indian country. And he struggled mightily making the transition. He had a real hard time.

Interviewer: Probably a lot like me then. There were some things in Iraq that we had done, I mean, that were the backbone of my resume, and people had no idea what I was talking about. It was tough to figure out a way to either not say that anymore, or to say it differently, and I'm still trying to figure that out.

C: The difficulty with what we are, and what we do, is that it's "sexy" for the people to look at it on TV, and say, "I'm glad those rough men are guarding us in dark places and keep us safe, so we can sleep at night." But when those rough

men come home, they're still rough men. And Sally, Susie, and Cindy will have a tough time with it. When it's an employment decision in particular, because at the end of the day, they are responsible to a company, to another boss, to whomever about production or where the company is going. And why should they take a risk on the veteran in this upper level position when they have others that are safer bets? Now, back to why the lost group, and why I call it this. You'll know this, there are companies out there that advertise hiring 10,000 vets a year, yes. E-1s through E-4s that are 22 years old. There's hundreds of thousands more of them. Easy to hire someone to be a forklift driver on your floor, stock your shelves, at any one of these companies. Because the risk is low, and the benefit they get from the vet is the fact that they are loyal, they are trained. And they are going to be a step above Jimmy just graduating from high school... they have some loyalty, training, and discipline. And they have some respect. That's the thing you see on TV. That's the vet you hear Kelly Clarkson talking about in her nationally syndicated advertisement about hiring a vet. She's not talking about the O-3. She's talking about the E-3. Unfortunately, the O-3 comes out and the only things local companies have to offer are basic management positions that could be offered to that person right out of college. So in essence, you become worth what you were with the degree you possessed when you entered the service. The lost time. Thus, the lost group.

Interviewer: Turning back to you... how long did it take before you found a job after leaving the service?

C: I didn't choose to look for almost a year. I'm retired, you know. So I didn't choose to look... but when I started to look, it took me not quite a year. Three quarters of a year, through various, I must have submitted 60, 70, 80 different applications, at least... it could be 100. After a while, I literally stopped keeping track. People don't even respond anymore... it becomes almost a negative cycles. That's what this Internet era has brought upon us; it's so impersonal. You submit, and you put great deal of time because they ask for so much in these online applications... and they take hours and hours of your time... and you hear nothing. Not even a thank you. Not even a "we got it."

Interviewer: Apart from just taking that time off yourself for about a year, was there anything that prevented you from looking for work?

C: It's probably no different than anyone else. A lot of people struggle to find employment. The difference I would suggest to you that ours is, when you make this transition, and this group of people I'm speaking of--and you'll notice I don't include myself in the lost group--I'm an O-5. If you retire, you're in a different category. I'm never going to be without food. I'm never going to not be able to feed my kids. It's those folks that get out without that retirement, an NCO to junior officer, minimum 6 or 7 years for the most part... for the JO, that's after 4 to 5 years of school... so they are close to 30 [years old]. The NCO has 10 to 15 years and again you're talking about them being 30 to 35 years old. Going to work that forklift at, take a big company advertising 10,000 jobs a year, just isn't

what they're used to in life. It's a huge step backwards. They become what they were after they left high school or college. The lost years. For a guy like me, yes I have all those lost years, but I have the retirement also. So I'm not asking for pity, you know.

Interviewer: I think in that sense, your situation is a lot different than others... its interesting. I have a couple potentially more personal questions, so I'd like to ask these but want to give you freedom to decline. Specifically, compared to your time in the military are you making more or less?

C: I'm part-time. If I were to be full-time... my position part-time is significantly less as an O-5 with over 28 years of services. Full-time? It's close.

Interviewer: Compared to your time in the military... do you feel you have more or less responsibilities in your current position.

C: Not even close. Not even close.

Interviewer: Is your current position consistent with a planned career path?

C: No, this is not consistent with it. This is something to provide income offset and another challenge. But it's not consistent with the career I've been focusing towards, I guess... although it is within higher education. My career projection is

with higher education, the education side, not administration. It's a lateral, let's call it that. Is that fair? It's a lateral.

Interviewer: So that said... another scale of 1 to 10, 1 being highly dissatisfied and 10 being highly satisfied, how satisfied are you in your current position?

C: Interesting question. From a standpoint of who I'm helping, and the touch and breadth of the people I effect, total job satisfaction. A 10. Alright? From a career perspective and day-to-day office perspective, much less. You know, maybe a 4... just from the standpoint I have a lovely title... it's beautiful, but I'm charge of myself. And that's fine. I don't need to be in charge of people anymore. I'm happy with that. The general office dynamic... it's business and young. I honestly applied for [a] position, which is where I believe I'm more [qualified]. And you know me... my satisfaction comes from helping people like you...

Interviewer: Earlier you mentioned personal connections. You kind of alluded to networking. So I wanted to ask these last few questions in an interview related to professional networking. Do you have a personal profile on LinkedIn?

C: It's very rudimentary, but yes. I don't use it often, but it exists... if your next question is do you use it often, the answer is now. But it exists.

Interviewer: In what ways do you use it?

C: I don't use it at all. Other than people that send me stuff because I have a profile.

Interviewer: So, really, just to have a presence?

C: That's it. Yea.

Interviewer: 1 to 10, how involved do you think employers are searching online networks to find people to hire?

C: My opinion?... 2. That's tops.

Interviewer: That's interesting... I kind of get that sense too, just talking with people... employers aren't necessarily hiring as much as they report.

C: They're not hiring people they're searching for on LinkedIn, unless that person knows someone that they know.

Interviewer: Do you have any other profiles online? Any other networks?

C: I'm on Facebook. I only use it for my work here. It's a uniformed picture... I don't use it for any personal or employment work. Strictly for communications about my position.

Interviewer: That said, I only have one more question. Does your online network help you in your job right now? You talked about using your profiles to communicate your position.

C: That'd be a zero. It doesn't do a thing for me. I don't use it... people want to talk to me, and they want to email me. Those that are jerking around in LinkedIn aren't serious.

Interviewer: Tell me then about your network offline... calls, emails, personal connections. How have those helped you?

C: With respect to [in general]... it's pivotal. Your personal relationships make all the difference in the world. Nothing new there... it's not what you know, it's who you know. Email facilitates that by keeping personal contact with people.

Interviewer: I'm interested in finding out how veterans can leverage LinkedIn. So the next phase of my research is I want to connect with employers and gauge their activity, their actual activity, on LinkedIn... are they actively seeking candidates, and if so, how do they consider their hiring decisions? Are there buzzwords that they're looking for? Are there key words in LinkedIn they search

for?... all the research shows it's heading more and more into social networking, but I'm just, I'm not necessarily convinced that it's crossed a threshold yet as far as being a super effective channel...

C: I'm sorry, but I just see it as something more than what email can do. Why do I need to look at email, and at LinkedIn? You know? I keep contact with everyone I need to keep contact with on email... very few people that have... I'm going to go further than that: none. Nobody that I've helped both in the military initiatives or in my private job searches have come from a LinkedIn contact... they've all come from personal email connectivity, voice or voicemail connectivity, or personal networking.

Appendix C: Survey Questions

Veterans and LinkedIn: Online Survey

The goal of this survey is to measure how well prepared you felt for employment after serving in the Armed Forces. Your involvement will help identify trends and insights that could be used to help Veterans strengthen their job network, and transition into the job market. The survey is designed to take about 3 to 5 minutes to complete.

Section 1 of 5

In which branch did you serve? (select all that apply)

- Air Force (1)
- Army (2)
- Marine Corps (3)
- Navy (4)
- Guard or Reserves (5)
- Coast Guard (6)

What was / is your total active military service length?

- Less than 4 years (1)
- 4 - 10 years (2)
- 11 - 20 years (3)
- More than 20 years (4)

How long has it been since you left the service?

- 1 - 2 years (1)
- 3 - 5 years (2)
- 5 - 10 years (3)
- More than 10 years ago (4)
- I am still serving. (5)

What was the last pay grade you earned before leaving service? If you are still serving, list the pay grade you currently hold.

- E-1 to E-4 (1)
- E-5 to E-6 (2)
- E-7 to E-9 (3)
- W-1 to W-5 (4)
- O-1 to O-3 (5)
- O-4 to O-6 (6)
- O-7 to O-10 (7)

Section 2 of 5

Please rate the following statements regarding how prepared you felt for employment opportunities beyond the Armed Forces.

	Strongly Disagree (1)	Disagree (2)	Somewhat Disagree (3)	Neither Agree nor Disagree (4)	Somewhat Agree (5)	Agree (6)	Strongly Agree (7)
The skills I learned helped me become technically proficient. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I gained valuable leadership experience that will help me beyond my service. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My service experience helped me become a fast learner. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had good guidance to help me find employment after leaving the service. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When it came to finding a job after leaving the service, I was on my own. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt very confident I could get a job after leaving the service. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be a valuable asset to any organization. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please tell us about your views regarding connecting with employers.

	Strongly Disagree (1)	Disagree (2)	Somewhat Disagree (3)	Neither Agree nor Disagree (4)	Somewhat Agree (5)	Agree (6)	Strongly Agree (7)
Employers today are Veteran-friendly. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is difficult to translate my skills and experience from my service time in a way that is meaningful to employers. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My professional network played a big role in connecting me to employers. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please tell us about your current employment situation.

	Strongly Disagree (1)	Disagree (2)	Somewhat Disagree (3)	Neither Agree nor Disagree (4)	Somewhat Agree (5)	Agree (6)	Strongly Agree (7)
The job I currently hold pays the same or higher base salary than what I earned while in the service. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I currently hold a position with equal or greater responsibilities than when I was in the service. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I got my current job because I had a strong résumé. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have my current job because of a professional connection. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am currently searching for work. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section 3 of 5

While searching for a job, what percentage of your time did you devote to the following activities? (choices must add up to 100 percent)

_____ Online searching: looking at online job postings through State, Federal, or other job listing services. (1)

_____ Online networking through professional networking sites to connect with employers. (2)

_____ Searching classified job ads. (3)

_____ Working with temp agencies or head hunting firms. (4)

_____ Other method: (5)

Based on the choices in the previous question, please tell us how effective those methods were in helping you get a job.

	Very Ineffective (1)	Ineffective (2)	Neither Effective nor Ineffective (3)	Effective (4)	Very Effective (5)
Online searching. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online networking. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classified job ads. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Temp agencies or head hunting firms. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If While searching for a job, what percentage of your time did you devote to the following activities? (choices must add up to 100 percent) Other method: Is Not Empty Other method: $\{q://QID24/ChoiceTextEntryValue/5\}$ (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section 4 of 5

In your opinion, how are these social media sites typically used?

	Purely social (1)	Purely professional (2)	Mix of both (3)	I'm not sure (4)
Facebook (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Twitter (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Google+ (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LinkedIn (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skype (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
YouTube (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instagram (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pinterest (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reddit (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tumblr (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate the following statements.

	Strongly Disagree (1)	Disagree (2)	Somewhat Disagree (3)	Neither Agree nor Disagree (4)	Somewhat Agree (5)	Agree (6)	Strongly Agree (7)
I use professional networking sites like an online résumé. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I try to use key words that will stick out to employers. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I update my profile often to keep my personal information current. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employers are actively searching for candidates on professional online networks. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am very familiar with all the ways I can use online networks to make myself more marketable to employers. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like to write content (blogs, articles, etc.) and post them to my online professional networking sites. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My online professional	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

networks help me connect to companies where I might want to work. (7)							
I use one or more professional networking sites (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am a member of one or more professional networking groups online. (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a strong Veterans network online to help me market my service experience with potential employers. (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section 5 of 5

What is your gender?

- Male (1)
- Female (2)

What is your age group?

- 18 - 25 (1)
- 26 - 35 (2)
- 36 - 45 (3)
- 46 - 55 (4)
- 56 + (5)

Are you a Veteran of the American Armed Forces? (retired, separated, or currently serving)

- Yes (1)
- No (2)

Your response is greatly appreciated. To be entered into a drawing for a \$50 Amazon.com gift card, please provide your email address.

Appendix D: Survey Results

Veterans and LinkedIn: Online Survey

Report Created on 05/07/2014

1. In which branch did you serve? (select all that apply)

#	Answer	Response	%
1	Air Force	107	84%
2	Army	8	6%
3	Marine Corps	4	3%
4	Navy	6	5%
5	Guard or Reserves	13	10%
6	Coast Guard	0	0%

Statistic	Value
Min Value	1
Max Value	5
Total Responses	128

2. What was / is your total active military service length?

#	Answer	Response	%
1	Less than 4 years	8	6%
2	4 - 10 years	53	41%
3	11 - 20 years	14	11%
4	More than 20 years	53	41%
	Total	128	100%

Statistic	Value
Min Value	1
Max Value	4
Mean	2.88
Variance	1.07
Standard Deviation	1.03
Total Responses	128

3. How long has it been since you left the service?

#	Answer	Response	%
1	1 - 2 years	21	16%
2	3 - 5 years	20	16%
3	5 - 10 years	36	28%
4	More than 10 years ago	33	26%
5	I am still serving.	18	14%
	Total	128	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.05
Variance	1.64
Standard Deviation	1.28
Total Responses	128

4. What was the last pay grade you earned before leaving service? If you are still serving, list the pay grade you currently hold.

#	Answer	Response	%
1	E-1 to E-4	14	11%
2	E-5 to E-6	46	37%
3	E-7 to E-9	40	32%
4	W-1 to W-5	0	0%
5	O-1 to O-3	13	10%
6	O-4 to O-6	12	10%
7	O-7 to O-10	0	0%
	Total	125	100%

Statistic	Value
Min Value	1
Max Value	6
Mean	2.90
Variance	2.10
Standard Deviation	1.45
Total Responses	125

5. Please rate the following statements regarding how prepared you felt for employment opportunities beyond the Armed Forces.

#	Question	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total Responses	Mean
1	The skills I learned helped me become technically proficient.	2	6	3	6	19	39	46	121	5.77
2	I gained valuable leadership experience that will help me beyond my service.	1	1	1	2	10	30	76	121	6.41
3	My service experience helped me become a fast learner.	1	1	2	10	12	37	58	121	6.09
4	I had good guidance to help me find employment after leaving the service.	13	16	14	20	28	19	11	121	4.12
5	When it came to finding a job after leaving the service, I was on	7	13	7	16	18	26	33	120	4.96

6	my own. I felt very confident I could get a job after leaving the service.	2	5	5	10	29	37	33	121	5.50
7	I would be a valuable asset to any organization.	1	0	0	1	6	25	88	121	6.62

Statistic	The skills I learned helped me become technically proficient.	I gained valuable leadership experience that will help me beyond my service.	My service experience helped me become a fast learner.	I had good guidance to help me find employment after leaving the service.	When it came to finding a job after leaving the service, I was on my own.	I felt very confident I could get a job after leaving the service.	I would be a valuable asset to any organization.
Min Value	1	1	1	1	1	1	1
Max Value	7	7	7	7	7	7	7
Mean	5.77	6.41	6.09	4.12	4.96	5.50	6.62
Variance	2.13	1.03	1.40	3.30	3.62	2.05	0.64
Standard Deviation	1.46	1.01	1.18	1.82	1.90	1.43	0.80
Total Responses	121	121	121	121	120	121	121

6. Please tell us about your views regarding connecting with employers.

#	Question	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total Responses	Mean
1	Employers today are Veteran-friendly. It is difficult to translate my skills and experience from my service time in a way that is meaningful to employers.	3	5	9	26	32	40	6	121	4.84
2	My professional network played a big role in connecting me to employers.	12	17	17	9	30	19	17	121	4.26
3	My professional network played a big role in connecting me to employers.	9	11	15	22	13	20	31	121	4.68

Statistic	Employers today are Veteran-friendly.	It is difficult to translate my skills and experience from my service time in a way that is meaningful to employers.	My professional network played a big role in connecting me to employers.
Min Value	1	1	1
Max Value	7	7	7
Mean	4.84	4.26	4.68
Variance	1.80	3.70	3.80
Standard Deviation	1.34	1.92	1.95
Total Responses	121	121	121

7. Please tell us about your current employment situation.

#	Question	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total Responses	Mean
1	The job I currently hold pays the same or higher base salary than what I earned while in the service.	19	14	4	22	3	20	35	117	4.50
2	I currently hold a position with equal or greater responsibilities than when I was in the service.	18	16	10	23	9	18	23	117	4.15
3	I got my current job because I had a strong résumé.	12	9	3	18	19	28	28	117	4.87
4	I have my current job because of a professional connection.	26	14	4	29	12	15	16	116	3.83
5	I am currently searching for work.	40	16	4	22	5	11	21	119	3.45

Statistic	The job I currently hold pays the same or higher base salary than what I earned while in the service.	I currently hold a position with equal or greater responsibilities than when I was in the service.	I got my current job because I had a strong résumé.	I have my current job because of a professional connection.	I am currently searching for work.
Min Value	1	1	1	1	1
Max Value	7	7	7	7	7
Mean	4.50	4.15	4.87	3.83	3.45
Variance	5.17	4.49	3.80	4.40	5.33
Standard Deviation	2.27	2.12	1.95	2.10	2.31
Total Responses	117	117	117	116	119

8. While searching for a job, what percentage of your time did you devote to the following activities? (choices must add up to 100 percent)

#	Answer	Min Value	Max Value	Average Value	Standard Deviation
1	Online searching: looking at online job postings through State, Federal, or other job listing services.	0.00	100.00	50.29	36.00
2	Online networking through professional networking sites to connect with employers.	0.00	100.00	14.54	19.67
3	Searching classified job ads.	0.00	75.00	6.69	13.72
4	Working with temp agencies or head hunting firms.	0.00	90.00	6.33	14.52
5	Other method:	0.00	100.00	14.02	29.96

Other method:
former coworkers
Opening doors and asking
phone calls
USA Jobs
In person networking
Job fairs
Not looking
Networking/communicating with other retirees or previous co-workers
volunteering led to employment
Still active duty
Internship
Networking with known people
I just applied for jobs at agencies I had heard of
Professional Network Face to Face contact
Going door to door with a resume
Training/Certifications
In person contact
calling & writing contacts
Internship
Talking with people I knew; on-campus interviews
Personal references
Post Service Professional Network in College
Networking with friends and former associates
Career Fairs
100
Networking
Networking
Use of personal network
Graduate Business Career Center

9. Based on the choices in the previous question, please tell us how effective those methods were in helping you get a job.

#	Question	Very Ineffective	Ineffective	Neither Effective nor Ineffective	Effective	Very Effective	Total Responses	Mean
1	Online searching.	7	11	23	52	23	116	3.63
2	Online networking.	10	20	51	27	7	115	3.01
3	Classified job ads.	22	26	48	14	4	114	2.58
4	Temp agencies or head hunting firms.	15	14	61	17	7	114	2.89
5	Other method: \${q://QID24/ChoiceTextEntryValue/5}	6	6	55	20	21	108	3.41

Statistic	Online searching.	Online networking.	Classified job ads.	Temp agencies or head hunting firms.	Other method: $\{q://QID24/ChoiceTextEntryValue/5\}$
Min Value	1	1	1	1	1
Max Value	5	5	5	5	5
Mean	3.63	3.01	2.58	2.89	3.41
Variance	1.19	1.01	1.10	1.04	1.08
Standard Deviation	1.09	1.00	1.05	1.02	1.04
Total Responses	116	115	114	114	108

10. In your opinion, how are these social media sites typically used?

#	Question	Purely social	Purely professional	Mix of both	Total Responses	Mean
1	Facebook	66	0	48	114	1.84
2	Twitter	47	0	41	88	1.93
3	Google+	24	4	41	69	2.25
4	LinkedIn	1	74	24	99	2.23
5	Skype	38	2	46	86	2.09
6	YouTube	64	0	32	96	1.67
7	Instagram	66	0	12	78	1.31
8	Pinterest	61	2	23	86	1.56
9	Reddit	33	0	12	45	1.53
10	Tumblr	39	1	8	48	1.35

Statistic	Facebook	Twitter	Google+	LinkedIn	Skype	YouTube	Instagram	Pinterest	Reddit	Tumblr
Min Value	1	1	1	1	1	1	1	1	1	1
Max Value	3	3	3	3	3	3	3	3	3	3
Mean	1.84	1.93	2.25	2.23	2.09	1.67	1.31	1.56	1.53	1.35
Variance	0.98	1.01	0.89	0.20	0.98	0.90	0.53	0.79	0.80	0.57
Standard Deviation	0.99	1.00	0.95	0.45	0.99	0.95	0.73	0.89	0.89	0.76
Total Responses	114	88	69	99	86	96	78	86	45	48

11. Please rate the following statements.

#	Question	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total Responses	Mean
1	I use professional networking sites like an online résumé.	20	22	6	17	19	19	14	117	3.91
2	I try to use key words that will stick out to employers.	9	1	3	10	16	46	31	116	5.46
3	I update my profile often to keep my personal information current.	13	7	7	21	19	29	20	116	4.66
4	Employers are actively searching for candidates on professional online networks.	9	8	8	39	21	23	8	116	4.34
5	I am very familiar with all the ways I can use online networks to make myself more	10	14	18	17	34	19	4	116	4.07

	marketable to employers.									
6	I like to write content (blogs, articles, etc.) and post them to my online professional networking sites.	42	32	7	24	9	2	1	117	2.45
7	My online professional networks help me connect to companies where I might want to work.	24	15	12	28	16	12	10	117	3.62
8	I use one or more professional networking sites	23	9	1	8	10	40	25	116	4.66
9	I am a member of one or more professional networking groups online.	21	11	1	7	11	37	28	116	4.72
11	I have a strong Veterans network online to help me market	22	22	10	22	26	5	9	116	3.51

my service experience with potential employers.										
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Statistic	I use professional networking sites like an online résumé.	I try to use key words that will stick out to employers.	I update my profile often to keep my personal information current.	Employers are actively searching for candidates on professional online networks.	I am very familiar with all the ways I can use online networks to make myself more marketable to employers.	I like to write content (blogs, articles, etc.) and post them to my online professional networking sites.	My online professional networks help me connect to companies where I might want to work.	I use one or more professional networking sites	I am a member of one or more professional networking groups online.	I have a strong Veterans network online to help me market my service experience with potential employers.
Min Value	1	1	1	1	1	1	1	1	1	1
Max Value	7	7	7	7	7	7	7	7	7	7
Mean	3.91	5.46	4.66	4.34	4.07	2.45	3.62	4.66	4.72	3.51
Variance	4.26	2.79	3.62	2.54	2.69	2.23	3.67	5.11	5.09	3.43
Standard Deviation	2.06	1.67	1.90	1.59	1.64	1.49	1.92	2.26	2.26	1.85
Total Responses	117	116	116	116	116	117	117	116	116	116

12. What is your gender?

#	Answer	Response	%
1	Male	71	61%
2	Female	45	39%
	Total	116	100%

Statistic	Value
Min Value	1
Max Value	2
Mean	1.39
Variance	0.24
Standard Deviation	0.49
Total Responses	116

13. What is your age group?

#	Answer	Response	%
1	18 - 25	1	1%
2	26 - 35	38	33%
3	36 - 45	27	23%
4	46 - 55	37	32%
5	56 +	13	11%
	Total	116	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.20
Variance	1.10
Standard Deviation	1.05
Total Responses	116

14. Are you a Veteran of the American Armed Forces? (retired, separated, or currently serving)

#	Answer	Response	%
1	Yes	115	99%
2	No	1	1%
	Total	116	100%

Statistic	Value
Min Value	1
Max Value	2
Mean	1.01
Variance	0.01
Standard Deviation	0.09
Total Responses	116

15. Your response is greatly appreciated. To be entered into a drawing for a \$50 Amazon.com gift card, please provide your email address.

Text Response

Email addresses removed for anonymity.

Statistic	Value
Total Responses	96

In which branch did you serve? (select all that apply)								What is your age group?						
Gender	Air Force	Army	Marine Corps	Navy	Guard or Reserves	Coast Guard	Total	Gender	18 - 25	26 - 35	36 - 45	46 - 55	56 +	Total
Male	55	7	3	5	7	0	77	Male	0	25	12	25	9	71
Female	41	1	1	1	4	0	48	Female	1	13	15	12	4	45
Total	96	8	4	6	11	0	125	Total	1	38	27	37	13	116
%	77%	6%	3%	5%	9%	0%	100%	%	1%	33%	23%	32%	11%	100%

Q1xQ5 - Preparation for Employment

The skills I learned helped me become technically proficient.								
Branch of Service	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Air Force	1	4	1	2	14	35	43	100
Army	1	2	1	1	1	1	1	8
Marine Corps	0	0	1	1	2	0	0	4
Navy	0	1	0	1	1	2	1	6
Guard or Reserves	0	1	0	2	2	5	2	12
Coast Guard	0	0	0	0	0	0	0	0
Total	2	6	3	6	19	39	46	121
%	2%	5%	2%	5%	16%	32%	38%	100%

I gained valuable leadership experience that will help me beyond my service.								
Branch of Service	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Air Force	1	0	0	2	9	26	62	100
Army	0	1	1	0	1	2	3	8
Marine Corps	0	0	0	0	0	0	4	4
Navy	0	0	0	0	0	3	3	6
Guard or Reserves	0	0	0	0	1	3	8	12
Coast Guard	0	0	0	0	0	0	0	0
Total	1	1	1	2	10	30	76	121
%	1%	1%	1%	2%	8%	25%	63%	100%

My service experience helped me become a fast learner.								
Branch of Service	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Air Force	1	0	0	9	9	31	50	100
Army	0	1	1	0	2	1	3	8
Marine Corps	0	0	0	0	0	1	3	4
Navy	0	0	1	0	0	3	2	6
Guard or Reserves	0	0	0	3	2	4	3	12
Coast Guard	0	0	0	0	0	0	0	0
Total	1	1	2	10	12	37	58	121
%	1%	1%	2%	8%	10%	31%	48%	100%

I had good guidance to help me find employment after leaving the service.								
Branch of Service	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Air Force	10	12	11	15	25	17	10	100
Army	1	4	1	1	1	0	0	8
Marine Corps	1	0	2	0	1	0	0	4
Navy	1	1	0	2	1	1	0	6
Guard or Reserves	0	3	1	3	1	3	1	12
Coast Guard	0	0	0	0	0	0	0	0
Total	13	16	14	20	28	19	11	121
%	11%	13%	12%	17%	23%	16%	9%	100%

When it came to finding a job after leaving the service, I was on my own.								
Branch of Service	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Air Force	6	13	6	12	14	23	25	99
Army	0	0	0	0	2	2	4	8
Marine Corps	0	0	0	1	2	0	1	4
Navy	1	0	1	1	1	0	2	6
Guard or Reserves	0	1	0	5	1	2	3	12
Coast Guard	0	0	0	0	0	0	0	0
Total	7	13	7	16	18	26	33	120
%	6%	11%	6%	13%	15%	22%	28%	100%

I felt very confident I could get a job after leaving the service.								
Branch of Service	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total

Air Force	1	5	5	8	25	26	30	100
Army	1	0	0	1	2	3	1	8
Marine Corps	0	0	0	0	1	2	1	4
Navy	0	0	0	0	1	4	1	6
Guard or Reserves	0	1	0	2	4	3	2	12
Coast Guard	0	0	0	0	0	0	0	0
Total	2	5	5	10	29	37	33	121
%	2%	4%	4%	8%	24%	31%	27%	100%

I would be a valuable asset to any organization.								
Branch of Service	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Air Force	1	0	0	1	5	19	74	100
Army	0	0	0	0	1	2	5	8
Marine Corps	0	0	0	0	0	1	3	4
Navy	0	0	0	0	0	2	4	6
Guard or Reserves	0	0	0	1	0	2	9	12
Coast Guard	0	0	0	0	0	0	0	0
Total	1	0	0	1	6	25	88	121
%	1%	0%	0%	1%	5%	21%	73%	100%

Q1xQ6 - Connecting with Employers

Employers today are Veteran-friendly.								
Branch of Service	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Air Force	2	4	7	19	29	33	6	100
Army	0	1	1	3	1	2	0	8
Marine Corps	1	0	0	1	1	1	0	4
Navy	0	0	2	1	1	2	0	6
Guard or Reserves	0	1	1	3	2	4	1	12
Coast Guard	0	0	0	0	0	0	0	0
Total	3	5	9	26	32	40	6	121
%	2%	4%	7%	21%	26%	33%	5%	100%

It is difficult to translate my skills and experience from my service time in a way that is meaningful to employers.								
Branch of Service	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Air Force	9	14	15	7	26	15	14	100
Army	1	2	0	1	0	1	3	8
Marine Corps	1	0	0	0	2	1	0	4
Navy	1	0	1	0	2	2	0	6
Guard or Reserves	1	2	4	2	0	1	2	12
Coast Guard	0	0	0	0	0	0	0	0
Total	12	17	17	9	30	19	17	121
%	10%	14%	14%	7%	25%	16%	14%	100%

My professional network played a big role in connecting me to employers.								
Branch of Service	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Air Force	9	8	14	17	9	17	26	100
Army	0	1	1	3	0	2	1	8
Marine Corps	0	0	0	0	3	0	1	4
Navy	0	1	1	1	1	0	2	6
Guard or Reserves	0	1	2	1	0	4	4	12
Coast Guard	0	0	0	0	0	0	0	0
Total	9	11	15	22	13	20	31	121
%	7%	9%	12%	18%	11%	17%	26%	100%

Q1xQ7 - Current Employment Situation

The job I currently hold pays the same or higher base salary than what I earned while in the service.								
Branch of Service	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Air Force	13	9	3	20	3	17	32	97
Army	4	1	0	1	0	1	1	8
Marine Corps	1	0	1	0	0	1	0	3
Navy	0	3	0	1	0	0	2	6
Guard or Reserves	4	1	0	2	0	2	3	12
Coast Guard	0	0	0	0	0	0	0	0
Total	19	14	4	22	3	20	35	117
%	16%	12%	3%	19%	3%	17%	30%	100%

I currently hold a position with equal or greater responsibilities than when I was in the service.								
Branch of Service	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Air Force	12	13	8	21	7	14	22	97
Army	3	0	1	1	1	1	1	8
Marine Corps	1	1	0	1	0	0	0	3
Navy	1	1	0	1	1	2	0	6
Guard or Reserves	4	2	1	1	1	1	2	12
Coast Guard	0	0	0	0	0	0	0	0
Total	18	16	10	23	9	18	23	117
%	15%	14%	9%	20%	8%	15%	20%	100%

I got my current job because I had a strong resume.								
Branch of Service	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Air Force	8	6	3	17	14	24	25	97
Army	2	1	0	1	1	2	1	8
Marine Corps	2	0	0	0	1	0	0	3
Navy	0	1	0	1	2	1	1	6
Guard or Reserves	2	1	0	1	4	1	3	12
Coast Guard	0	0	0	0	0	0	0	0
Total	12	9	3	18	19	28	28	117
%	10%	8%	3%	15%	16%	24%	24%	100%

I have my current job because of a professional connection.								
Branch of Service	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Air Force	21	12	2	26	10	12	13	96
Army	2	1	1	1	1	1	1	8
Marine Corps	3	0	0	0	0	0	0	3
Navy	0	0	1	2	1	1	1	6
Guard or Reserves	2	1	1	3	0	2	3	12
Coast Guard	0	0	0	0	0	0	0	0
Total	26	14	4	29	12	15	16	116
%	22%	12%	3%	25%	10%	13%	14%	100%

I am currently searching for work.								
Branch of Service	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Air Force	33	13	3	18	5	10	17	99
Army	3	1	0	3	0	0	1	8
Marine Corps	0	0	1	1	0	0	1	3
Navy	2	1	0	1	0	1	1	6
Guard or Reserves	6	1	0	2	0	1	2	12
Coast Guard	0	0	0	0	0	0	0	0
Total	40	16	4	22	5	11	21	119
%	34%	13%	3%	18%	4%	9%	18%	100%

Q1xQ9 - Effectiveness of Job Search Methods

Based on the choices in the previous question, please tell us how effective those methods were in helping you get a job. - Online searching.

Branch of Service	Very Ineffective	Ineffective	Neither Effective nor Ineffective	Effective	Very Effective	Total
Air Force	4	10	18	44	22	98
Army	1	0	1	5	0	7
Marine Corps	0	1	1	1	0	3
Navy	2	0	2	2	0	6
Guard or Reserves	1	0	2	6	2	11
Coast Guard	0	0	0	0	0	0
Total	7	11	23	52	23	116
%	6%	9%	20%	45%	20%	100%

Based on the choices in the previous question, please tell us how effective those methods were in helping you get a job. - Online networking.

Branch of Service	Very Ineffective	Ineffective	Neither Effective nor Ineffective	Effective	Very Effective	Total
Air Force	7	15	44	24	7	97
Army	1	2	3	1	0	7
Marine Corps	1	1	0	1	0	3
Navy	1	2	2	1	0	6
Guard or Reserves	1	3	2	5	0	11
Coast Guard	0	0	0	0	0	0
Total	10	20	51	27	7	115
%	9%	17%	44%	23%	6%	100%

Based on the choices in the previous question, please tell us how effective those methods were in helping you get a job. - Classified job ads.

Branch of Service	Very Ineffective	Ineffective	Neither Effective nor Ineffective	Effective	Very Effective	Total
Air Force	17	22	44	11	2	96
Army	1	1	1	3	1	7
Marine Corps	2	1	0	0	0	3
Navy	2	2	2	0	0	6
Guard or Reserves	3	0	2	4	2	11
Coast Guard	0	0	0	0	0	0
Total	22	26	48	14	4	114
%	19%	23%	42%	12%	4%	100%

Based on the choices in the previous question, please tell us how effective those methods were in helping you get a job. - Temp agencies or head hunting firms.

Branch of Service	Very Ineffective	Ineffective	Neither Effective nor Ineffective	Effective	Very Effective	Total
Air Force	14	11	51	14	6	96
Army	1	2	3	1	0	7
Marine Corps	0	0	2	1	0	3
Navy	0	1	4	1	0	6
Guard or Reserves	3	1	6	0	1	11
Coast Guard	0	0	0	0	0	0
Total	15	14	61	17	7	114
%	13%	12%	54%	15%	6%	100%

Based on the choices in the previous question, please tell us how effective those methods were in helping you get a job. - Other method

Branch of Service	Very Ineffective	Ineffective	Neither Effective nor Ineffective	Effective	Very Effective	Total
Air Force	6	6	48	16	15	91
Army	0	0	2	3	2	7
Marine Corps	0	0	0	1	1	2
Navy	0	0	2	1	3	6
Guard or Reserves	1	0	7	1	1	10
Coast Guard	0	0	0	0	0	0
Total	6	6	55	20	21	108

%	6%	6%	51%	19%	19%	100%
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Q4xQ5 - Preparation for Employment

Pay Grade	The skills I learned helped me become technically proficient.							Total
	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	
E-1 to E-4	0	1	1	2	2	4	3	13
E-5 to E-6	0	2	1	2	6	17	16	44
E-7 to E-9	1	2	0	0	2	12	21	38
W-1 to W-5	0	0	0	0	0	0	0	0
O-1 to O-3	0	1	1	1	5	4	1	13
O-4 to O-6	0	0	0	1	4	2	4	11
O-7 to O-10	0	0	0	0	0	0	0	0
Total	1	6	3	6	19	39	45	119
%	1%	5%	3%	5%	16%	33%	38%	100%

Pay Grade	I gained valuable leadership experience that will help me beyond my service.							Total
	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	
E-1 to E-4	0	1	1	1	1	4	5	13
E-5 to E-6	0	0	0	0	7	16	21	44
E-7 to E-9	0	0	0	1	2	7	28	38
W-1 to W-5	0	0	0	0	0	0	0	0
O-1 to O-3	0	0	0	0	0	2	11	13
O-4 to O-6	0	0	0	0	0	1	10	11
O-7 to O-10	0	0	0	0	0	0	0	0
Total	0	1	1	2	10	30	75	119
%	0%	1%	1%	2%	8%	25%	63%	100%

Pay Grade	My service experience helped me become a fast learner.							Total
	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	
E-1 to E-4	0	1	1	3	1	5	2	13
E-5 to E-6	0	0	0	5	5	11	23	44
E-7 to E-9	0	0	0	1	2	13	22	38
W-1 to W-5	0	0	0	0	0	0	0	0
O-1 to O-3	0	0	0	1	0	3	9	13
O-4 to O-6	0	0	1	0	3	5	2	11
O-7 to O-10	0	0	0	0	0	0	0	0
Total	0	1	2	10	11	37	58	119
%	0%	1%	2%	8%	9%	31%	49%	100%

Pay Grade	I had good guidance to help me find employment after leaving the service.							Total
	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	
E-1 to E-4	3	2	1	2	2	2	1	13

E-5 to E-6	4	9	5	10	9	6	1	44
E-7 to E-9	3	3	3	3	11	6	9	38
W-1 to W-5	0	0	0	0	0	0	0	0
O-1 to O-3	1	1	4	1	3	3	0	13
O-4 to O-6	1	1	1	3	3	2	0	11
O-7 to O-10	0	0	0	0	0	0	0	0
Total	12	16	14	19	28	19	11	119
%	10%	13%	12%	16%	24%	16%	9%	100%

When it came to finding a job after leaving the service, I was on my own.								
Pay Grade	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
E-1 to E-4	0	2	0	0	1	4	6	13
E-5 to E-6	3	2	3	7	8	10	11	44
E-7 to E-9	3	7	3	4	2	8	11	38
W-1 to W-5	0	0	0	0	0	0	0	0
O-1 to O-3	1	1	0	3	4	2	2	13
O-4 to O-6	0	1	1	2	2	1	3	10
O-7 to O-10	0	0	0	0	0	0	0	0
Total	7	13	7	16	17	25	33	118
%	6%	11%	6%	14%	14%	21%	28%	100%

I felt very confident I could get a job after leaving the service.								
Pay Grade	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
E-1 to E-4	1	1	0	1	1	4	5	13
E-5 to E-6	1	4	1	4	14	12	8	44
E-7 to E-9	0	0	3	3	8	11	13	38
W-1 to W-5	0	0	0	0	0	0	0	0
O-1 to O-3	0	0	1	2	2	3	5	13
O-4 to O-6	0	0	0	0	2	7	2	11
O-7 to O-10	0	0	0	0	0	0	0	0
Total	2	5	5	10	27	37	33	119
%	2%	4%	4%	8%	23%	31%	28%	100%

I would be a valuable asset to any organization.								
Pay Grade	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
E-1 to E-4	0	0	0	0	1	3	9	13
E-5 to E-6	0	0	0	0	2	12	30	44
E-7 to E-9	0	0	0	0	1	6	31	38
W-1 to W-5	0	0	0	0	0	0	0	0
O-1 to O-3	0	0	0	1	1	2	9	13
O-4 to O-6	0	0	0	0	1	2	8	11
O-7 to O-10	0	0	0	0	0	0	0	0
Total	0	0	0	1	6	25	87	119
%	0%	0%	0%	1%	5%	21%	73%	100%

Q4xQ6 - Connecting with Employers

Pay Grade	Employers today are Veteran-friendly.							Total
	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	
E-1 to E-4	0	1	1	4	3	4	0	13
E-5 to E-6	2	2	5	10	9	14	2	44
E-7 to E-9	1	2	2	7	12	10	4	38
W-1 to W-5	0	0	0	0	0	0	0	0
O-1 to O-3	0	0	0	1	3	9	0	13
O-4 to O-6	0	0	1	3	4	3	0	11
O-7 to O-10	0	0	0	0	0	0	0	0
Total	3	5	9	25	31	40	6	119
%	3%	4%	8%	21%	26%	34%	5%	100%

Pay Grade	It is difficult to translate my skills and experience from my service time in a way that is meaningful to employers.							Total
	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	
E-1 to E-4	0	1	2	1	3	2	4	13
E-5 to E-6	9	4	5	4	9	8	5	44
E-7 to E-9	2	10	4	3	9	4	6	38
W-1 to W-5	0	0	0	0	0	0	0	0
O-1 to O-3	0	1	5	0	4	1	2	13
O-4 to O-6	1	1	1	1	4	3	0	11
O-7 to O-10	0	0	0	0	0	0	0	0
Total	12	17	17	9	29	18	17	119
%	10%	14%	14%	8%	24%	15%	14%	100%

Pay Grade	My professional network played a big role in connecting me to employers.							Total
	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	
E-1 to E-4	3	1	0	2	2	0	5	13
E-5 to E-6	4	4	7	9	5	7	8	44
E-7 to E-9	2	4	4	8	3	4	13	38
W-1 to W-5	0	0	0	0	0	0	0	0
O-1 to O-3	0	1	2	3	2	3	2	13
O-4 to O-6	0	1	1	0	1	5	3	11
O-7 to O-10	0	0	0	0	0	0	0	0
Total	9	11	14	22	13	19	31	119
%	8%	9%	12%	18%	11%	16%	26%	100%

Q4xQ7 - Current Employment Situation

The job I currently hold pays the same or higher base salary than what I earned while in the service.								
Pay Grade	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
E-1 to E-4	1	3	0	2	0	3	4	13
E-5 to E-6	10	7	1	8	1	3	12	42
E-7 to E-9	4	0	2	7	1	10	13	37
W-1 to W-5	0	0	0	0	0	0	0	0
O-1 to O-3	2	1	1	1	1	3	3	12
O-4 to O-6	1	3	0	4	0	1	2	11
O-7 to O-10	0	0	0	0	0	0	0	0
Total	18	14	4	22	3	20	34	115
%	16%	12%	3%	19%	3%	17%	30%	100%

I currently hold a position with equal or greater responsibilities than when I was in the service.								
Pay Grade	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
E-1 to E-4	2	1	1	1	2	4	2	13
E-5 to E-6	6	8	1	8	4	4	11	42
E-7 to E-9	5	4	5	7	1	9	6	37
W-1 to W-5	0	0	0	0	0	0	0	0
O-1 to O-3	2	2	1	3	2	1	1	12
O-4 to O-6	3	1	2	4	0	0	1	11
O-7 to O-10	0	0	0	0	0	0	0	0
Total	18	16	10	23	9	18	21	115
%	16%	14%	9%	20%	8%	16%	18%	100%

I got my current job because I had a strong resume.								
Pay Grade	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
E-1 to E-4	1	2	0	2	2	3	3	13
E-5 to E-6	6	3	1	5	10	9	8	42
E-7 to E-9	3	2	1	6	3	10	12	37
W-1 to W-5	0	0	0	0	0	0	0	0
O-1 to O-3	1	1	0	1	1	5	3	12
O-4 to O-6	1	1	1	4	3	0	1	11
O-7 to O-10	0	0	0	0	0	0	0	0
Total	12	9	3	18	19	27	27	115
%	10%	8%	3%	16%	17%	23%	23%	100%

I have my current job because of a professional connection.								
Pay Grade	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Total
E-1 to E-4	3	1	0	3	0	2	3	12
E-5 to E-6	15	3	1	11	3	5	4	42
E-7 to E-9	4	6	1	8	6	4	8	37
W-1 to W-5	0	0	0	0	0	0	0	0
O-1 to O-3	3	3	1	3	0	1	1	12

O-4 to O-6	0	0	1	4	3	3	0	11
O-7 to O-10	0	0	0	0	0	0	0	0
Total	25	13	4	29	12	15	16	114
%	22%	11%	4%	25%	11%	13%	14%	100%

Pay Grade	I am currently searching for work.							Total
	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	
E-1 to E-4	4	1	0	2	0	1	5	13
E-5 to E-6	13	8	1	7	2	5	8	44
E-7 to E-9	16	4	0	7	3	2	5	37
W-1 to W-5	0	0	0	0	0	0	0	0
O-1 to O-3	6	0	1	3	0	1	1	12
O-4 to O-6	1	2	1	3	0	2	2	11
O-7 to O-10	0	0	0	0	0	0	0	0
Total	40	15	3	22	5	11	21	117
%	34%	13%	3%	19%	4%	9%	18%	100%

Q4xQ9 - Effectiveness of Job Search Methods

Pay Grade	Based on the choices in the previous question, please tell us how effective those methods were in helping you get a job. - Online searching.					Total
	Very Ineffective	Ineffective	Neither Effective nor Ineffective	Effective	Very Effective	
E-1 to E-4	2	2	0	6	2	12
E-5 to E-6	2	4	7	24	7	44
E-7 to E-9	1	2	8	15	11	37
W-1 to W-5	0	0	0	0	0	0
O-1 to O-3	1	1	4	3	2	11
O-4 to O-6	1	2	4	3	0	10
O-7 to O-10	0	0	0	0	0	0
Total	7	11	23	51	22	114
%	6%	10%	20%	45%	19%	100%

Pay Grade	Based on the choices in the previous question, please tell us how effective those methods were in helping you get a job. - Online networking.					Total
	Very Ineffective	Ineffective	Neither Effective nor Ineffective	Effective	Very Effective	
E-1 to E-4	2	4	2	2	1	11
E-5 to E-6	5	10	16	11	2	44
E-7 to E-9	2	1	21	9	4	37
W-1 to W-5	0	0	0	0	0	0
O-1 to O-3	1	2	6	2	0	11
O-4 to O-6	0	3	4	3	0	10
O-7 to O-10	0	0	0	0	0	0
Total	10	20	49	27	7	113
%	9%	18%	43%	24%	6%	100%

Based on the choices in the previous question, please tell us how effective those methods were in helping you get a job. - Classified job ads.						
Pay Grade	Very Ineffective	Ineffective	Neither Effective nor Ineffective	Effective	Very Effective	Total
E-1 to E-4	2	4	5	1	0	12
E-5 to E-6	10	7	15	10	2	44
E-7 to E-9	5	6	19	3	2	35
W-1 to W-5	0	0	0	0	0	0
O-1 to O-3	3	3	5	0	0	11
O-4 to O-6	2	5	3	0	0	10
O-7 to O-10	0	0	0	0	0	0
Total	22	25	47	14	4	112
%	20%	22%	42%	13%	4%	100%

Based on the choices in the previous question, please tell us how effective those methods were in helping you get a job. - Temp agencies or head hunting firms.						
Pay Grade	Very Ineffective	Ineffective	Neither Effective nor Ineffective	Effective	Very Effective	Total
E-1 to E-4	2	1	5	1	3	12
E-5 to E-6	6	6	22	7	3	44
E-7 to E-9	4	2	20	8	1	35
W-1 to W-5	0	0	0	0	0	0
O-1 to O-3	2	3	5	1	0	11
O-4 to O-6	1	1	8	0	0	10
O-7 to O-10	0	0	0	0	0	0
Total	15	13	60	17	7	112
%	13%	12%	54%	15%	6%	100%

Based on the choices in the previous question, please tell us how effective those methods were in helping you get a job. - Other method: {q://QID24/ChoiceTextEntryValue/5}						
Pay Grade	Very Ineffective	Ineffective	Neither Effective nor Ineffective	Effective	Very Effective	Total
E-1 to E-4	0	1	4	4	3	12
E-5 to E-6	4	2	22	6	6	40
E-7 to E-9	2	2	19	5	6	34
W-1 to W-5	0	0	0	0	0	0
O-1 to O-3	0	0	5	2	3	10
O-4 to O-6	0	1	3	3	3	10
O-7 to O-10	0	0	0	0	0	0
Total	6	6	53	20	21	106
%	6%	6%	50%	19%	20%	100%

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Hear this Combat Veterans Story

CEO of Unite US (www.uniteus.com), Principal at Scout Ventures, Pilot/Captain at United States Air Force Reserves



"One of US" -Episode 2: Nick Colgin's Combat Medic Story will move you uniteus.com
Unite US features great Veterans and Organizations that make significant impacts on the Military community. Want to be featured? Let us know!

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Taylor Justice likes this

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Speaking to a friend today and she shared that her son will be joining the services after graduating and his pay will be \$1400 a month=...


International Executive Recruiter for the Fastener Industry 774-551-5880

This might be okay for a student living in the barracks but if you have a family to support how on earth do you survive and make ends meet? Doesn't seem right that people who lay their life on the line to ensure our freedom get paid so little. ...

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When a person enlist in the military, they usually do so at the very bottom pay grade E-1. The pay right now for an E-1 is \$1,531.50 a month. ...
1 hour ago

 I should also add this. For single military members; they get their room and board at no cost to them and free health care to include dental ...
1 hour ago

 Thank you Gary. I will share this with my friend who was very worried about how her son would survive on the pay. He lives in MA which can ...
1 hour ago

Add a Comment...

FAQs on VA Home Loans - <http://ow.ly/lpEUo>


 Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



FAQs on VA Home Loans | HomebaseVA | Real Estate Military Services in San Diego ow.ly
Simply put, a VA Home Loan allows qualified buyers the opportunity to purchase a home with no down payment. There are also no monthly mortgage insurance premiums to pay, limitations on buyer's closing costs, and an appraisal that informs the buyer of the property value. For most loans on new hou...

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Back to Iraq?


 Sales Associate at LaMotte Properties, Inc.



Back to Iraq? The Iraq Dilemma youtube.com
Robert Burne MacDougall, author of No Way to Fight a War, discusses the current dilemma in Iraq and how our lack of a strategy or even an idea of what we are up against should give us cause to pause. He addresses the question of whether or not we should get involved militarily. His answer is an

emphatic - No!

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 sounds like Vietnam all over again.
5 hours ago

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Govt Contractors Networking - 5 YEAR ANNIVERSARY

 Principal: ★ Schaus & Associates ★ GOVT Contractor Svcs, Events & GSA SCHEDS

JULY 21 - Govt Contractors ***5 Year ANNIVERSARY Event ***
<https://www.eventbrite.com/e/government-contractors-the-kennedy-center-5-year-anniversary-july-21-tickets-11662196945>

tinyurl.com tinyurl.com
tinyurl.com

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ladies and gentlemen, I thought you'd appreciate this:
<http://janmorganmedia.com/2014/06/apology-veterans/#vMMgIfyokoibxY7U.01>

 Amnet Account Executive / business development - all around good guy. Survivor.



An Apology to All Veterans - Jan Morgan Media janmorganmedia.com
To all Veterans: You represent the the spirit that once made America a super power. I apologize that our government and some of our people do not give you the respect and services you deserve, in spite of the fact ...

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Using VA Loan Entitlements for the Second Time - <http://ow.ly/lpEJj>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



Using VA Loan Entitlements for the Second Time | HomebaseVA | Real Estate Military Services in... ow.ly

The VA home loan benefit is one of the most valuable of all benefits issued to our service members. The program itself is based upon a qualifying veteran's initial entitlement, currently \$36,000. The VA guarantees all VA loans up to four times the existing entitlement, or \$144,000. For loan amounts...

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President and Owner at National Nursing and Rehab

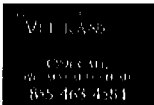
Are you or someone you know a veteran or surviving spouse of a veteran in need of Personal Assistance Services in the San Antonio or Corpus Christi area?

Do they need assistance with:

*Companionship?

*Meal preparation?

*Light ...



In Honor of Our Veterans nationalnursingrehab.com
Are you or someone you know a veteran or surviving spouse of a veteran in need of Personal Assistance Services in the San Antonio or Corpus Christi area? Those who served us so faithfully often need help, and are not aware of exclusive services...

Like • Comment • Follow • 7 hours ago

How do I become a lobbyist for veteran's rights?

Business Manager
Top Contributor

I've been doing some serious soul searching over the last few days. I've contemplated how I can use the skills I've gained in MBA school, and my experience to contribute to a greater good. The cause that is most near and dear to my heart is ...

Like (2) • Comment (20) • Follow • 9 hours ago

See all 20 comments

See all 20 comments

Amber, the present administration cares more about their agenda than our veterans. The speak from Washington is cheap. The vets coming ...
8 minutes ago

Rodolfo, I'm attempting to do the same thing here in Georgia. Myself and another have been sending emails to state legislators insisting they ...
2 minutes ago

Gregory, I respect your opinion and look forward to researching both the "Cloward and Piven Strategy".
51 seconds ago

Add a Comment...



Actionable tips to grow as an authentic leader

Business Change Manager at First Niagara Bank

Authentic leadership...what is it and why should you care?

LEADERSHIP



How to Become an Authentic Leader managingamericans.com
Authentic leadership. What is it and why should you care? Authentic leadership is relevant and even more important and necessary today in a world where we observe many leaders proven to...

Like • Comment • Follow • 18 hours ago



Federal Benefits for Veterans, Dependents and Survivors 2013 - <http://ow.ly/obF5f>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

Federal Benefits for Veterans, Dependents and Survivors 2013 | HomebaseVA | Real Estate Military... ow.ly

Like • Comment • Follow • 23 hours ago



Reminder! Visit Rockwell Automation Booth at Cleveland's Hiring our Heroes Event on June 26!

Engineering Recruiter at Rockwell Automation | Military Recruiting Liaison

Calling all military veterans, transitioning servicemembers and spouses! Stop by the Rockwell Automation booth on June 26 at The Cleveland Public Auditorium & Conference Center and find out how we Listen. Think. Solve. Details at [http://www.hiri ...](http://www.hiri...)

Reminder! Visit Rockwell Automation Booth at Cleveland's Hiring our Heroes Event on June 26! linkedin.com

Calling all military veterans, transitioning servicemembers and spouses! Stop by the Rockwell Automation booth on June 26 at The Cleveland Public Auditorium & Conference Center and find out how we Listen. Think. Solve. Details at...

Like • Comment • Follow • 1 day ago



4 Keys to VA Loan Approval - <http://ow.ly/lpER3>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



4 Keys to VA Loan Approval | HomebaseVA | Real Estate Military Services in San Diego ow.ly
VA loan approval may be easier than many think. Understanding the VA requirements can help borrowers know what to expect during the VA home loan process.

Like • Comment • Follow • 1 day ago



Special Relief Following the Federal Government Shutdown - <http://ow.ly/rRdeK>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

ow.ly ow.ly

Like • Comment • Follow • 1 day ago



We must believe that we are gifted for something, and that this thing, at whatever cost, must be attained <http://ow.ly/ypOgG>

CIO at Genesis Creativity Incorporated



My City Connected - Blog Profile - What is My City Connected? ow.ly
My City Connected is the social network of the future. This is Blog profile page. What is My City Connected?

Like • Comment • Follow • 1 day ago

We must believe that we are gifted for something, and that this thing, at whatever cost, must be attained.

<http://ow.ly/ypO59>

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My City Connected - Blog Profile - What is My City Connected? ow.ly
My City Connected is the social network of the future. This is Blog profile page. What is My City Connected?

Like • Comment • Follow • 1 day ago

Looking to purchase or refinance. Call Matt Dazey, Heartland Bank 314-512-8913.

Vice President Residential Lending

Like • Comment • Follow • 1 day ago

Updated Department of Veteran Affairs (VA) Water/Sewer -

<http://ow.ly/Rd25>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

ow.ly ow.ly

Like • Comment • Follow • 1 day ago

Looking for only 10 Sharp Veterans who want to start a business, funding in two weeks to start!!

CEO at RUN Enterprises, Business Loan & Financing | Business & Personal Credit, Property Investment Locator

Many Programs to choose from, This is what you need to get started:

- 680+, Credit Score..if your credit is a mess connect with me!!so we can improve it!!
- No Lates in past year
- Bankruptcies must be discharge 1 year
- No Judgments. Or ...

Like • Comment • Follow • 1 day ago

It is never too late to be what you might have been.

#mycityconnected <http://ow.ly/ypN0q>

CIO at Genesis Creativity Incorporated



My City Connected - Blog Profile - What is My City Connected? ow.ly
My City Connected is the social network of the future. This is Blog profile page. What is My City Connected?

Like • Comment • Follow • 1 day ago

The person who says it cannot be done should not interrupt the person who is doing it. #mycityconnected
<http://ow.ly/ypMY4>

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My City Connected - Blog Profile - What is My City Connected? ow.ly



My City Connected is the social network of the future. This is Blog profile page. What is My City Connected?

Like · Comment · Follow · 1 day ago

A person who never made a mistake never tried anything new. #mycityconnected <http://ow.ly/ypMUn>

CIO at Genesis Creativity Incorporated



My City Connected - Blog Profile - What is My City Connected? ow.ly My City Connected is the social network of the future. This is Blog profile page. What is My City Connected?

Like · Comment · Follow · 1 day ago

"SFC Alwyn C. Cashe deserves Medal of Honor"

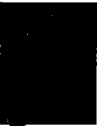
Region Fleet Safety Manager at PepsiCo - Frito Lay

Just taking a moment to ask fellow veterans to look up SFC Alwyn C. Cashe. There is a group on Facebook to draw attention to his consideration for the Medal of Honor.

Like · Comment · Follow · 1 day ago

Too Good to be True? A Place Where You Could Do A Whole Lot More!!! Community, Communication & Cooperation. <http://ow.ly/ypZcY>

CIO at Genesis Creativity Incorporated



My City Connected - Blog Profile - Too Good to be True? ow.ly My City Connected is the social network of the future. This is Blog profile page. Could the My City Connected Platform be too good to be true?

Like · Comment · Follow · 1 day ago

What is My City Connected? <http://ow.ly/ypN5I> ^PV

CIO at Genesis Creativity Incorporated



My City Connected - Blog Profile - What is My City Connected? ow.ly My City Connected is the social network of the future. This is Blog profile page. What is My City Connected?

Like · Comment · Follow · 1 day ago

Help Us Save a Family in Iraq

Development Director, Blair County Community Action/Wounded Warrior Project, Peer Mentor

In 2009 our unit, Bravo Company 2nd/112th, 56th Stryker Brigade Combat Team, deployed to Iraq. As you are probably aware, US and allied forces employed Iraqi Nationals as translators on a daily basis. Most of these male and female translators ...




Help the soldiers trying to bring home one of their brothers. petitions.whitehouse.gov

In 2009 our unit, Bravo Company 2nd/112th, 56th Stryker Brigade Combat Team deployed to Iraq. As you are probably aware, US and allied forces employed Iraqi Nationals as translators. They served at their own peril and in some cases that of their...

Like · Comment · Follow · 1 day ago

Job Growth Drives Mortgage Rate Jump - <http://ow.ly/rwI3L>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale




Job Growth Drives Mortgage Rate Jump | HomebaseVA | Real Estate Military Services in San Diego ow.ly
 The 30-year, fixed-rate loan, the most popular product for homebuyers, rose to 4.46% from 4.29% last week. The average rate on a 15-year, fixed-rate mortgage, typically used for refinancing higher interest mortgages, also jumped 0.17 percentage point to 3.47%.

Like • Comment • Follow • 1 day ago

San Diego Home Prices Rising Slowly - http://ow.ly/rrU8b

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



San Diego Home Prices Rising Slowly | HomebaseVA | Real Estate Military Services in San Diego ow.ly
 The S&P/Case-Shiller Home Price Index showed Tuesday that from August to September, the index grew 0.9 percent, which is down from 1.8 percent from July to August.

Like • Comment • Follow • 2 days ago

I am looking to network with my comrades that are entrepreneur focus in the Atlanta area.

Organizational Leader

I would like to network with you face-to-face over coffee. Please message me so we can connect. Thanks!

Like • Comment • Follow • 2 days ago

The Veterans & Family Center 3rd Annual "Cruise In" is less than 3 weeks away. Saturday July 12th from 10 AM to 3 PM.

Quality Home Services




Our 2014 Car Show - veteranscruisein veteranscruisein.org
 The Veterans and Family Center in Beaverton Oregon is a transitional housing center that provides a therapeutic environment to 68 vets and their families. Clients get tools necessary to become self-sufficient. We give safety and security, help and...

Like • Comment • Follow • 2 days ago

8 Tax Breaks Expiring at the End of 2013 - http://ow.ly/rrlGI

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



8 Tax Breaks Expiring at the End of 2013 | HomebaseVA | Real Estate Military Services in San Diego ow.ly
 US News reports on several tax provisions that are scheduled to expire at the end of this year, and we want you to know about these tax breaks before they disappear.

Like • Comment • Follow • 2 days ago

New Article at WarriorLodge by John Hinckley: HYPERBARIC OXYGEN TREATMENT SHOWS PROMISE FOR PTSD at...

CEO and Founder at MD-Advantages
 Top Contributor



Hyperbaric Oxygen Treatment Shows Promise for PTSD warriorlodge.com
 John Hinckley, Contributor. Post-Traumatic Stress Disorder, or PTSD for short, is a psychiatric disorder that affects people who have been part of or...

Like (1) • Comment • Follow • 2 days ago

John Edwards likes this

Add a Comment...

Veterans and Military Spouses are invited to attend the free ChattyJob virtual career fair on June 26. 15 great companies will attend,...

Veteran Recruiting
Top Contributor



CAREER FAIRS chattyjob.com
Are you tired of applying for jobs, and having no idea where your application is going, or if it is ever seen by recruiters or hiring managers? What if you could apply for the job online and chat with the recruiter who posted it. Why post jobs...

Like (3) • Comment (1) • Follow • 2 days ago

[Redacted] and 1 other like this

[Redacted] (D) Great action. What-a-go!!!
1 day ago

Add a Comment...

Can you relate to these commonalities?

Specializing In Mid-Level to Senior Leader Military Transitions and Stress Management

Top Contributor



8 Common Traits of Military Personnel That Are Not So Common in the Civilian Workplace - Every Veteran Hired everyveteranhired.com
As a former military member, you're equipped with valuable traits civilian interviewers might not immediately recognize – so you need to tell them.
Like (2) • Comment (3) • Follow • 2 days ago

[Redacted] like this

[Redacted] Christy, thank you for sharing this great article! I will definitely share it to share it :). It's a great reminder of those valuable traits that ...
2 days ago

[Redacted] Thanks Karen! It's hard for us to see the picture if we are in [Redacted] (name...) just want to remind vets of how awesome we ...
1 day ago

[Redacted] true Christy :).
1 day ago

Add a Comment...

California city weighs using eminent domain to help homeowners - <http://ow.ly/pXE0J>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

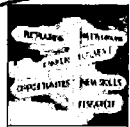


California city weighs using eminent domain to help homeowners | HomebaseVA | Real Estate... ow.ly
RICHMOND, Calif. – A San Francisco-based group of financiers called Mortgage Resolution Partners has been calling on California cities for more than a year, pitching a plan to use government powers of eminent domain to seize underwater mortgages and refinance them for the benefit of homeowners wh...

Like • Comment • Follow • 2 days ago

Knowledge is Power

Local Veterans Employment Representative at Employment Development Department



Military MOS "transferable skill assessments" IGNORE these considerations linkedin.com
When did statistical algorithms trump human factors in veteran job-placement?
Amid the plethora of psychological exams and personality questionnaires designed to evaluate transitioning veterans' transferable skills and professional aptitude, I have...

Like • Comment • Follow • 3 days ago

Will VA Lenders Need to Consider Your Commuting Costs? - <http://ow.ly/phEAc>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



Will VA Lenders Need to Consider Your Commuting Costs? | HomebaseVA | Real Estate Military... ow.ly
When it comes to hunting for your dream home, here's one more reason to keep location in mind: Your new drive to the office could wind up costing you.

Like • Comment • Follow • 3 days ago

Looking to purchase a home or refinance? Call Matt Dazey, Heartland Bank 314-512-8913.

Vice President Residential Lending

Like • Comment • Follow • 3 days ago

U.S. World Cup players are wearing something special from military to remind them of what it means to represent this great country

CEO of Twistrate IIc



US Men's Soccer Team Unites with Military For World Cup tactical-life.com
Dog tag exchange with military branches keeping members of the U.S. Men's National Soccer Team focused while in Brazil for the 2014 World Cup.

Like • Comment • Follow • 3 days ago

California To Vote On Veterans Housing Program, Public Access Funding - <http://ow.ly/y9w7P>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



California To Vote On Veterans Housing Program, Public Access Funding | HomebaseVA | Real Estate... ow.ly
California voters weary of wading through a thicket of confusing state ballot measures in every election will get a welcome respite in the June primary.

Like • Comment • Follow • 3 days ago

New Game Plan: Attack veterans seeking disability benefits

Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

Op-ed's across the country are popping up claiming veterans are abusing their benefits or taking advantage of the dysfunctional VA system that has failed them for decades. The timing of it all gives the op-ed's the odor of premeditated attack to ...

MMQB: Vietnam Vet Hammers Others For Seeking PTSD Benefits disabledveterans.org

Commentators are coming out in full force against veterans seeking PTSD benefits by employing anecdotes and bad science to undermine many disabled veterans.



Like • Comment • Follow • 3 days ago

Technology Evangelist / Implementation Services Lead (GS-14) at U.S. Department of Veterans Affairs
Top Contributor

I once again am glued to the news, something that ever since having left Iraq, I have tried to avoid. At a certain point it's no longer a question of if the little engine could, but if the little engine should? At what point is Iraq no longer ...



USA, the World Cup, and Iraq theinveterateveteran.com
There are very few things that can bring America together like national pride in sports and national pride in war. Regardless of which we are conducting, the pride felt is fleeting. Every day, every year, every generation removed from the time of the...

Like (2) • Comment (9) • Follow • 3 days ago

like this

See all 9 comments

arvey, ...
2 days ago

I very seldom speak my mind in a public forum like this, but this hits a nerve. ...
1 day ago

Under this Commander in Chief I am totally against any further involvement in Iraq. Not because our troops cant do the job but because ...
5 hours ago

Add a Comment...

Just started to get some press coverage!

Founder, Life Learning

<http://www.armytimes.com/article/20140622/NEWS/306220021/Sgt-Grills-wants-you-rebuild-America->



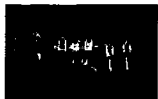
armytimes.com
A former sergeant and Iraq veteran is calling on all veterans to help rebuild America, and he hopes to make his case in a new book.

Like • Comment • Follow • 3 days ago

Are You Eligible for a VA Funding Fee Refund? -

<http://ow.ly/phEgj>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



Are You Eligible for a VA Funding Fee Refund? | HomebaseVA | Real Estate Military Services in... ow.ly
If you're looking to land a VA-backed mortgage, you're going to run into the VA Funding Fee. Ears perk up anytime the word "fee" is thrown around, which is understandable when it comes to homebuying. But this one has an important reason for being.

Like (1) • Comment • Follow • 3 days ago

res this

Add a Comment...

Suicide shouldn't be an option for vets

A storyteller who tells tales about people facing their fears.

I've just listed Horses and Heroes on Slated.

Horses and Heroes is not about pointing fingers or creating a political firestorm. It is a documentary, which will help military personnel and veterans find a new way to cope with the physical ...

Horses and Heroes: Suicide shouldn't be an option. slated.com
Veterans learn they are more than the sum of their body parts.
Like • Comment • Follow • 4 days ago

VetForce Placement Specialist

Social Entrepreneur

We're looking for a placement specialist who's passionate about working with employer partners to place our program veterans into great cloud computing jobs. <http://lnkd.in/bx3EqZs>

veterans2work.org veterans2work.org
veterans2work.org
Like • Comment • Follow • 4 days ago

Calif. ranks 5th with 'healthiest' borrowers - <http://ow.ly/p8aAU>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

Calif. ranks 5th with 'healthiest' borrowers | HomebaseVA | Real Estate Military Services in San... ow.ly
California has one of the most financially healthy crops of would-be mortgage borrowers in the nation, says an analysis from online home-loan company LendingTree on Wednesday.
Like • Comment • Follow • 4 days ago

'Pocket listings' re-emerge in housing market - <http://ow.ly/oxsvi>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

'Pocket listings' re-emerge in housing market | HomebaseVA | Real Estate Military Services in... ow.ly
Homes in North County. Photo by Diana McCabe.
— Diana McCabe
Like • Comment • Follow • 4 days ago

Bowe's back in town... Celebrate or Prosecute? <http://www.warriorlodge.com/blogs/news/14625209-bowe-s-back-in-town>

CEO and Founder at MD-Advantages
Top Contributor

Bowe's Back In Town... warriorlodge.com
Mike Weisbecker, Lead Contributor, Well Bowe Bergdahl has returned to the Army after 5 years as what? A captive? An honored guest? The backlash from this...
Like • Comment (2) • Follow • 4 days ago

... I think we need to celebrate the return of an American.
What our leaders paid is their cross to bear. Bowe must now also be ...

3 days ago

Not going to celebrate anything, I dont know if this guy is American or not, he basically wanted to renounce his citizenship in the email

2 days ago

Add a Comment...

I'm about to graduate with my MBA. I want a job where I can use it.

Business Manager
Top Contributor

Any suggestions on how to market those skills?

Like (5) • Comment (25) • Follow • 4 days ago

this

See all 25 comments

Amber, It sounds like your biggest challenge may be defining what you want to do... or, in MBA speak, defining what your product is (you) so ...
2 days ago

Hi Amber, ...
2 days ago

Some of you have concern about me; I am a veteran that was fired from the VA because I will not lower my standards ...
1 day ago

Add a Comment...

Fw: UPDATE - Peterson for Guam Delegate 2014 Online Pledge to Nominating Petition

General Representative to European Parliament at ECCO2 Global Partners

Over 200 signed pledge to Nomination Petition. We're half way there. Thank you for sharing this message and showing your support to a better future in Guam.

God bless,

Cary Lee Peterson, LL.D.

Peterson for Guam Delegate 2014 Online Pledge to Nominating Petition
caryleepeterson.us
Submit your online pledge to nominate Cary Lee Peterson, LL.D. as a candidate of the Democratic Party for Washington Delegate of Guam in 2014. Please check your email following submission of your pledge and you will be contacted by email or phone...

Like • Comment • Follow • 4 days ago

Please connect with me! As I know that we all can mutually benefit from other creatives besides ourselves!
nicholascharlestuma@gmail.com

LION • Graphic Design • Creative • Social Networking • Marketing • Entrepreneurship
NicholasCharlesTuma@gmail.com

Like • Comment • Follow • 4 days ago

Home price gains in SD outpace U.S.- <http://ow.ly/oxspt>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for

Purchase or Sale



Home price gains in SD outpace U.S. | HomebaseVA | Real Estate Military Services in San Diego ow.ly
The pace of U.S. home-price increases began to slow by mid-year but not in San Diego County, where values took their largest annual jump in more than eight years, the S&P/Case-Shiller Home Price Index showed on Tuesday.

Like • Comment • Follow • 4 days ago

12th Blog for Executives - Empowering Employees

Lead Scientist at Aplin Partners

Please follow these blogs by Aplin Labs and Aplin Partners, we are making a real impact on how executives think. Please share with your leadership and colleagues.



Empowering Employee Performance aplinllc.com
In a rigid bureaucracy, whether in the government or the private sector, employee capability can become "dead capital" – an enormous, dynamic resource, effectively stifled by the organization. Succ...

Like (1) • Comment • Follow • 5 days ago

likes this

Add a Comment...

What does SD's all-cash housing market mean? - http://ow.ly/oxsCD

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



What does SD's all-cash housing market mean? | HomebaseVA | Real Estate Military Services in San... ow.ly
Nearly 30 percent of San Diego County homes sold in July were purchased with cash, much higher than the historical average of 16 percent. What does the continuing high level of all-cash buyers tell about the state of San Diego's housing market? Our U-T Housing Huddle panel, a group of real estate...

Like • Comment • Follow • 5 days ago

Real-estate reboot as San Diego home prices jump 23 percent - http://ow.ly/oxsdt

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



Real estate reboot as San Diego home prices jump 23 percent | HomebaseVA | Real Estate Military... ow.ly
In this News 8 video report, Jeff Zevely has more on the encouraging news from the San Diego Association of Realtors in Kearny Mesa.

Like • Comment • Follow • 5 days ago

Unusual perks set these Best Places companies apart - Dallas Business...

Enterprise Sales Director | Virtual Contact Center | Telecommunications | Team Builder | Leader



Unusual perks set these Best Places companies apart - Dallas Business Journal bizjournals.com
We'll be honoring 60 companies in a couple of days that have proven to be top places in Dallas- Fort Worth.

Like • Comment • Follow • 5 days ago

Fw: Peterson for Guam Delegate 2014 Online Pledge to Nominating Petition

General Representative to European Parliament at ECCO2 Global Partners

Submit your online pledge to nominate Cary Lee Peterson, LL.D. as a candidate of the Democratic Party for Washington Delegate of Guam in 2014. Please check your email following submission of your pledge and you will be contacted by email or phone...

Like • Comment • Follow • 5 days ago

http://www.breitbart.com/Big-Government/2014/06/19/Sarah-Palin-Seems-Like-Captured-Marine-Only-Person-Obama-Doesn-t-Want-Crossing-Border

IT Project Engineer at Spartanburg Regional Healthcare System
Top Contributor

Sarah Palin: Seems Like Captured Marine Only Person Obama Doesn't... breitbart.com
Former Alaska Governor Sarah Palin is calling on the Obama administration to bring Marine Sgt. Andrew Tahmooressi back home.

Like • Comment (15) • Follow • 5 days ago

See all 15 comments

... Veterans! ...
4 days ago

... This Marine left dangling in the wind in Mexico is beyond embarrassing. What a sad commentary on the lack of leadership. This is just ...
3 days ago

... Some of you have concern about me; I am ... that was fired from the VA because I will not lower my standards ...
1 day ago

Add a Comment...

Rising Interest Rates Spoiling Efforts To Reflate The Housing Bubble - http://ow.ly/obNMX

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

Rising interest rates spoiling efforts to reflate the housing bubble | HomebaseVA | Real Estate... ow.ly
The banks changed their policies radically in early 2012 and opted for can-kicking loan modifications over foreclosure. Their plan was to dry up the MLS inventory, particularly the distressed properties, and rely on record low interest rates to fuel demand. They were very successful. In fact, the...

Like • Comment • Follow • 5 days ago

Walk for Warriors June 28, Philadelphia, Pa.

Quality Home Services

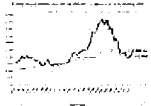
Team CPL Dane - Veteran PTSD theovernight.donordrive.com
Team fundraising page for Team CPL Dane - Veteran...
Like (1) • Comment • Follow • 6 days ago

... likes this

Add a Comment...

Mortgage Rate Spike Finally Hits Housing - <http://ow.ly/y9xbQ>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



Mortgage rate spike finally hits housing | HomebaseVA | Real Estate Military Services in San Diego ow.ly
A sharp jump in mortgage rates from May to June are now beginning to weigh on the housing recovery. The two-month delay can be attributed to several factors—first and foremost that most potential home buyers lock in mortgage rates early, and sale closin...

Like • Comment • Follow • 6 days ago

Emerging markets fund manager's military retirement

CEO at Donovan International, LLC

Adirondack Capital Management, Inc. Congratulates its Founder on His Retirement from the... - MCLEAN, Va., June 20, 2014 /PRNewswire-iReach/ - prnewswire.com
MCLEAN, Va., June 20, 2014 /PRNewswire-iReach/ -- Adirondack Capital Management, Inc., a leading alternative investment management firm in the global emerging markets, natural resources, commodities and energy sectors congratulates its Founder, Edmund...

Like • Comment (2) • Follow • 6 days ago

[Redacted] Congrats and thank you for your service!
5 days ago

[Redacted] Thanks guys - I appreciate it
4 days ago

Add a Comment...

Veterans Should Beware of Mortgage Scams - <http://ow.ly/y9x20>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



Veterans should beware of mortgage scams | HomebaseVA | Real Estate Military Services in San Diego ow.ly
If you're a veteran, be very skeptical of too-good-to-be-true mortgage and refinance offers that might come in the mail supposedly with the endorsement of the Department of Veterans Affairs. It might be a scam.

Like • Comment • Follow • 6 days ago

Oh yeah, almost forgot... That Veteran Healthcare...

CEO and Founder at MD-Advantages
Top Contributor



Congress Steps in to Speed Care for Vets warriorlodge.com
Bridget Foster, Contributor In the aftermath of the investigation into the scheduling of medical care at the nation's VA hospitals, Congress has stepped in...

Like • Comment • Follow • 6 days ago

Manager, Global Talent Acquisition (NYC)

Client Recruitment Specialist at Allegis Global Solutions for American Express

Manager, Global Talent Acquisition (824663) jobs.americanexpress.com

Like • Comment • Follow • 6 days ago

Is there anyone in the Riverside CA area that has any suggestions?

Community Relations Director at National Association of Senior Veterans (NASV)

I've been contacted by the wife of a transitioned Veteran. Her husband is have difficulty finding work and apparently they don't qualify for State assistance. I suggested United Way's 211 for bill assistance and Second Harvest for food but I'm ...

Like • Comment • Follow • 6 days ago

Trying to get a government contract. Is there some trick?

Business Manager
Top Contributor

I interviewed with a government contracting firm who gave me feedback that their particular position wanted more DoD experience than I have. I was in the military, so I'm not sure what else they were looking for me to bring to the table. I really ...

Like (3) • Comment (13) • Follow • 6 days ago

See all 13 comments

... here is a list of the top 100 government contractors.

<http://washingtontechnology.com/toplists/top-100-lists/2012.aspx> ...

3 days ago

1 day ago

I have a business partner who is a retired ... her name is ... she on my friends

list..anyway ...

1 day ago

Add a Comment...

Coastal California Housing Markets Will Hit Affordability Ceiling First <http://ow.ly/y9wTs>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



Coastal California housing markets will hit affordability ceiling first | HomebaseVA | Real... ow.ly
Over the last 40 years, California inflated three different housing bubbles. Starting in the 1970s with regulations like CEQA, California began to restrict growth. This inhibited builders and developers from bringing new product to market to meet demand...

Like • Comment • Follow • 6 days ago

Looking to purchase a home or refinance? Call Matt Dazey at Heartland Bank at 314-512-8913.


Vice President Residential Lending

Like • Comment • Follow • 7 days ago


New Surge in Southern CA Real Estate -- <http://ow.ly/y9wMM>


Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for

Purchase or Sale



 HomeBaseVA | Real Estate Military Services in San... ow.ly
 The price of homes sold within Southern California have jumped 24.7% since last year marking the highest May peak in seven years. DataQuick reports that the total number of homes sold has reached 23,304, a 3.8% increase from last year.
 Like • Comment • Follow • 7 days ago

BG Needs to fact check anti-veteran authors

 Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org
 Want to help? Do a quick search for the 3 words Boston Globe Spineless. It will help increase the search ranking for their anit-veteran oped. We want to expose these anti-veteran jerks.

 Boston Globe Publishes Spineless Anti-Veteran OpEd
 disabledveterans.org
 Boston Globe oped authors distorted the purpose of VA disability compensation to justify a total destruction of VA's current disability system.
 Like • Comment • Follow • 7 days ago


Senior Technical Recruiter who helps Fortune 500 companies find Top Technical Talent


 #SecurityClearancejobs- Join my #blog today!
 Saicon Technical Openings Nationwide - Overland Park, KS
 ryanmacdonald1.wordpress.com
 Information Technology openings in the United States
 Like • Comment • Follow • 7 days ago


Comcast is hiring!

 Virtual Recruiter at ManpowerGroup Solutions
 Top Contributor
 Apply first: B2C Outside Sales Reps (Base Pay + Commisssion) in Chicago, IL. bull.hn
 ManpowerGroup Solutions partnered with Comcast, a leading, growing telecommunications company, are seeking individuals that enjoy working in a ...
 Like • Comment (4) • Follow • 7 days ago

See all 4 comments


 Good luck recruiting with the most 'fickle' of all companies...laying off massively while hiring massively...they are the ultimate ...
 7 days ago

 Be careful with Comcast. I worked for them directly for 5 years. The manager said disparaging remarks about veterans, which put me into a ...
 5 days ago

 I'm sorry that you had a bad experience. Comcast actually has a reputation as being very Vet friendly. I have put 5 Veterans to work ...
 3 days ago

Add a Comment...

TWO Latent Print Examiner-Level III opportunities in Clarksburg, WV. Must be clearable.

 Technical Recruiter at Ideal Innovations, Inc.
 Latent Print Examiner III Opportunities (Two Vacancies) connect.talentnow.com
 Responsibilities include, but are not limited to, the following: Examination of processed latent fingerprints and evaluation of their quality for entry into the DoD Enterprise ABIS and other

Automated Fingerprint Identification Systems (AFIS); ..



Like • Comment • Follow • 7 days ago

Help for Veterans

A storyteller who tells tales about people facing their fears.

We are producing a documentary, which will help veterans, called Horses and Heroes, But we need your help to make it happen. We are looking for veterans, who would be willing to go through the therapy and honestly share their experiences. We also ...



Horses and Heroes: Equine Therapy for Veterans and Military Personnel theresachaze.blogspot.com

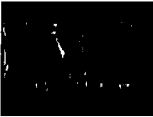
Theresa Chaze I have been describes woman who has the courage to play with dragons. I go where fools and angels fear to walk and have flourished. Writer and Executive Producer, I love creating projects that not only entertain, but help others...

Like • Comment • Follow • 7 days ago

The state of Wisconsin is offering new grants to help disabled veterans find employment.

Community Relations Director at National Association of Senior Veterans (NASV)

This was just out 5 days ago. All transitioning Vets in Wisconsin should see this.



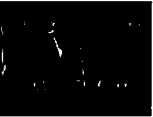
Disabled American Veterans Hold Conference in Appleton youtube.com
The state of Wisconsin is offering new grants to help disabled veterans find employment.

Like • Comment • Follow • 7 days ago

The state of Wisconsin is offering new grants to help disabled veterans find employment.

Community Relations Director at National Association of Senior Veterans (NASV)

This was just out 5 days ago. Anyone in Wisconsin should see this.



Disabled American Veterans Hold Conference in Appleton youtube.com
The state of Wisconsin is offering new grants to help disabled veterans find employment.

Like • Comment • Follow • 7 days ago

Married>Bought VA Loan>Divorced> How Do I Become Eligible Again - <http://ow.ly/y9wtc>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



Married>Bought VA Loan>Divorced> How Do I Become Eligible Again | HomebaseVA | Real Estate... ow.ly

When the property is awarded to the veteran's spouse as a result of the divorce, entitlement cannot be restored unless the ex-spouse refinances the property and / or pays off the VA loan in full or the ex-spouse is a veteran who substitutes their entitl...

Like • Comment • Follow • 7 days ago

News: California To Vote On Veterans Housing Program, Public Access Funding - <http://ow.ly/y9vLq>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



California To Vote On Veterans Housing Program, Public Access Funding | HomebaseVA | Real Estate... ow.ly

10

26

California voters weary of wading through a thicket of confusing state ballot measures in every election will get a welcome respite in the June primary.

Like • Comment • Follow • 8 days ago

I'm just so tired of hearing how Bush, and not Obama, is at fault for Iraq...

Anchor at Allvoices
Top Contributor



Iraqi implosion: observations from a token veteran allvoices.com
The incredibly painful odyssey of the American foreign policy toward Iraq in her death throes these past six days seems like a microcosmic metaphor of how conservatives have viewed the Obama...

Like (4) • Comment (80) • Follow • 8 days ago

See all 80 comments

Have a great day, George.

Add a Comment...

Be Authentic in Your Life and Leadership

CEO & Chief Inspirational Officer, Author, Speaker, Talent Developer, and Leadership Consultant

- Character Authenticity: The greatest unstoppable effect in your life.
narofskyconsultinggroup.org
- Character is the single most important factor in living an Unstoppable Life.
- Your character is a set of values and beliefs that you live by and define who you are to others. It defines ...

Like (2) • Comment • Follow • 8 days ago

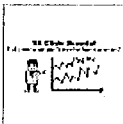
Robert Leo Cannon, SPHR, David Moorad like this

Add a Comment...

VA outsourcing may be at root of new clinic scandal

Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

Did outsourced VA health care cause veterans harm at this clinic? Judging from the Star Tribune article on the subject, VA cannot even properly monitor at least one clinic that was totally outsourced to a private company.



New VA Clinic Scandal Linked To Outsourced VA Health Care
disabledveterans.org
Some veterans and advocates claim new management at a VA clinic in Minnesota has led to poor health care choices connected to outsourced VA health care.

Like (1) • Comment • Follow • 8 days ago

Stephen Shuga likes this

Add a Comment...

Can VA Buyers Borrow More Than a Home Is Worth? - <http://ow.ly/y9v6s>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



Can VA Buyers Borrow More Than a Home Is Worth? | HomebaseVA | Real Estate Military Services in... ow.ly
It's tough to find a home in mint condition, unless you're buying sparkling, brand new construction. There's often a host of upgrades, fixes or improvements that prospective homebuyers envision making once that property is all theirs.

Like • Comment • Follow • 8 days ago

Project Management, CompTIA Certs, and Microsoft Office Professional certification in Phoenix!! Make yourself as marketable as you can be!

B.S. Education, Workforce, Education and Development (Navy Veteran)

Like • Comment • Follow • 8 days ago

Military Communications Market Forecasts & Analysis (2014 - 2019)

Manager at IBN Research

Inquiry Before Buying @ http://www.marketsandmarkets.com/Enquiry_Before_Buying.asp?id=66198542The military communications market to grow from \$18.46 billion in 2014 to \$30.12 billion by 2019. This represents a Compound Annual Growth Rate ...

Military Communications Market Worth \$30.12 Billion by 2019 – New... prweb.com
The Military Communications Market research report majorly focuses on communication types, components, applications, and regions....

Like (1) • Comment • Follow • 8 days ago

es this

Add a Comment...

Therapy for Veterans with PTSD

Certified WABA Watsu® Instructor & Practitioner for Wave Academy and Watsu® for Spas & Therapy Institute WABA

Watsu® for Post-Traumatic Stress Disorder (PTSD) aqua4balance.com
Watsu® for Post-Traumatic Stress Disorder (PTSD) On this video aquatic therapist Nicola Kapala interviews war veteran Josh on Watsu Therapy. Iraqi war veteran Josh talks about the common symptoms vets experience and how Watsu/Healing Dance...

Like • Comment • Follow • 8 days ago

Challenge to End Veteran Homelessness

Licensed Realtor at New Generation Realty Inc.
Top Contributor

Please join the challenge if you can. No veteran should ever be homeless!

Mayors Challenge: Everyone portal.hud.gov
Q: How do I know if my mayor is part of the Mayors Challenge to End Veteran Homelessness?
A: More and more mayors are joining the Mayors Challenge to End Veteran Homelessness, demonstrating their leadership on the issue and committing to end...

Like (2) • Comment (3) • Follow • 8 days ago

commend you for bringing this to the attention of those who are willing to help. We can all be simply involved by sharing this with our ...
8 days ago

Our Veterans are treated worse than the illegal immigrants coming across our borders. Where is the President's priorities?

8 days ago

...agree, lets do everything that we possibly can to assure that no veteran is left homeless. They sacrificed for our freedom and country ...
8 days ago

Add a Comment...

2014 VA County Loan Limits - <http://ow.ly/sExIC>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

2014 VA County Loan Limits | HomebaseVA | Real Estate Military Services in San Diego ow.ly

The Department of Veterans Affairs (VA) Loan Guaranty program does not set a maximum amount that an eligible Veteran may borrow using a VA-guaranteed loan. Lenders may make loans to Veterans greater than the maximum county loan limit; however, lenders may require Veterans to make a downpayment fo...

Like • Comment • Follow • 9 days ago

Lexington, Ky Job Fair for Veterans & Spouses Next Thursday June 26

Community Relations Director at National Association of Senior Veterans (NASV)

Transitioning Veterans, Veterans that have already returned to the civilian workforce and their spouses have a the opportunity to attend a Hiring Our Heroes job fair coming up in Lexington, Ky on June 26. Please spread the word to anyone you or ...



Job fair for veterans, military spouses set for June 26 wkyl.com
The U.S. Chamber of Commerce Foundation, along with lead sponsors University of Phoenix and Masco Contractor Services, will host 'Hiring Our Heroes - Lexington,' a hiring fair for veterans and military spouses.

Like (1) • Comment • Follow • 9 days ago

Charles Bonilla likes this

Add a Comment...

Which VA Loans Allow Cash Back To The Borrower? - <http://ow.ly/sEuis>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

Which VA Loans Allow Cash Back To The Borrower? | HomebaseVA | Real Estate Military Services in... ow.ly

There's a common type of question associated with VA home loans--many borrowers are interested in getting cash back at closing time from loan proceeds from their home loans. But which VA home loans allow this? Can a borrower, as some readers have asked, get a home loan for the appraised value of the...

Like • Comment • Follow • 9 days ago

As a Veteran what resources are you recommending to other veteran who are seeking jobs? Vet focusd boards, LinkedIn, personal networks?

Recruitment Acquisition Take Your Career in a healthy New Direction

Like • Comment (4) • Follow • 9 days ago

See all 4 comments

I think the personal network/social networking is probably the key areas today. It isn't just because those on the inside know about ...
8 days ago

[Redacted] Networking definitely is a good time spent. ...
7 days ago

[Redacted] advice to you; write an exceptional cover letter, no more than
two page resume and post them on various websites such as ...
5 days ago

Add a Comment...

2

As requested, our next Transition Seminar will be held in Miami at the Tiger Direct HQs. There are 50 guaranteed jobs being offered at...

[Redacted]
Executive Vice President/Chief Operating Officer, X Corp Solution, Inc. SDVOSB, 8(a) SDB, HUB zone

<http://www.eventbrite.com/e/military-veterans-transition-seminar-the-transition-timeline-process-tickets-11964693721>

Like (1) • Comment (3) • Follow • 9 days ago

[Redacted] likes this

[Redacted] Cesar, ...
[Redacted] days ago

[Redacted] SB Champ Anquan Boldin Grilled in Ponzi Lawsuit ...
[Redacted] days ago

[Redacted] Fwd: seeking help to expose scheme thats over 14yrs old and counting ...
8 days ago

Add a Comment...

8

If you are confused about what Patriot Promotions does, let me spell out one area of expertise...we have NATIONAL press data bases that...

[Redacted]
Media & Development Consultant at Gun Owners of America

Outdoor and Gun industry. If your company need press or a promotion to build marketing lists and drive traffic to your website, we can help with that. Retainers begin at \$500 per month + depending on your needs. Yearly plans are available ...

Like • Comment • Follow • 10 days ago

7

**#QATester job in #Lenexa - 913-553-2667
rmacdonald@saiconinc.com #Technologyjobs
#Analystjobs #jobs #tester <http://buff.ly/1k21Zu3>**

[Redacted]
Senior Technical Recruiter who helps Fortune 500 companies find Top Technical Talent

Like (1) • Comment • Follow • 10 days ago

[Redacted] likes this

Add a Comment...

A Fatal Military Job Search Mistake

[Redacted]
Military Headhunter & Recruiter Linking Talent into FORTUNE companies* Talent Acquisition for Military to Civilian Jobs

Most Military Professionals HATE Recruiters and Headhunters. In doing so, they rob themselves

of one the most powerful tools in their toolbox. Get the scoop here <http://bit.ly/1lymMdE>



6 Reasons Why You Hate Recruiters -- and How It's Killing Your...
[bit.ly](#)

There are a few basic assumptions transitioning service members make about recruiters -- and they aren't doing anyone any favors.

Like (2) • Comment (6) • Follow • 10 days ago

like this

See all 6 comments

Fox the best way is to connect with them via LinkedIn, then move the conversation to the phone as quickly as possible. Ask THEM the ...
10 days ago

abulous! Thanks so much for sharing!
8 days ago

Boom! you've nailed it once again, great info. I'm going to point the soldiers I talked to this week about the same subject, to ...
6 days ago

Add a Comment...

Need A Loan Today

Financial Services Adviser

Need A Loan Today - Get Quick Monetary Assistance for Deal with Une... [bagtheweb.com](#)
Need A Loan Today are capable of arranging immediate financial assistance. These are short term loans, with fast secure application form. With us you can enjoy an array of matchless loan like Need Payday Loan, Get A Loan

Today and I Need a Loan...

Like • Comment • Follow • 10 days ago

NEED HELP WITH YOUR RESUME - Interviews Guaranteed

Emergency Management Officer at Department of the Interior

Hello, If you are experiencing difficulty finding a new job, my company can help. We have been helping veterans and private citizens secure new opportunities since 2006. We can translate that difficult military lingo into easy to understand terms ...

Like • Comment • Follow • 10 days ago

#BusinessAnalyst job in #Lenexa - 913-553-2667
rmacdonald@saiconinc.com #Technologyjobs
#Analystjobs #jobs #contract <http://buff.ly/1pjAwZU>

Senior Technical Recruiter who helps Fortune 500 companies find Top Technical Talent

Like • Comment • Follow • 10 days ago

#BusinessAnalyst job in #KansasCity - 913-553-2667 or
rmacdonald@saiconinc.com #Technologyjobs
#Analystjobs <http://buff.ly/1odhAhX>

Senior Technical Recruiter who helps Fortune 500 companies find Top Technical Talent

Like • Comment • Follow • 11 days ago

#.NET Developer job in #Olathe - 913-553-2667 or
rmacdonald@saiconinc.com #Technologyjobs
#Developerjobs <http://buff.ly/1jDO5CJ>

Senior Technical Recruiter who helps Fortune 500 companies find Top Technical Talent

Like • Comment • Follow • 11 days ago

The Genesis of my New Book, You are Unstoppable.

CEO & Chief Inspirational Officer, Author, Speaker, Talent Developer, and Leadership Consultant



You are Unstoppable Genesis narofskyconsultinggroup.org
The genesis of my book, You are Unstoppable: Unleash You Inspired Life, comes from my wounded warrior visits to Brooks Army Medical Center (BAMC) in 2006 prior to my yearlong deployment to the Midd...

Like • Comment • Follow • 11 days ago

2014 Cold War Service Medal more on my blog

<http://jerry88acwv.americancoldwarveterans.blogspot.com/>

Chairman at American Cold War Veterans



American Cold War Veterans, Inc Blog: Jerry T jerry88acwv-
americancoldwarveterans.blogspot.com
But there is one group of veterans in particular that the Egg Harbor Township resident thinks about especially at this time of year: those he refers to as the Cold War veterans. Haller served in Operation TAGOS, a mission to collect underwater...

Like • Comment (5) • Follow • 11 days ago

See all 5 comments

Yes, but the NDSM is very time specific and there are more than 22 years when it was not issued. I know that it is now given when a ...
9 days ago

If you got negative comments about changing a device on a medal, you think you will get a better response for a separate medal?
8 days ago

All we can do is keep the pressure on Congress to authorize this medal. We have even discussed bringing back the American Defense ...
7 days ago

Add a Comment...

#C# Developer job in #KansasCity - 913-553-2667 or rmacdonald@saiconinc.com #Technologyjobs #Developerjobs <http://buff.ly/1odhoPG>

Senior Technical Recruiter who helps Fortune 500 companies find Top Technical Talent

Like • Comment • Follow • 11 days ago

My New Book was released this week

CEO & Chief Inspirational Officer, Author, Speaker, Talent Developer, and Leadership Consultant




F(X) Leadership Unleashed/You Are Unstoppable
narofskyconsultinggroup.org
In You are Unstoppable, Thomas Narofsky, author of F(X) Leadership Unleashed: The Art and Science of Leadership, and leadership speaker, will show you how to develop the essential qualities needed...

Like • Comment • Follow • 12 days ago

VA executives, employees raked in \$108.7M in bonuses thehill.com
Secretary Eric Shinseki halted bonuses for 2014, before he resigned late last month.
Like (1) • Comment • Follow • 12 days ago

[Redacted] likes this

Add a Comment...

 Veterans flood American Legion seeking help with care stripes.com
"They sent me home to die," Gene Stoesser said Tuesday, surrounded by dozens of other veterans at a crisis center set up by the American Legion in downtown Phoenix in a first-of-its-kind event for the nation's largest veterans group.
Like • Comment • Follow • 12 days ago

Tact in the workplace

[Redacted] Asset Manager at The Christ Hospital Health Network

Good & Bad in the workplace, keeping your tact. linkedin.com
Some life lessons and insight approaching situations with "Tact". Over many years I have seen teams and co-workers striving to improve situations. I have also seen the "one", the individual, who for the most part is in the team but for some reason...

Like (1) • Comment • Follow • 12 days ago

Kevin Horgan likes this

Add a Comment...

Really?

[Redacted] Air Force Veteran/Retired Police Officer

<http://thisainthell.us/blog/?p=45101>

[Redacted] reasons not to vote for a veteran thisainthell.us
Chier tango sends a link to an article that was in Foreign Policy but had too much pop-up BS for me to read the damn thing. So, Stars & Stripes gets the traffic. The article is written by [Redacted]

Like • Comment • Follow • 12 days ago

Why are we so polarized?

[Redacted] Real Estate Broker/ APA-ABA Poultry Judge
Top Contributor

It seems that there is no meeting of the minds between the thinking of a liberal and a conservative. I thought that all Americans subscribe to the findings of our forefathers and the framing of the U.S. Constitution. Now, it would seem that ...

Like (3) • Comment (41) • Follow • 12 days ago

[Redacted] likes this

See all 41 comments

[Redacted] thank you for posting your the article on the deportation numbers. It is also a good example of how the mis-information, which ...
8 days ago

[Redacted] oks like we're beating a dead horse. Many years ago, I took a college course and required reading was a book, entitled "How to Lie With ...
8 days ago

[Redacted] do you work for The current Admin? you spun that what was said and reason for the way Former Admin worked it..

8 days ago

Add a Comment...

How to Make Your Resume Civilian-Friendly

Recruiting Manager (Transitioning Military Officer Recruiting), Partner at Orion International

Your resume is the first impression a hiring manager has of you, don't let them pass you over because they can't understand it. Here are 5 quick tips to help translate your resume from military to civilian:

- 1. Include specific, quantifiable ...

Translating Your Military Experience orioninternational.com

It may seem a daunting task to effectively translate your military experience on your resume into a format from which a civilian hiring manager can easily extract your civilian qualifications and experience. Hiring managers receive so many resumes...

Like • Comment • Follow • 13 days ago

Is this treatment of sick veterans creepy?

Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

We just broke this story about DHS running ops at a VA medical center. Veterans on site were harassed and had access to care interfered with. Is this appropriate treatment of our nation's heroes?



BREAKING: Homeland Security Police Caught Harassing Sick Veterans
disabledveterans.org
SAN DIEGO – Veterans were horrified while seeking VA health care on Wednesday when approached by Homeland Security police in an Operation Shield exercise.

Like • Comment • Follow • 13 days ago

<http://www.twc.state.tx.us/svcs/vetsvcs/hiring-red-white-you.html>

Training Manager | Certified Corporate Training Instructor | Specializing in Talent Development and Operational Training



Hiring Red, White & You! twc.state.tx.us
A statewide job fair to connect Texas veterans with Texas employers, held in 28 locations across the state.

Like • Comment • Follow • 13 days ago

Active Duty and Retired Military Spouses Have Another Option

Executive Consultant/Partner at Rodan + Fields



Military Wives: Hit Hard in the Jobs Market foxbusiness.com
The official unemployment rate, currently at 6.6%, tells the story of some of the millions of jobless Americans.

Like • Comment (1) • Follow • 13 days ago

Figuring out a way to make civilian qualifications more easily transferable among states would benefit more than just military spouses. ...
9 days ago

Add a Comment...

New STANLEY Healthcare Careers group!

Recruiter at STANLEY Healthcare

STANLEY Healthcare Careers linkedin.com

STANLEY Healthcare provides over 5,000 acute care hospitals and 12,000 long-term care organizations with enterprise solutions that transform safety, security and operational efficiency. The STANLEY Healthcare solution set enables customers to achieve organizational excellence and superior care in five critical areas: Patient Safety, Security & Protection, Environmental Monitoring, Clinical Operati

Like • Comment • Follow • 13 days ago

Mo's Heroes issuu.com

Issuu is a digital publishing platform that makes it simple to publish magazines, catalogs, newspapers, books, and more online. Easily share your publications and get them in front of Issuu's millions of monthly readers.

Like • Comment (2) • Follow • 13 days ago

Hi Group. I'd like to introduce myself to you all. I work with global clients to source the candidates for their open positions. I am trying ...

13 days ago

se to meet you and "Mo's Heroes" will be sure to spread the word of these job openings!

13 days ago

Add a Comment...

Are you a veteran in the Los Angeles area looking for employment?

Coaching • Training and Development • Insurance Professional • Mentor

I'm with the Salvation Army. We specialize in exclusively working with veterans find sustainable employment. If you are in job search, we can help. The Salvation Army is a non-profit, there is no cost to you for our services. If you are in the ...



Salvation Army of Southern California salvationarmy-haven.org
For more than 125 years The Salvation Army has been delivering services and hope to the less fortunate on the streets of Los Angeles and to those in shelters, schools, and daycare centers across the Southland. Internationally,

it is an...

Like • Comment • Follow • 13 days ago

Healing the Experience of War

Author, Inspirational Speaker, Veteran, TIME blogger, Radio Co-Host, Family Advocate, and Spirited Entrepreneur



Journaling Military Experience through The Arts with Travis Martin
06/16 by Because Hope Matters Radio | Family Podcasts
blogtalkradio.com

Veterans can learn to express the most unspeakable tragic experiences of war -- that is Travis Martin's heart-work. Travis served two tours of duty in Iraq with the Army. He's now the President and Editor-in-Chief of the all volunteer non-profit...

Like • Comment • Follow • 13 days ago


Good to know.

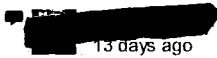
work smarter AND harder!

Stats exploring what those who do the hiring are looking for.

What Are Hiring Managers Thinking? [Infographic] - Volt Workforce Solutions Blog
volt.com


Have you ever wanted to get in the mind of a hiring manager? We asked 1,300 hiring managers

 five questions about finding and keeping new employees. Here's what they told us.
 Like • Comment (1) • Follow • 13 days ago

 Interesting Information.
 13 days ago

Add a Comment...

5 Reasons to find a Veteran Mentor.


 Special Agent, Homeland Security Investigations
<http://www.military1.com/military-career/article/411511-5-reasons-you-should-find-a-veteran-focused-mentor>
 Like • Comment • Follow • 13 days ago

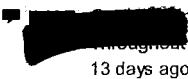
You Shouldn't Vote For A Veteran.... Are You Kidding Me?

 Technology Evangelist / Implementation Services Lead (GS-14) at U.S. Department of Veterans Affairs
 Top Contributor

What's a stronger name for a Blue Falcon in the military and veteran community? Is it a Sergeant Bergdahl?


Honestly, I don't know how any veteran could write something that starts "10 Reasons Why You Shouldn't Vote For A Veteran". For some ...

 theinveterateveteran.com theinveterateveteran.com
 Like • Comment (1) • Follow • 14 days ago


 Interesting read. I disagree with everything the retired LTC said.
 Throughout most of my active duty career, I lived off post. The majority ...
 13 days ago


Add a Comment...

US Veteran to Speak in London

 Higher Education International Programs Consultant
 On June 30th 2014 I will be speaking in the United Kingdom at the annual International Education Councils' (IEC) convention. <http://bit.ly/1r8RGel>m excited to be speaking in front of some of the worlds leading Universities this June about US ...
 Like • Comment • Follow • 14 days ago

Job Fair in Melbourne June 26

 Operations Coordinator at SBDC at Eastern Florida State College
 registration link http://www.chamberorganizer.com/members/evr/reg_event.php?orgcode=MRCO&evid=19684877 for a Veteran Focused Job Fair on June 26th.
 I serve on Veterans Resource Committee of the Chamber and we are hosting this event at the ...

 Event Registration - Melbourne Regional Chamber of East Central...
chamberorganizer.com
 Veteran Focused Job Fair 06/26/14 - 06/26/14 The Veterans Resource Committee's biannual job fair will focus on Veterans employment. This is open to the public and will offer positions for non-veterans also. Sponsored in partnership with SBDC and...
 Like • Comment • Follow • 14 days ago

Helicopter EMS Pilot in Mecca Saudi Arabia

Executive Recruiter at Aviation Search Group



Apply to this job: Saudi Arabia Helicopter EMS Pilots in Mecca, Saudi Arabia bull.hn
PHI is hiring Rotor-Wing Captains to fly EMS in the Medina and Mecca regions of Saudi Arabia. 28/28 rotational schedule. Due to Saudi law, ...

Like • Comment • Follow • 14 days ago

Interesting article from...

Actively Seeking Opportunities in Electronic Warfare, Aviation, Testing, Training, Project Management



What Government Should Actually Do To Support Veterans' Employment
forbes.com
Veterans' employment is another realm in which well-meaning government involvement has been inefficient at best and ineffective or counterproductive at worst.

Like • Comment • Follow • 14 days ago

How do you search for your vet benefits?

I help veterans find civilian employment as a Disabled Veterans' Outreach Program Specialist at California EDD

One of my colleagues is doing a quick, two-question survey about what terms people use when looking at veteran benefits. Please take a minute and fill it out!

<https://www.surveymonkey.com/s/CY85QYQ>

Searching for Veteran's Resources Survey surveymonkey.com
Web survey powered by SurveyMonkey.com. Create your own online survey now with SurveyMonkey's expert certified FREE templates.

Like (2) • Comment (1) • Follow • 14 days ago

Like this

...trying to use the power of networks to help develop a
...winning independent business on my own while the government and defense ...
14 days ago

Add a Comment...

GREG HUBBELL RESUME

Shop Superintendent



Hiring Our Heroes - Personal Branding Resume Engine resumeengine.org
Veterans: Resume Engine translates your military experience into language civilian employers understand. Try it now: ResumeEngine.org

Like • Comment • Follow • 14 days ago

Visit Rockwell Automation Booth at Cleveland's Hiring our Heroes Event on June 26!

Engineering Recruiter at Rockwell Automation | Military Recruiting Liaison

Calling all military veterans, transitioning servicemembers and spouses! Stop by the Rockwell Automation booth on June 26 at The Cleveland Public Auditorium & Conference Center and find out how we Listen. Think. Solve. Details at, [http://www.hiri ...](http://www.hiri...)

Like • Comment • Follow • 14 days ago

30

One Deserving Program From the VA

Producer at Mirage Productions, International

Some Kind of Wonderful by Alan Turner & The Steel Horse Band (live) dai.ly
Alan Turner & The Steel Horse Band performed a live concert in San Diego for the Disabled Veterans Sports Clinic. They invited many of the veterans on stage to sing along with them playing "Some Kind of Wonderful" by Grand Funk Railroad. This is...

Like • Comment • Follow • 14 days ago

Any change to the medical cannabis laws in Washington will hurt V

Public Advocate.. at Veterans for Compassionate Care

<http://blog.seattlepi.com/vivianmcpeak/2013/11/07/429/>

Like • Comment • Follow • 14 days ago

First, you make your habits, then your habits make YOU...or, BREAK you!

The Leadership Guru Guy: Developing A Generation of Total Leaders

The Daily Routines of Geniuses - Harvard Business Review
blogs.hbr.org
Seven elements can help create exceptional results.

Like (1) • Comment • Follow • 14 days ago

Kevin M. likes this

Add a Comment...

13

VA continues to fail its MST veterans

veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

GAO report shows over 30% of MST veterans with appeals decisions had prior VA denial overturned. Evaluation standards were too vague to ensure all MST veterans were treated fairly across all VA regional offices.

High Rate of Military Sexual Trauma Veterans wrongly Denied Benefits
disabledveterans.org
VA has consistently treated Military Sexual Trauma victims poorly over the years, and the recent GAO report shows the agency is slow to fix the problems.

Like • Comment • Follow • 14 days ago

Senior Technical Recruiter who helps Fortune 500 companies find Top Technical Talent

#TechnicalWriter job opening in Bentonville, Arkansas <http://buff.ly/1IRABI3>

Saicon #TechnicalWriter job opening in Bentonville, Arkansas

Research, collect source data, and interview appropriate personnel to draft/compose text for technical literature, which meets standards and procedures, with experience in Information Design, Infor...

Like • Comment (2) • Follow • 14 days ago

I'm interested in this position. What would you like as far as interest materials, or would you like to peruse my LinkedIn profile ...
13 days ago

[Redacted] 13 days ago

Add a Comment...

What may be the reason for the difficulty in Veterans transitioning from military careers to civilian ones?

Human Resources Administrator dedicated to providing valuable guidance to employees and leaders

Top Contributor

I am seeking some feedback from fellow veterans regarding military transition to civilian work life. I'm hoping to be able to use my human resources experience to help fellow veterans in my area enhance their career seeking skills.

Thanks for ...

Like (1) • Comment (14) • Follow • 14 days ago

[Redacted] likes this

See all 14 comments

[Redacted] would ask that anyone transitioning from the military to a civilian job read the below article: ...

7 days ago

[Redacted] not sure of the context of the question. I transitioned long ago and currently work on a base in a generally blended environment of ...

6 days ago

Add a Comment...

A REAL income with Network Marketing?

Account Management Representative

What are your dreams? Do they include working 40 hours a week for 40+ years to build SOMEONE ELSE'S dream? I don't think so! There IS a better way! Start working on building YOUR dreams today! Earn a REAL living building your OWN business, so YOU ...



EXPERIENCE ISAGENIX celestadavis.isagenix.com
Welcome to Isagenix! You're the one we've been waiting for! Isagenix is your opportunity for health, wealth and happiness.

Like • Comment • Follow • 14 days ago

Poor VA Leadership Covering Tracks

Entrepreneur

Yep, punish the truth-tellers. Another example of the piss-poor leadership and administrators we have at the VA. It's time to CLEAN HOUSE and get new blood in there....people who actually give a damn about the institution and the veterans.



VA Whistleblowers Say Supervisors Retaliating | Military.com
military.com


A federal agency is investigating claims that Veterans Affairs officials illegally retaliated against 37 whistleblowers who exposed the wait-time scandal that led to former-Secretary Eric Shinseki's resignation. According to the Office of Special...

Like (1) • Comment • Follow • 14 days ago

[Redacted] this


Add a Comment...

7

 LinkedIn veteran jobseeker slideshare.net
 Comprehensive overview on how Veterans can use LinkedIn to network and find a...
 Like • Comment • Follow • 14 days ago

7

24 Hour Fitness Job Opportunity - Bothell WA

 District Manager at 24 Hour Fitness

Club Department Managers Jobs at 24 Hour Fitness careers.24hourfitness.com
 Are you a leader with a proven track record of achieving results, developing team members and delivering superior customer service? Are you passionate about fitness? Want to grow your career? Bring your enthusiasm for fitness and leadership together...
 Like • Comment • Follow • 15 days ago

Job Opportunity in Michigan

 Human Resources Intern at Magna Electronics

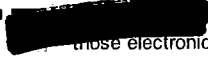


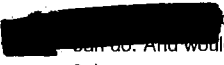
Technical Project Manager bit.ly
 Like • Comment • Follow • 15 days ago

Is it desirable for a junior worker to give honest feedback to a top executive?

 Business Student (MBA) at University of Central Arkansas

I was thinking about a time, about 17 years ago in 1997 when I was a junior enlisted Airman working in an aircraft engine repair facility (E-4, Senior Airman) and a General toured or workplace. He told us about a plan for us to have wearable ...
 Like • Comment (2) • Follow • 15 days ago

 Ok, working in an industry of electronics and the design of those electronics I can give some feedback to your scenario. Your feedback to ...
 15 days ago

 So many people are dazzled by their dreams of what new tech can do. And would do if used properly. And a lot of people are afraid to ...
 8 days ago

Add a Comment...

Broken promises affects foreign policy

 Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

How long will it take America to wake up to the reality that decades of broken promises to veterans impacts our national security and foreign policy?



Why is the VA Scandal a Foreign Policy Issue? disabledveterans.org
 Foreign Policy Magazine circulated its newsletter yesterday with surprising coverage of the VA Scandal leaving some to wonder about the policy...
 Like • Comment • Follow • 15 days ago

Looking for a new job? - fantastic work environment - know anyone who might be a good fit?

 Federal Technical recruiter at Compqsoft Inc

NetOps Specialist (Senior) connect.talentnow.com

17



Hello, My name is NaveenKumar. M and I am a Technical Recruiter with COMPQSOFT. Please go through the below requirements and if interested kindly respond with your updated resume and contact details Program: FederalGovt Program NetOps Special..

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I'm hiring - great people - know anyone who might be a good fit?

Federal technical recruiter at Compqsoft Inc



cyber security specialist(junior) connect.talentnow.com
Hello, My name is Naveen Kumar. M and I am a Technical Recruiter with COMPQSOFT. Please go through the below requirements and if interested kindly respond with your updated resume and contact details Program:

Federal Govt Program Position: Cyber..

Like • Comment • Follow • 15 days ago

I'm hiring - great people - know anyone who might be a good fit?

Federal Technical recruiter at Compqsoft Inc



NetOps Specialist (Senior) connect.talentnow.com
Hello, My name is NaveenKumar. M and I am a Technical Recruiter with COMPQSOFT. Please go through the below requirements and if interested kindly respond with your updated resume and contact details Program:

FederalGovt Program NetOps Special..

Like • Comment • Follow • 15 days ago

Looking for a new job? - great people - know anyone who might be a good fit?

Federal Technical recruiter at Compqsoft Inc



Information Security Specialist connect.talentnow.com
Hello, My name is Naveen Kumar. M and I am a Technical Recruiter with COMPQSOFT. Please go through the below requirements and if interested kindly respond with your updated resume and contact details Duration: 6

months +Contract to hire ..

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likes this

Add a Comment...

Help me raise \$800 in one evening for Returning Veterans Project
<https://www.crowdrise.com/ReturningVeteransProject>.
They are doing...

Coordinator at Returning Veterans Project

Returning Veterans Project | Returning Veterans Project's Fundraiser...
crowdrise.com
Returning Veterans Project (RVP) is dedicated to helping our newest generation of warzone veterans return all the way home to their families, friends and communities. Created in 2005, we believe its the communitys responsibility to help heal both...

Like • Comment • Follow • 15 days ago

Senior Technical Recruiter who helps Fortune 500 companies find Top Technical Talent

What you should do if you are unemployed?

#unemployed #Employmentneeded #jobs

http://buff.ly/1cn32kX

Saicon Technical Openings Nationwide - Overland Park, KS
Information Technology openings in the United States
Like • Comment • Follow • 16 days ago

3

Scope of Wait List Scandal explodes to over 100,000 veterans

Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

While many of you have likely heard the numbers and are sickened, I put together a quick down and dirty list here of the primary things VA Secretary Gibson plans to implement to fix the problem in the short term.



Over 100,000 Veterans affected by Wait List Scandal
disabledveterans.org
Data from the VA OIG investigation indicates the Wait List Scandal impacted over 100,000 veterans with extended wait times or not being on a list, at all.
Like (1) • Comment (1) • Follow • 16 days ago

...
... thought that the post provided some valuable information, but this problem has been going on for many years. I watched many shows (News) and ...
15 days ago

Add a Comment...

#ProgramManager job in #Atlanta 913-553-2667/rmacdonald@saiconinc.com #Technology #Telecommunications #jobs http://buff.ly/1sND9pJ

Senior Technical Recruiter who helps Fortune 500 companies find Top Technical Talent

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... her like this

See all 5 comments

... and I do, forward me your resume to ... and I will see what I can do fo you.
15 days ago

... let me know if you got it...
14 days ago

... Thanks
... days ago

Add a Comment...

Really?! A Wounded Warrior has to ask Strangers for help!?!

Law Enforcement Trainer, Master Internet Entrepreneur! U.S. Army Veteran!

Here is a Wounded Warrior Project Warrior (friend of mine!) that has hit some tough times. Between the VA Delays and his kid being diagnosed with Diabetes they need a hand. Why can't we meet this simple request? It hurts me that a fellow vet has ...



Please help or share gofundme.com
\$767 raised by 18 people in 2 months.
Like (1) • Comment (6) • Follow • 16 days ago

... likes this

See all 6 comments

... colleague Ken Zierler was recently nominated to serve as the VA Secretary. Ken is a service connected retired Army Veteran and he is

...
14 days ago

... Chris, ...
14 days ago

... The news about the VA is getting worse. The FBI is now investigating the atrocities that perhaps the VA IG should have been monitoring. ...
13 days ago

Add a Comment...

Wanna know how to get the Government Contracts?

CEO at RUN Enterprises, Business Loan & Financing | Business & Personal Credit, Property Investment Locator

Awesome training called "The Real Truth about doing business with the Federal Government". This is a 6 hour course that shows you how to get in and bid on government contracts. If you are a Woman Owned, Veteran, Disabled Veteran, Minority Owned, ...

Like • Comment (1) • Follow • 17 days ago

... next Class Richmond, VA
17 days ago

Add a Comment...

The Unspoken Challenges of Senior Military Veterans

Military Headhunter & Recruiter | Linking Talent into FORTUNE companies | Talent Acquisition for Military to Civilian Jobs

Interesting read. I can definitely agree with number seven. What do you think?



8 Unspoken Challenges of Mid-Level and Senior Military Veterans - Every Veteran Hired everyveteranhired.com
If you were mid-level or senior military before transitioning to the civilian workforce, you may be facing some of these unspoken barriers.

Like (7) • Comment (1) • Follow • 17 days ago

... like this

... agree. Number three is also true. I've seen it in the classroom as well as in meetings. However, be open enough to recognize that other ...
14 days ago

Add a Comment...

We are Hiring!

HR Hiring/Administrative Support Manager

CPOF Instructor, ESP, INC ziprecruiter.com



Essential Functions Include: Duties. Provide instruction on the installation, configuration, operation, and maintenance of CPOF, and supporting software and hardware in accordance technical documentation in both a classroom training and COC...

Like • Comment (1) • Follow • 17 days ago

Good Morning Ms. Smith, ...
15 days ago

Add a Comment...

Success is like an Iceberg lnkd.in

There's no such thing as an "overnight success"... what you didn't see were the weeks, months, YEARS of the blood, sweat and tears that someone has given, behind the scenes, to achieve their goals! Don't envy them for their success... look

to them as an EXAMPLE of what's possible for YOU!

<http://www.weirdmarketingtips.com/realchange/?id=getfreedomdream>

<http://i1355.photobucket.com/albu>

Like (1) • Comment • Follow • 17 days ago

this

Add a Comment...

VA Secretary selectee withdraws after scandal surfaces

Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

President Obama picked a VA Secretary replacement with his own VA-like scandal. Should veterans be concerned that Obama's nomination committee missed Dr. Cosgrove's own 800 lbs elephant in the room?

<http://wp.me/p1DEDS-29F>



MMQB: Potential Shinseki Replacement withdraws amidst Own Scandal
disabledveterans.org

Potential Shinseki replacement, Dr. Toby Cosgrove, withdraws his name from the list of potential candidates when Cleveland Clinic scandal surfaces.

Like • Comment • Follow • 17 days ago

Tips For Vets On The Job Hunt

Operations Manager at M9 Defense **SEEKING NEW OPPORTUNITIES**



8 Tips For a Successful Job Search zacharybrown.hubpages.com

Are you looking to improve the chances of success during your job search? Incorporate these 8 tips for success into your next job hunt and go after the right job for you!

Like (3) • Comment • Follow • 17 days ago

this

Add a Comment...

Department of Veterans Affairs Posts VA Loan Limits For 2014 - <http://ow.ly/sEsv1>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

HomebaseVA | Real Estate Military... ow.ly

According to VA Circular 26-13-28, the new limits apply to new purchase home loans and not to VA Streamline Refinancing/VA IRRRLs. "The county loan limits do NOT apply to IRRRLs. VA

will guarantee 25 percent of the principal balance on an IRRRL, regardless of whether the loan exceeds the limit fo...

Like (1) • Comment • Follow • 17 days ago

[Redacted] this

Add a Comment...

2014 Basic Allowance for Housing Rates - <http://ow.ly/sp4Yd>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

2014 Basic Allowance for Housing Rates | HomebaseVA | Real Estate Military Services in San Diego ow.ly

The Basic Allowance for Housing (BAH) is based on geographic duty location, pay grade, and dependency status. The intent of BAH is to provide uniformed servicemembers accurate and equitable housing compensation based on housing costs in local civilian housing markets, and is payable when government...

Like • Comment • Follow • 18 days ago

<http://www.gofundme.com/VeteraNetwork>

COO-VeteraNetwork.org- Veteran, Law Enforcement & Firefighter Computer Network Mentoring Program- Nationwide

Please help support our Non-Profit 501 (c)(3)- VeteraNetwork.org



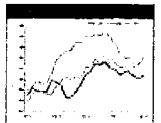
Click here to support Non-Profit Veteran Employment Program by Peter... gofundme.com

VeteraNetwork provides a specialized, all-inclusive mentorship service in the Global Telecommunications industries, specifically in the skills of internetworking. Our number one target is to decrease unemployment rates for post 9/11 Military and...

Like • Comment • Follow • 18 days ago

What The Home-Price Slowdown Really Looks Like - <http://ow.ly/wuTKo>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



What The Home-Price Slowdown Really Looks Like | HomebaseVA | Real Estate Military Services in... ow.ly

The current slowdown of housing prices has been sharpest in markets that crashed during the bust and bounced back last year. And although asking-price gains have been slowing since last spring, price increases remain high by historical standards.

Like • Comment • Follow • 18 days ago

Senior Technical Recruiter who helps Fortune 500 companies find Top Technical Talent

Interview Questions asked in a Job Interview!

How should I prepare?

<http://buff.ly/R4ipv1>



50 toughest Questions you could be faced with in a interview!

50 Toughest Questions you will be faced with for an interview / Prepare your answers to come across confident and concise, remember to be enthusiastic for the role in your answers and ask for the j...

Like • Comment • Follow • 18 days ago

#TechnicalRecruiter - Endorsements for one of the best #Technical #Recruiters in the Field! #Technology
<http://buff.ly/1IVWnGJ>

Senior Technical Recruiter who helps Fortune 500 companies find Top Technical Talent

Like (3) • Comment (4) • Follow • 18 days ago

[Redacted]

See all 4 comments

[Redacted] thank you for sharing this information. I bookmarked your website so I can go through the articles as I prepare for my own ...
18 days ago

[Redacted] Hello F...
17 days ago

[Redacted] ...
17 days ago

Add a Comment...

What Is a VA Guaranteed Home Loan? - <http://ow.ly/wD0rY>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

What Is a VA Guaranteed Home Loan? | HomebaseVA | Real Estate Military Services in San Diego ow.ly
A VA-guaranteed loan is a loan made by private lenders (such as banks, savings & loans, or mortgage companies) to eligible veterans. If you want to purchase a home, condominium or manufactured home, the VA can guarantee up to \$417,000 of the total loan — much higher than you can get with most con...

Like • Comment • Follow • 18 days ago

Looking for Feedback and Help...

Licensed Marriage & Family Therapist and Author & Creator of Transformative Therapy Theory

What do you all think about my new project?

United States Air Honor Guard is a new organization - check it out and let me know what you think. See more at: www.usaHonorGuard.com

Thanks for looking and for any promotional assistance you ...

Home usahonorguard.com
The USAHG is intended to be a well known organization that most Americans will eventually recognize and respect. Only .47% of Americans have served in the United States Armed Forces. That is less than ONE HALF of ONE PERCENT of the United States...

Like • Comment • Follow • 18 days ago

I don't have an honorable discharge, am I automatically disqualified from VA loan eligibility? - <http://ow.ly/n6mU9>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

I don't have an honorable discharge, am I automatically disqualified from VA loan eligibility? |... ow.ly
The nature of your discharge can affect your eligibility for a VA loan. The certificate of eligibility process gets complicated for veterans separated from the military with a discharge other than honorable. In these cases the VA checks to see if the discharge was classified dishonorable.

Like • Comment • Follow • 19 days ago

Ten Inspirational Bios of West Point Grad CEOs

Author & Publisher/President SunDial Capital

The leaders of some of America's greatest corporations are veterans, and many are West Point graduates. These ten leaders all graduated from West Point and now lead J&J, Foot Locker, 7-Eleven, Mercedes Benz USA, EMCOR, Bridgewater Associates, ...

<http://myemail.constantcontact.com/Father-s-Day--10-bios-of-inspirational-West-Point-Captains-of-Industry.html?soid=1113040920207&aid=id199xQJYso>
myemail.constantcontact.com

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15

What happens if I file bankruptcy and wish to buy another home at some point? - <http://ow.ly/n6m8w>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

What happens if I file bankruptcy and wish to buy another home at some point? | HomebaseVA |... ow.ly

Veterans who file for bankruptcy are still allowed to use a VA home loan if they are eligible. Unfortunately the process does require a waiting period. You are allowed to purchase another home two years after the "discharge date" of your bankruptcy. Keep in mind that the filing date does not factor...

Like • Comment • Follow • 19 days ago

D-Day Memories

Executive Director/Founder of Award Winning - The Lighthouse for Recovery Ministries



D-Day memories still fresh 70 years later for US veterans - Khaleej Times khaleejtimes.com

The main attraction was the elderly veterans, many in wheelchairs, who shared their memories of the fighting.

Like • Comment (3) • Follow • 19 days ago

... I don't know if you had family members there or not. My father served in the Pacific Theater, which I think was equally as bad, but not ...

19 days ago

... I had three uncles who served in WWII, one in the Pacific and two in Europe and Africa. They would not discuss the war and I know from my ...

18 days ago

... God bless you. I understand the only way to overcome PTSD is to talk about it or as a friend of mine did, relive the experience with ...

18 days ago

Add a Comment...

What can be done when both husband and wife are eligible? - <http://ow.ly/n6IMn>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

HomebaseVA | Real Estate Military... ow.ly

Spouses who are both eligible for VA loan benefits may acquire property jointly, but the amount of guarantee on the loan may no exceed the lesser of 40 percent of the loan amount or \$36,000 (\$105,250 for certain loans over \$144,000).

Like (2) • Comment • Follow • 19 days ago

9

Christensen Hill, RaChandra "Lakia" Jones like this

Add a Comment...

Heading a #Soccer balls - banned at the first High School in US, Banning part of the game.. #Headingbanned #Soccer
<http://buff.ly/1tOp894>

Senior Technical Recruiter who helps Fortune 500 companies find Top Technical Talent

Like • Comment • Follow • 19 days ago

[6/10 - 12pmET] 3 Biggest Job Search Mistakes That Keep You From...

Founder of All Things Career

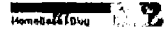


[6/10 - 12pmET] 3 Biggest Job Search Mistakes That Keep You From Getting Hired (and How to Avoid Them) linkedin.com
Here's just SOME of what we'll cover during this FREE Training Session: - Why the conventional advice regarding your Resume is likely sabotaging your job search...setting you up for failure before you even interview! - Hand-picked case studies from...

Like • Comment • Follow • 20 days ago

What happens if my mortgage is sold to another mortgage company? - <http://ow.ly/n6IDI>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale



What happens if my mortgage is sold to another mortgage company?

| HomebaseVA | Real Estate... ow.ly

Chances are you will make payments to different lenders over the course of your VA mortgage. Selling mortgages from lender to lender is common, and sometimes a VA mortgage payment is sent to the old loan holder because notification of the new owner of your loan and your payment became crossed in ...

Like • Comment • Follow • 20 days ago

In Texas, open carry of a long rifle is legal but not a handgun. Join GOA today!

Media & Development Consultant at Gun Owners of America



ow.ly ow.ly

Like • Comment • Follow • 20 days ago

I'M HIRING - Healthcare Director of Operations - Dallas, TX!

Managing Partner at SpotSource Solutions LLC

Message me if interested or E-mail.

- Mike

Director - Operations projobnetwork.com
JOB TITLE: Director – Operations REPORTS TO: Vice President LOCATION: Dallas, TX
INDUSTRY: Healthcare GENERAL DESCRIPTION: Responsible for the overall operational, yet customer centric, leadership functions within business. The company is poised...

Like • Comment • Follow • 20 days ago



This D-Day stop to remember my grandfather who served in WWII, along with so many other family members. You have all defined the term...

Adjunct Professor at ITT Technical Institute

Family and Friends like the late Mr. Alex Scott who took two bullets after parachuting into the north of France this day 70 years ago. You are all heroes! The world owes it's freedom to men like you!

Like • Comment • Follow • 20 days ago



History of the VA Loan <http://ow.ly/n4IZ9>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

History of the VA Loan | HomebaseVA | Real Estate Military Services in San Diego ow.ly

A VA loan is a mortgage loan in the United States guaranteed by the U.S. Department of Veterans Affairs (VA). The loan may be issued by qualified lenders.

Like • Comment • Follow • 20 days ago

29



A Brief on Iranian Oppression | The Cyber Shafarat <http://ow.ly/xl9gs> and Iranian Cyber Capabilities <http://youtu.be/RhK7mrgID3Q>

Chief Intelligence Officer



A Brief on Iranian Oppression | The Cyber Shafarat ow.ly
Lest not forget the suppression occurring in Iran now and in the past. For years, any inkling of free speech counter to the government or the ruling theocracy was immediately and swiftly crushed. Recently, the song Happy and associated video celebration...

Like • Comment • Follow • 20 days ago



Senior Technical Recruiter who helps Fortune 500 companies find Top Technical Talent

Heading a #Soccer ball - banned at the first High School in US, Banning part of the game..
#Headingbanned #Soccer

<http://buff.ly/1okmZ5s>



Pennsylvania school bans heading in soccer over concussion concerns sports.yahoo.com
As President Barack Obama held a summit on the dangers of concussions, particularly in youth sports, a Pennsylvania school made the momentous decision to ban heading by its young soccer players.

Like • Comment • Follow • 20 days ago

13



Want the Facts on VA Voc Rehab?

Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

Well, I would not necessarily start here. But, this is the free VR&E Facts Sheet the organization hands out the all disabled veterans. I will circle back around next week to talk about why what they say is misleading veterans across the country.



For Sleuths: Just what did VA Vocational Rehabilitation Leave Out? disabledveterans.org
I snagged this FAQ sheet from the local VA Vocational Rehabilitation office here in St. Paul a while back that is chalk full of BS and legal angling.

Like • Comment • Follow • 20 days ago

15

USPTO Veteran Hiring Event on June 13th and 14th

Federal Government Talent Management Strategist

See details at the following link: http://www.uspto.gov/about/offices/cio/vet_IT_fair.jsp

USPTO IT Veteran Hiring Fair, June 13-14, 2014 uspto.gov
Exciting opportunity for Veterans & Transitioning Service Members with Strong IT Skills - Register Today For Potential Direct Hire into the USPTO's Office of the Chief Information Officer (OCIO) organization! The United States Patent and Trademark...

Like • Comment • Follow • 20 days ago

Better online interview techniques

Work smarter AND harder!



The Secret to Better Face-to-Face Job Interviews Online (Infographic) inc.com
As video calls became the way to interview candidates, it's important to get them perfect.

Like (3) • Comment (1) • Follow • 20 days ago

...this

Many of the points in this should also be extended into the telephone interview as well. If possible, dress for business when conducting ...
16 days ago

Add a Comment...

IBM bringing 500 full time software research related positions to Buffalo

IBM Related Business SME+ 404 907 0230 IBMRANowWhat.com

HispanicBusiness hispanicbusiness.com
News Column June 04--ALBANY -- About 500 new jobs that IBM Corp. previously promised to create in downtown Buffalo, as part of a state economic development initiative, will take up a big portion of the Key Center office building that is otherwise...

Like • Comment • Follow • 20 days ago

Interest Rate Reduction Refinance Loan - <http://ow.ly/xy5L6>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

HomeBaseVA | Blog Interest Rate Reduction Refinance Loan | HomebaseVA | Real Estate Military Services in San Diego ow.ly
The VA Interest Rate Reduction Refinance Loan (IRRRL) lowers your interest rate by refinancing your existing VA home loan. By obtaining a lower interest rate, your monthly mortgage payment should decrease. You can also refinance an adjustable rate mortgage (ARM) into a fixed rate mortgage.

Like • Comment • Follow • 20 days ago

Neuroelectrics Barcelona Neuroelectrics Barcelona S.L.

7 metrics of consciousness levels based on EEG <http://hub.am/1oYbS3K>



7 metrics of consciousness levels based on EEG hub.am
A few days ago, we posted in the blog a discussion on consciousness. We gave an overview on the definition of consciousness. While humankind has st

Like • Comment • Follow • 21 days ago

12

16

VA Funding Fee - <http://ow.ly/xy5FH>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

HomeBaseVA VA Funding Fee | HomebaseVA | Real Estate Military Services in San Diego ow.ly

Generally, all Veterans using the VA Home Loan Guaranty benefit must pay a funding fee. This reduces the loan's cost to taxpayers considering that a VA loan requires no down payment and has no monthly mortgage insurance. The funding fee is a percentage ...

Like • Comment • Follow • 21 days ago

Neuroelectrics Barcelona Neuroelectrics Barcelona S.L.

EEG features <http://hub.am/1jVAT7Y> #Neuroscience #Barcelona #Boston #Bali #Neuro #Big #Data #Google #Twitter #Facebook

EEG features hub.am
Examples of EEG relevant features and signal processing techniques.
Like • Comment • Follow • 21 days ago

Remembering D-Day...

International Operations and Strategy Leader

As we approach the 70th anniversary of D-Day, I want to thank my Uncle Roswell Winans for his 40 years of service. Uncle Roswell was awarded the Medal of Honor for action during an engagement at Guayacanas in the Dominican Republic on 3 July 1916 ...

Like (4) • Comment • Follow • 21 days ago

 like this

Add a Comment...

Buying Process - <http://ow.ly/xy5Cn>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

HomeBaseVA Buying Process | HomebaseVA | Real Estate Military Services in San Diego ow.ly

Find a real estate professional to work with. Perhaps a friend has someone to recommend. Or you could look under "Real Estate" in your yellow pages or on the web.

Like • Comment • Follow • 21 days ago

Good choice / Bad choice?

Associate CIO, Vice President, IT Operations at Rush University Medical Center

<http://www.disabledveterans.org/2014/06/04/white-house-eyes-cleveland-clinic-ceo-head-veterans-affairs/>



White House eyes Cleveland Clinic CEO to head Veterans Affairs
disabledveterans.org
Reports have surfaced that the White House is considering Cleveland Clinic CEO Delos "Toby" Cosgrove to Head Veterans Affairs.

Like • Comment • Follow • 21 days ago

Veterans disappointed on Fickle Media

Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

Veterans are chiming in across the web and on social media about the major news outlets and

15

4

its apparent "squirrel" like mentality on its quickly changing focus. Here are some comments.



Veterans note Awareness of NSA and VA Scandals losing Traction disabledveterans.org "NSA and VA awareness is losing traction. Well played, Mr. President," said disabled Iraq War veteran Matt James, yesterday.

Like (1) • Comment (1) • Follow • 21 days ago

[Redacted] likes this

[Redacted] and this Bergdahl blunder is hiding any further scrutiny of the NSA scandal. Seems to me both may be impeachable offenses, yet when ... 21 days ago

Add a Comment...



Day Trading Your 401(k)? 6 Reasons To Stop Now bit.ly Are you day trading your 401(k) at work? Shame on you! We all know that day trading is a recipe for disaster. Or do we? What's day trading you ask? Well, day trading is buying and selling investments during the course of the business day. Why is that...

Like • Comment • Follow • 21 days ago

I'm hiring - great people - know anyone who might be a good fit?

Technical recruiter at Compqsoft Inc



System Engineer(Linux) connect.talentnow.com Hello, Normal 0 false false false EN-US X-NONE X-NONE MicrosoftInternetExplorer4 Myname is Naveen Kumar. M and I am a Technical Recruiter with COMPQSOFT.PI..

Like • Comment • Follow • 21 days ago

Four Steps to Avoid "Gaming" the System in Your Work and Focus on the Right Goals

Marketer | Project Manager | Administrator

Although there are many aspects in play in the current VA debacle, one of the more obvious and blatant issues centers around "gaming" the system to meet the highly visible 14-day window for veterans being scheduled for appointments.

Here are ...



The VA Debacle, and Four Steps to Help All Leaders Focus on the Right... wp.me By Lee Ellis I'm not convinced of the "law of attraction", but I can say for sure that its cousin, "the law of focus", applies in leadership; you get more of what you focus on. We only have to look...

Like • Comment • Follow • 21 days ago

Cyber Reconnaissance http://ow.ly/xER60 Open Source Intelligence (OSINT) Daily news Treadstone 71 #AnalysisAsAService #IntelAnalysis

Intelligence Officer



Cyber Reconnaissance ow.ly Cyber Reconnaissance, by Treadstone 71: We See What Others Cannot - ۷۱ طریقہ دستی

Like • Comment • Follow • 21 days ago

24

۷۰

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now niring

HR Professional

www.firstquality.com

BULLHORN REACH

Apply Now: Warehouse Supervisor in King of Prussia, PA
First Quality is a privately-held group of manufacturing companies who are leaders in their respective field. The organization is run by hands-on ...
Like • Comment • Follow • 21 days ago

Feedback

Interview with CEO of RecruitMilitary <http://www.c-span.org/video/?319551-7/washington-journal-jobs-veterans>

J [redacted]
Strategic Partner/ Business Development at Ascentii Corporation

Thanks to Rob Arndt for passing this on.

[redacted] Washington Journal: Jobs for Veterans c-span.org
The President and CEO of [RecruitMilitary.com] talks about the availability of jobs for returning service members.
Like (1) • Comment (1) • Follow • 21 days ago

[redacted] likes this
[redacted] ...

Add a Comment...

Department of Veterans Affairs Benefits for Active Duty Service Members - <http://ow.ly/xy5vR>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

Department of Veterans Affairs Benefits for Active Duty Service Members | HomebaseVA | Real... ow.ly
The VA's Home Loan Guaranty program helps service members secure competitive rates on home loans with little or no down payment. The VA guarantees a portion of the loan, but the loans are funded and processed through banks or mortgage companies.
Like • Comment • Follow • 21 days ago

Start Your Own Work From Home Business Today And Earn Unlimited/Continuous Income For The Rest Of Your Life!

Management Analyst at Army Materiel Command

Join me in an exciting business that has no limits on the amount of income you can generate. To take advantage of the opportunity, visit my site, click on the "Make Money" tab, and review the business opportunity videos at: ...

Do you want to make money or save money?
Like • Comment • Follow • 22 days ago

Veterans Health Administration Home Improvement and Structural Alterations grants <http://ow.ly/xy5nm>

Managing Director/Broker @ HomeBaseVA Strategic Use of the VA Home Loan for Purchase or Sale

Veterans Health Administration Home Improvement and Structural Alterations Grants | HomebaseVA | ... ow.ly

13

26

46

This benefit, administered under the Prosthetics and Sensory Aids Service, is limited to the improvement and structural alterations necessary to assure the continuation of treatment and provide access to the home or to essential lavatory and sanitary fa...

Like • Comment • Follow • 22 days ago



MBA for the Military

Online MBA from leading military educator. GI Jobs military friendly school



12 Month Online PR Degree

Accelerate Your Career with Full Sail's Online Public Relations MA!

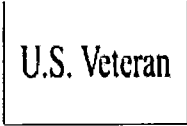
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Job opportunities
Job Search + Transition Tips U.S. Veteran | LinkedIn
Networking opportunities
PTSD + Rehab
Training + Etc

Arts Management Master's - Develop your skills, network, and learn from Twin Cities arts leaders.



U.S. Veteran

44,353 members

Member

Discussions Promotions Jobs Members Search



Come Join U.S. Veteran on Twitter Manager's Choice

If you haven't figured out Twitter yet, maybe now is the time.....
US Veteran (US_Veteran) on Twitter

Like (5) • Follow • 5 months ago

Popular Recent

Veteran entrepreneur, Military-to-Civilian Program Developer, Success Coach & Author

Veterans (& everyone else) considering entrepreneurship deserve the truth.



Do you want to be successful? If so, purge these 10 lies from your mind forever. linkedin.com
Veterans (& everyone else) considering entrepreneurship deserve the truth. As a small business consultant I have had the opportunity to speak with many military veterans aspiring to pursue an entrepreneurial path but have never taken the steps to make...

Like • Comment • Follow • 47 minutes ago

Veteran entrepreneur, Military-to-Civilian Program Developer, Success Coach & Author

What you say is important. How you say it, even more so.



10 Rules for Military Veterans to Communicate Their Value with Confidence linkedin.com
What you say is important. How you say it, even more so. Military veterans transitioning into the civilian workforce in any capacity – employee, independent contractor or entrepreneur – will soon discover that their success is directly proportional to...

Like • Comment • Follow • 52 minutes ago

Hear this Combat Veterans Story

CEO of Unite US (www.uniteus.com), Principal at Scout Ventures, Pilot/Captain at United States Air Force Reserves



"One of US" -Episode 2: [redacted] Medic Story will move you uniteus.com
Unite US features great Veterans and Organizations that make significant impacts on the Military community. Want to be featured? Let us know!

Like • Comment • Follow • 1 hour ago

Why is it we celebrate Cinco de Mayo here in the U.S.A. more than we do San Jacinto Day? Cinco de Mayo is for an event in Mexico. San...

Safety Consultant Specializing in Safety Culture at Self Imposed

Like • Comment • Follow • 3 hours ago

Looking for a new job? - awesome culture - spread the word!

[Redacted] FSO at Consultis

Project Manager connect.talentnow.com
Coordination and project plan implementation of a major Enterprise Applications Disaster Recovery Planning and Implementation project for a large San Antonio company. Construct and administer detailed plans and schedules to client standards Coordinate..

Like • Comment • Follow • 11 hours ago

I have a new respect for Neil Cavuto.

[Redacted] Consultant Specializing in Safety Culture at Self Imposed

http://www.huffingtonpost.com/2014/06/25/neil-cavuto-michele-bachmann_n_5531279.html

Neil Cavuto Has Had It With Michele Bachmann huffingtonpost.com
Fox News anchor Neil Cavuto and retiring Rep. Michele Bachmann (R-Minn.) engaged in a war of words on Wednesday over House Speaker John Boehner's (R-Ohio) decision to consider filing a lawsuit over President Barack Obama's executive actions. Cavut...

Like (1) • Comment (3) • Follow • 17 hours ago

[Redacted] likes this

[Redacted] I've been watching Fox News lately, but I do like Neil Cavuto. I don't always agree with him, but he does get my ears to perk-up. ...
6 hours ago

[Redacted] 6 hours ago

[Redacted] "Starting the war in Iraq and Afghanistan?" I think we gave these countries an option. They are killing people. Who else is going to ...
4 hours ago

[Redacted] Founder of Meta Media Group | CREPIG | On Purpose Magazine ♦ Creator US Veteran Group on LinkedIn

Is GM getting it's stuff together or are they just pumping out meaningless memos?

GM LEADERSHIP: NOTHING BUT HOLLOW RHETORIC onpurposemagazine.com
By James Carlini If you are old enough to remember the dominance of General Motors in the 1950s, 1960s, and even 1970s, you remember the saying, "As General Motors goes, so goes the Nation." That ...

Like (1) • Comment (1) • Follow • 1 day ago

[Redacted] likes this

[Redacted] Isn't just GM that lacks in performance. Any time there is a recall good engineering practices are ignored at the expense of quality and ...
18 hours ago

MetLife is interested in your Workers Compensation leadership experience!

[Redacted] Talent Acquisition Professional for Randstad Sourceright at MetLife

Now hiring for: Disability Claims Leader in Mt Prospect, IL bull.hn
Location: Mt Prospect IL, Bloomfield, CT or Oriskany, NY Job Description
Ensures decisional accuracy and timeliness of all LTD decisions and make ...

Like • Comment • Follow • 1 day ago

Triple-i is Hiring

Director Business Development at Information Innovators Inc. (Triple-i)

We're hiring for multiple positions on contracts within the IC. Click on the link to view and apply. Please feel free to reach out to me directly with any questions. Thanks,

Mike



careers-iiinfo.icims.com careers-iiinfo.icims.com

Like • Comment • Follow • 1 day ago

Great Post By Wendy Nolin, Change Agent Careers!

Director of Veterans Affairs



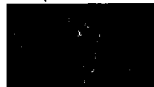
5 Reasons to Build Your War Chest Before the War Starts linkedin.com I've had a light calendar the last few weeks. There could be several reasons: it's June, school just ended and parents' brains went on vacation along with the kids, or, I've just been a slacker and haven't been networking as much as I know I need to....

Like • Comment • Follow • 1 day ago

VHVtv Interview Jenna Lombardo now on Vimeo.

<https://vimeo.com/98599572>

Veteran Advocate at VHVtv.org



C.D.V.A Interview with Jenna Lombardo vimeo.com Jenna Lombardo, Executive Director for the Enduring Independence Veterans program for the Goodwill Industries of Orange County, CA, tells us about Enduring Independence and how they are working with the Post 911 vets to develop the skills they need...

Like • Comment • Follow • 1 day ago

Veteran's should get that extra moment of our time...

Talent Acquisition Consultant at Comerica Bank



A Conversation, Not Just Technology, Can Help You Hire a Veteran ere.net These are two words that can strike fear into a veteran. Yes, the same veterans who have seen unspeakable tragedy defending our country from enemies foreign and domestic. One of the few things that can scare those brave souls is coming back home. Why?...

Like • Comment • Follow • 1 day ago

blog

My Experiences In Country: by Dannie Watkins

Illustrator, Public Speaker, School Visits
Top Contributor



Memoirs From Nam: My Experiences In Country: by Dannie Watkins memoirsfromnam.blogspot.com I have never been one to talk much about my experiences in Vietnam. I was young, and I was exposed quickly to the realities of real combat. I did what I had to do to try and stay alive. I was wounded twice and I bare the scars, as

a result of the...
Like (1) • Comment • Follow • 1 day ago

blog

is this

Use the ACTION Formula to Get Yourself Hired and Move Up the Civilian Career Ladder

Director, Budget-Equipment-Reporting, Car Management at Union Pacific Railroad



Use the ACTION Formula to Get Yourself Hired and Move Up the Civilian Ladder everyveteranhired.com
Today's employment environment can be characterized by few opportunities, a high degree of risk avoidance by companies in their hiring practices and an ongoing focus on employee productivity. However, a military veteran applicant

can quickly become

Like • Comment • Follow • 1 day ago

Employment For Veterans

President at FinancialSolutionz LLC

Employment For Veterans in the Denver Colorado area. Low Voltage Cable Wiring Technician (Metro Area & Surrounding Areas and Mountain Area. Please go to Learn To Earn USA face book for information.

Like • Comment • Follow • 1 day ago

Help Us Save a Family in Iraq

Senior Employment Director, Blair County Community Action/Wounded Warrior Project, Peer Mentor

In 2009 our unit, Bravo Company 2nd/112th, 56th Stryker Brigade Combat Team, deployed to Iraq. As you are probably aware, US and allied forces employed Iraqi Nationals as translators on a daily basis. Most of these male and female translators ...



Help the soldiers trying to bring home one of their brothers.
petitions.whitehouse.gov

In 2009 our unit, Bravo Company 2nd/112th , 56th Stryker Brigade Combat Team deployed to Iraq. As you are probably aware, US and allied forces employed Iraqi Nationals as translators. They served at their own peril and in some cases

that of their...

Like (1) • Comment (1) • Follow • 1 day ago

on likes this

signed this and posted it to Facebook. I know a few people from my posting and have also shared it out. Good luck with ...
5 hours ago

Are You Getting Out?

Vice President at Lightyear Wireless

I'm retired military. "If the money was right, and it fit into your current schedule, would you be open to earning some additional cash flow outside of what you is are currently doing "
<http://evergreen.mylightyear.com/>



Home Page evergreen.mylightyear.com

Like • Comment • Follow • 1 day ago

-- "ARE YOU READY FOR SOME FOOTBALL...?"

President & CEO

MONDAY NIGHT, THURSDAY NIGHT AND SUNDAY NIGHT TOO. I WANT IT ALL BACK -- ASAP. Which reminds me -- it seems mainstream news media did not give the San Antonio Spurs much news coverage after having won the finals; what an odd change of ...

misc



Like (1) • Comment (3) • Follow • 2 days ago

...es this

...re you a Saints fan? I have been ever since Rivers
... I didn't think much of Rivers when he was in San Diego, but the
move to ...
2 days ago

... Are you a Saints fan? I have been ever since Rivers
... I didn't think much of Rivers when he was in San Diego, but the
move to ...
2 days ago

...eed a Saints fan. Incidentally, Philip Rivers is still with the
... I'm not sure who you're referring to.
1 day ago

What more could one ask for from small town living than this right in their own front yard??

Amirite Broker at Southern Land Company

Imperfect in its simple charm and execution. Perfect in the experience and the fun. Porchfest at Westhaven is just amazing! Really!



Westhaven Welcomes PorchFest Williamson Source
williamsonsource.com
Posted by: Sinclair Sparkman Posted date: June 23, 2014 | comment : 0
Food was made and music was played at this year's PorchFest in the Westhaven community of Franklin, where more than 20 porches welcomed musical acts from Nashville and other areas...

Like • Comment • Follow • 2 days ago

MetLife is Hiring Individual Life Underwriters in Charlotte, NC!

Talent Acquisition Professional for Randstad Sourceright at MetLife



Now hiring for: MetLife Individual Life Underwriting in Charlotte, NC
bull.hn
At MetLife we're always looking for talented Underwriting professionals prepared to work toward our goal to build financial freedom for ...

Like • Comment • Follow • 2 days ago

VA deaths covered up to make statistics look better, whistle-blower..

Upstream Americas Unconventionals, Onshore Materials Management at Shell Oil Exploration Company

cnn.com Records of dead vets were changed to hide how many people died while waiting for care at the Phoenix VA hospital, whistle-blower tells CNN.



VA deaths covered up to make statistics look better, whistle-blower says cnn.com
Records of dead vets were changed to hide how many people died while waiting for care at the Phoenix VA hospital, whistle-blower tells CNN.

Like (1) • Comment (5) • Follow • 2 days ago

...s this

See all 5 comments

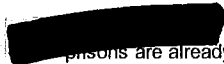
...How bout we wait till the facts are in before passing judgement.
...I don't know if this person is telling the truth and won't know until ...
11 hours ago

CE

S



on Judging solely by what I've witnessed at the VA, this is just the tip of iceberg. We will probably never know the full truth, but ...
10 hours ago



z I'm with David Allison on this. Sorry Mark Ruberson. Our prisons are already over-crowded. That being said, if the fact finding points ...
6 hours ago

Know anyone who might be a good fit? Excellent compensation package offered!

Joseph S. [redacted] at NES Associates, LLC



Sr. VoIP Engineer Opportunity! connect.talentnow.com
The Senior VOIP Engineer will lead,install, design, develop and maintain the Enterprise VOIP Solution for a DODentity. This position will lead a small team to support up to 10,000users at over 350 sites worldwide. Cisco Unified Communication soluti..

Like • Comment • Follow • 2 days ago

Know anyone who might be a good fit? Excellent compensation package offered!

[redacted] Acquisition at NES Associates, LLC



Sr. VoIP Engineer Opportunity! connect.talentnow.com
The Senior VOIP Engineer will lead,install, design, develop and maintain the Enterprise VOIP Solution for a DODentity. This position will lead a small team to support up to 10,000users at over 350 sites worldwide. Cisco Unified Communication soluti..

Like • Comment • Follow • 2 days ago

Another Worthy Rebuttal

Author/Illustrator, Public Speaker, School Visits
Top Contributor



Memoirs From Nam: Another Worthy Rebuttal: by Jack Durish
memoirsfromnam.blogspot.com
Rebuttal to: REMFs: by Tom Peck [Note: this was left as a comment on the original post, but Jack brings up some excellent points and I wanted to make sure it was seen by everyone.] I was a REMF. It shouldn't bother me but it does, because I was...

Like (2) • Comment (4) • Follow • 2 days ago

[redacted] like this
See all 4 comments

[redacted] Well said, Tom. Thank you for your service and Welcome Home.
[redacted] 2 days ago

[redacted] Jack, ...
[redacted] 2 days ago

[redacted] No such thing as a REMF anymore. Hasn't been since Nam.
[redacted] 1 day ago

Another year of success - who says 13 is an unlucky number!

Talent Search Consultant at Principal Financial Group

IDG's Computerworld named Principal Financial Group to the 2014 list of 100 Best Places to Work in Information Technology! The Principal has been on the list for 13 consecutive years and ranks 18th among large companies!

Best Places to Work 2014: Employer Profile of Principal Financial... bit.ly



View Computerworld's annual 100 Best Places to Work in IT special report. The list showcases the top IT employers and workplaces.

Like • Comment • Follow • 2 days ago

Don't get scamed

WTI

Veteran Service Officer@Halifax MA ♦ Regional Leader HirePatriots MA ♦ Public Speaker ♦ Instructor ♦ Veterans Advocate

USA.gov Blog Daily Update content.govdelivery.com

Soldiers, sailors and airmen are an appealing target for scammers for several reasons. Many servicemembers are young and making major financial decisions for the first time. They receive a steady paycheck, plus reenlistment bonuses and deployment pay....

Like (2) • Comment (1) • Follow • 3 days ago

[Redacted] this

[Redacted] Everybody should really take note of this.

Knowledge is Power

[Redacted] Employment Representative at Employment Development Department



Military MOS "transferable skill assessments" IGNORE these considerations linkedin.com

When did statistical algorithms trump human factors in veteran job-placement?

Amid the plethora of psychological exams and personality questionnaires designed to evaluate transitioning veterans' transferable skills and professional aptitude, I have...

Like • Comment • Follow • 3 days ago

Where do we go from here?...

[Redacted] member at Advisory Committee on Veterans Business Affairs



Where do we go from here?... | Staktron Enterprises staktron.com

Where do we go from here?... All the troubles with VA and other government agencies, it is the antiquated processes that kill innovation in the government sector. Government employees know it literally takes an act of congress to get them fired. Now...

Like • Comment • Follow • 3 days ago

Military and Business Intelligence in ISIS

[Redacted] System Support Lead at Jacobs Technology

This is a rather fascinating, and alarming, look into how genocidal military organizations are using data analytics and metrics to shape their operational strategies. It's not so much that they published this report, but it would appear that ...



ISIS Annual Reports Reveal a Metrics-Driven Military Command understandingwar.org

This piece is the second in a brief series of publications that examine activity by the Islamic State of Iraq and al-Sham in Syria and Iraq. ISIS is active on both sides of the border, executing...

Like • Comment • Follow • 3 days ago

Obama Does a U-Turn on Immunity for U.S. Troops in Iraq - The Daily Beast

[Redacted] New Media Executive, Publisher, Editor, Columnist, Journalist, Political Analyst, Talk Radio CoHost, Comm/Media Strategy

Obama Does a U-Turn on Immunity for U.S. Troops in Iraq thedailybeast.com
American forces could be prosecuted by Iraq's famously compromised courts as they defend

Other 2

CG

3



Baghdad. No wonder the Pentagon is so reluctant to send 'em.

Like • Comment • Follow • 3 days ago

New Game Plan: Attack veterans seeking disability benefits

Barbara M. [redacted]
Veterans Attorney, Investigative Reporter, creator of DisabledVeterans.org

Op-ed's across the country are popping up claiming veterans are abusing their benefits or taking advantage of the dysfunctional VA system that has failed them for decades. The timing of it all gives the op-ed's the odor of premeditated attack to ...



MMQB: Vietnam Vet Hammers Others For Seeking PTSD Benefits
disabledveterans.org
Commentators are coming out in full force against veterans seeking PTSD benefits by employing anecdotes and bad science to undermine many disabled veterans.

Like • Comment • Follow • 3 days ago

VA Clinic

[redacted]
Insurance Engineer ✓ DoD Secret Clearance ✓ Lead Auditor ✓ Risk Management ✓ Corrective Action ✓ CMMI ✓ Lean 6 S

I have been visiting the VA clinic in Huntsville, Alabama. My doctor DR. Temple has been nothing but very professional. He has tested me every way possible. I am a Vietnam vet and not disabled from the war. I have been to the Birmingham ...

Like (1) • Comment (1) • Follow • 3 days ago

[redacted] likes this
[redacted] likes John. I too am a Vietnam Vet...and my doctor, Dr. [redacted] Dane, in a clinic in Porland Oregon, has also been just wonderful. He has done ...
3 days ago

Exciting MetLife Career Opportunity for RNs in NY or CT!

[redacted]
Talent Acquisition Professional for Randstad Sourceright at MetLife

BULLHORN REACH
Apply Now - Nursing Underwriter-Structured Settlement in New York, NY bull.hn
Provides medical expertise and consultative services to the business lines.
Assesses risk, protects mortality, develops underwriting guidelines ...

Like • Comment • Follow • 3 days ago

Transitioning out of the Military

[redacted]
42A10 Assignment Manager at HRC Ft Knox
Anyone Transitioning out of the Military and looking for a job please use your connections on LinkedIn there are some very good opportunities out there. If anyone is Transitioning out around the Louisville KY. area let me know I know I know a few people ...
Like (3) • Comment • Follow • 3 days ago

[redacted] is

Fw: WOHT Reps Interview with KUAM Guam News Center About Human Sex Trafficking

[redacted]
Congressional Representative to European Parliament at ECCO2 Global Partners

Shared by Cary Lee Peterson, Chairman at WOHT

Also see recent news article at:

3

reaching

3

http://pacificnewscenter.com/index.php?option=com_content&view=article&id=46192&Itemid=1

UNWHT Reps Interview with KUAM Guam News About Human Trafficking kuam.com
Like • Comment • Follow • 3 days ago

Technology Evangelist / Implementation Services Lead (GS-14) at U.S. Department of Veterans Affairs

I once again am glued to the news, something that ever since having left Iraq, I have tried to avoid. At a certain point it's no longer a question of if the little engine could, but if the little engine should? At what point is Iraq no longer ...



USA, the World Cup, and Iraq theinveterateveteran.com
There are very few things that can bring America together like national pride in sports and national pride in war. Regardless of which we are conducting, the pride felt is fleeting. Every day, every year, every generation removed from the time of the...

Like • Comment • Follow • 3 days ago

A Worthy Rebuttal on REMFs

Administrator, Public Speaker, School Visits
Top Contributor



Memoirs From Nam: A Worthy Rebuttal on REMFs
memoirsfromnam.blogspot.com
Even though I disagree with your views of REMFs, Tom, I support your right to have them, and I salute your courage to carry out your job. However, if all the grunts in the Army and Marines were to magically disappear, those REMFs that you insulted...

Like • Comment • Follow • 3 days ago

VetForce Placement Specialist

Entrepreneur

We're looking for a placement specialist who's passionate about working with employer partners to place our program veterans into great cloud computing jobs. <http://lnkd.in/bx3EqZs>

veterans2work.org veterans2work.org
veterans2work.org

Like (1) • Comment • Follow • 4 days ago

likes this

Military Veteran in San Antonio; looking to continue doctoral research study with spouses/partners of combat veterans with PTSD. Is there...

Faculty at The Art Institutes

Like • Comment • Follow • 5 days ago

I invite our members visit the Facebook page for the USS Bowfin Submarine Museum & LIKE page. Memorial to 4000 submariners lost during...

Chairman Hawaii District PR Committee at Benevolent and Protective Order of Elks

facebook.com facebook.com
facebook.com

Like • Comment • Follow • 5 days ago

Way

Satisfied

I am currently looking to fill a position in the Lakeland, Florida area. Looking for an individual with a hydraulic and/or mechanical...

Defense & Space Professional

Like • Comment • Follow • 5 days ago

Fw: Peterson for Guam Delegate 2014 Online Pledge to Nominating Petition

General Representative to European Parliament at ECCO2 Global Partners

2014 Online Pledge to Nominating Petition
peterson.us

Submit your online pledge to nominate [redacted] as a candidate of the Democratic Party for Washington Delegate or Guam in 2014. Please check your email following submission of your pledge and you will be contacted by email or phone...

Like • Comment • Follow • 5 days ago

A Warrior's Dream: by Roger Sanchez

Author/Illustrator, Public Speaker, School Visits
Top Contributor

Memoirs From Nam: A Warrior's Dream: by Roger Sanchez
memoirsfromnam.blogspot.com

A Warrior's Dream In deep slumber I lay many years after my war An American Patriot who answered the call My war was not the one fought for independence Nor the one fought at San Antonio Yes, it was not the one to end all wars Nor was it the big one...

Like (2) • Comment • Follow • 5 days ago

[redacted] like this

The TOI Soldier Project Update

CEO and Sole Founder of the T.O.I. Factoree

Hello my name is Heraclio K. Aguilar III and I live in Los Angeles California and I have degrees in business and Video Game Design. The TOI Soldier Project is a universe that I designed to allow myself (a disabled combat veteran) to work out my ...

toifactoree.weebly.com

In efforts to produce a quality product in animation I have turned to IndieGog and my friends, I hope that I make my goals.

Like (1) • Comment • Follow • 6 days ago

[redacted] likes this

VHVtv Interview Lindsey Sin, now on Vimeo.

<https://vimeo.com/98595496>

Veteran Advocate at VHVtv.org

CALVET Interview with Lindsey Sin vimeo.com

This is "CALVET Interview with Lindsey Sin" by Veterans Helping Veterans TV on Vimeo, the home for high quality videos and the people who love them.

Like (2) • Comment (1) • Follow • 6 days ago

[redacted] like this

[redacted] ts. I'm always looking for stuff like this.

[redacted] 6 days ago

10

03

9?

6



Business Development Manager pcrecruiter.net
Like • Comment • Follow • 6 days ago

Is there anyone in the Riverside CA with any suggestions?

Relations Director at National Association of Senior Veterans (NASV)

I've been contacted by the wife of a transitioned Veteran. Her husband is have difficulty finding work and apparently they don't qualify for State assistance. I suggested United Way's 211 for bill assistance and Second Harvest for food but I'm ...

Like (1) • Comment (2) • Follow • 6 days ago

likes this

I'd have him try RecruitMilitary website. There was a Veterans Opportunity Expo yesterday in LA.
6 days ago

Thank you. I'll pass on the information. I appreciate it.
6 days ago

Real Life Stories of Veteran Transitions and What We Can Do Better linkedin.com
Recently had an intriguing conversation with a great friend and mentor, LTGen Walt Gaskin, USMC, retired, on challenges that veterans have when they leave the military and what can be done to resolve them. He stated, "Transitioning is about..."

Like (2) • Comment (3) • Follow • 6 days ago

this
men to that I've met many "homeless" veterans. This should not be.
6 days ago

We need to change that number!
days ago

There is a Veteran that I talk to sometimes who stands on the corner with a sign that says "Please Help! I'm a ..."
3 days ago

Hero Boards-a tribute to our fallen heroes

Engineer at Unwired Technology

I came across this page while considering using this business for a project that I'm working on. I thought that I'd share it with the group.

<http://www.flextechsolutions.net/id80.html>

Hero Boards flextechsolutions.net
Every time we design a new printed circuit board, we place one of our fallen hero's names in the silkscreen layer to remember them. This started when our hometown hero, Justin Hansen, a Force Recon Marine Sergeant was killed in action in 2012....

Like (1) • Comment (1) • Follow • 6 days ago

this
is so awesome. Thank you for sharing that with us.

Anybuddy have a direct link to the NYS Code 59 application form?

Occupational Safety Expert

Damned thing isn't ANYWHERE in the Code

5

blog

8

2

Like • Comment • Follow • 6 days ago

REMF's: by Tom Peck

Administrators, Public Speaker, School Visits
Top Contributor



Memoirs From Nam: REMF's: by Tom Peck
memoirsfromnam.blogspot.com

We had REMF's (Rear Echelon Mother F**kers) that had no clue what it was like in the bush. If you look at a few of the pictures on Facebook, you will see that the rear bases and cities were in no way like what a lot of us had to put up with. We didn't...

Like • Comment • Follow • 6 days ago

blog

Military Veterans Wanted in Odessa, TX

Talent Acquisition Leader and Military Recruiting Strategist

WANTED MILITARY VETERANS to fill 20-25 Valve Technicians and Inspectors in the Odessa, TX area. Veterans, if you've ever wanted to get into the Oil & Gas Industry, this is your chance.

These are NOT a rotational positions so you must either ...



WANTED MILITARY VETERANS to fill 20-25 Valve Technicians and Inspectors in the Odessa, TX area. Veterans, if you've ever wanted to get into the Oil & Gas Industry, this is your chance. Inkd.in

Like (1) • Comment (3) • Follow • 6 days ago

... likes this

... pass the word to the Military Veterans in my neck of the woods. I even know a couple who want to move.

6 days ago

... thanks Brother. Please share this post so that it will get more exposure for other veterans. This will be great opportunity to start a solid ...

6 days ago

... thanks needed, Brother. I call it Team Work.

Stakblog: Where do we go from here...

Board Member at Advisory Committee on Veterans Business Affairs

Stakblog

Staktron Enterprises staktron.com

Corporate infrastructures are going to a virtual model . They are converting racks of servers into blades or cloud services. Telephony has changed over...

Like (1) • Comment • Follow • 6 days ago

... likes this

10

Obama awards Medal of Honor to Marine Kyle Carpenter - CBS News

New Media Executive, Publisher, Editor, Columnist, Journalist, Political Analyst, Talk Radio CoHost, Comm/Media Strategy

I saw this earlier today and was very touched. President Obama did a great job in the presentation.



Obama to award Medal of Honor to Marine Kyle Carpenter
cbsnews.com

Then-Lance Cpl. Kyle Carpenter was on a rooftop in Afghanistan in 2010 when he threw himself on a live grenade to protect a fellow...

Like (3) • Comment (2) • Follow • 7 days ago

5

[Redacted] is
 [Redacted] Paper Fi. The ultimate sacrifice for our fellow Marines.
 Thank you.
 7 days ago
 [Redacted] SALUTE!
 7 days ago

Introducing the Lincoln: An award for exemplary service by and for veterans

Counselor Trainee



Introducing the Lincoln: An award for veterans
 wisconsinrapidstribune.com
 The initiative honors veterans and those who care for them.
 Like (2) • Comment • Follow • 7 days ago

[Redacted] this

Smartronix Announces the Opening of Their Maui Data Center digitaljournal.com
 Digital Journal is a digital media news network with thousands of Digital Journalists in 200 countries around the world. Join us!

Like • Comment • Follow • 7 days ago

BG Needs to fact check anti-veteran authors

[Redacted] Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

Want to help? Do a quick search for the 3 words Boston Globe Spineless. It will help increase the search ranking for their anti-veteran oped. We want to expose these anti-veteran jerks.



Boston Globe Publishes Spineless Anti-Veteran OpEd
 disabledveterans.org
 Boston Globe oped authors distorted the purpose of VA disability compensation to justify a total destruction of VA's current disability system.
 Like (2) • Comment (1) • Follow • 7 days ago

[Redacted] like this

[Redacted] already a veteran...now I'm getting old(er) too. I'm not
 [Redacted] but I'm going to read on this subject with greater ...
 7 days ago

Comcast is hiring!

[Redacted] Recruiter at ManpowerGroup Solutions

Apply first: B2C Outside Sales Reps (Base Pay + Commission) in Chicago, IL bull.hn
 ManpowerGroup Solutions partnered with Comcast, a leading, growing telecommunications company, are seeking individuals that enjoy working in a

Like • Comment • Follow • 7 days ago

We are looking to hire concrete finishers and waterproofing technicians in Ohio. Where do we look

Like • Comment (3) • Follow • 7 days ago

[Redacted] like everyone else and hire illegals with illegal papers, they work cheap and don't ask for pay raises, health care or a pension. They ...
 7 days ago

Force Announced

ad 2

blog

14

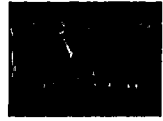
Maybe I can help... we have a talent pool of transitioning military folks.
6 days ago

6 days ago

The state of Wisconsin is offering new grants to help disabled veterans find employment.

Community Relations Director at National Association of Senior Veterans (NASV)

This was just out 5 days ago. All transitioning Vets in Wisconsin should see this.



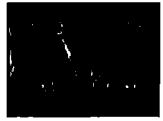
Disabled American Veterans Hold Conference in Appleton
youtube.com
The state of Wisconsin is offering new grants to help disabled veterans find employment.

Like • Comment • Follow • 7 days ago

The state of Wisconsin is offering new grants to help disabled veterans find employment.

Community Relations Director at National Association of Senior Veterans (NASV)

This was just out 5 days ago. Anyone in Wisconsin should see this.



Disabled American Veterans Hold Conference in Appleton
youtube.com
The state of Wisconsin is offering new grants to help disabled veterans find employment.

Like (1) • Comment (2) • Follow • 7 days ago

iz likes this
How do we get something like this in Oregon?
Congratulations wisconsin Vets and thank you Wisconsin for honoring our Vets.
7 days ago

looks like something the DAV and the Governor worked out.
7 days ago

Tommy Chong on Fighting Cancer with Cannabis Oil and Too Much Sugar...

♦ Founder of Metta Media Group | CREPIG | On Purpose Magazine ♦ Creator US Veteran Group on LinkedIn

Just did a video interview with Tommy Chong on his fight with prostate cancer and how he choose cannabis oil treatment and diet to get #cancer free.



Tommy Chong on Fighting Cancer with Cannabis Oil and Too Much Sugar in the Diet onpurposemagazine.com
Tommy Chong and Wife Shelby Talk About Food, Childhood Diabetes, Prostate Cancer and the Use of Cannabis Oil Tommy Chong comedian, actor, director, producer, writer and activist, along with his wif..

Like • Comment • Follow • 7 days ago

Sr. IT Business Analyst- Open due internal promotion!

Trusted Talent Acquisition Partner at Janus

Sr. IT Business Analyst - SimCorp in Denver, Colorado, United States janus.jobs
Four million shareholders. \$164 billion in assets (as of March 31st, 2012). 20 offices across 13 countries. Janus is a global investment management firm that's driven to find the best opportunities for our clients and drive their success. That's been...

3

CB

15

Like • Comment • Follow • 8 days ago

Ted Cruz asks an important question. Has the Obama Administration armed the ISIS rebels who are attempting to overthrow an elected...

President FTI Global
Top Contributor



Sen. Ted Cruz on OutFront with Erin Burnett youtube.com
June 17,...

Like • Comment (18) • Follow • 8 days ago

See all 18 comments

... your information is not accurate. I was in Fallujah, and Iraq was the only Middle Eastern country that did not have people from it ...
23 hours ago

... Jordan will be dragged into the rising storm very soon. ...
23 hours ago

... stick...he is hopefully going to go the way of the McCarthys of this world.
2 hours ago

JOBS AND RESOURCES FOR VETERANS JUNE 2014

Veteran Coordinator. For today's jobs go to <http://tadpgs.com/adhocjobsearch.asp>.

TAD PGS Inc., and Adecco USA, have immediate openings for thousands of jobs. For today's jobs, click on <http://www.TADPGS.com>, and <http://www.Adeccousa.com>. In addition, we are currently working with a client in Laurel, Maryland for future ...

Veterans Hiring Solutions for Veterans and Companies linkedin.com

We currently work with veteran friendly companies as well as veterans, to pair the two groups together in an effort to find veterans employment opportunities. Contact me if you are a veteran looking for work, or a company who wants to add members of this great work force to your staff.

Like (1) • Comment (2) • Follow • 8 days ago

... es this

... had no idea there were so many resources out there for veterans looking for work. If you don't mind, I'm going to pass along this ...
8 days ago

... there are more resources. I am just limited by size. If you would like, forward your email address and I will include you and any other ...
7 days ago

AS6081 Certified Independent Distributor seeking experienced sales person to work remotely.

VP of Sales at Secure Components

Secure Components is an AS9120 & AS6081 certified company distributing obsolete and allocated electronic and mechanical components. We are a fast-growing organization that has recently made Inc. Magazine's 500/5000 2013 List of fastest growing ...

Like • Comment • Follow • 8 days ago

VA outsourcing may be at root of new clinic scandal

Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

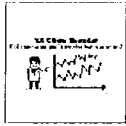
Did outsourced VA health care cause veterans harm at this clinic? Judging from the Star Tribune article on the subject, VA cannot even properly monitor at least one clinic that was totally outsourced to a private company.

Pat Carroll

4

3

4



New VA Clinic Scandal Linked To Outsourced VA Health Care
disabledveterans.org
Some veterans and advocates claim new management at a VA clinic in Minnesota has led to poor health care choices connected to outsourced VA health care.

Like • Comment (1) • Follow • 8 days ago

[Redacted] The news tells us that Baltimore is 4th on the bad list. Well, I am completely satisfied with my care at Greene Street and Glen Burnie ...
4 days ago

CCEE Scholarship Making A Difference

[Redacted] Executive VP at Creative Corrections, LLC



Christopher Scarver: Same name, different path jsonline.com
The son of the inmate who killed Jeffrey Dahmer in prison is striving for a different outcome in life.

Like (1) • Comment (1) • Follow • 8 days ago

[Redacted] likes this
[Redacted] just love artives like this. I personally know inmates who would love to know a different path...if only there were ...
8 days ago

Full Time Avionics positions

[Redacted] Consultant at Airborne Maintenance and Engineering Services



Want this job? Avionics Technician in Wilmington, OH bull.hn
Performs a variety of installation and maintenance of avionics hardware and wiring assemblies within budgeted time and at customer standards of ...

Like • Comment • Follow • 8 days ago

ITLearnmore providing Complete SAP SuccessFactors Online Training with Reasonable...

SAP SuccessFactors Online Training - SAP, Oracle, Salesforce, Java... itlearnmore.com
ITLearnMore proudly provides SAP SuccessFactors Online Training by a certified consultant with real time experience.

Like • Comment • Follow • 8 days ago

Veteran Explains....Why Cash Flow Is King!

[Redacted] Co-Founder / CEO at Premium Partners & Associates, LLC

Think about that statement for a second. What does it mean to you?
<http://premiumpartnersandassociates.com/why-cash-flow-is-king/>

Like • Comment • Follow • 8 days ago

The Ultimate Cost of "Freedom" memoirsfromnam.blogspot.com
The cancer is a direct result of my exposure to Agent Orange, a deadly toxic jungle defoliant, so strong that it would kill most of the smaller plant life overnight, and make jungle warfare easier. Did our government fail to mention that it's own...

Like (2) • Comment (27) • Follow • 8 days ago

[Redacted] likes this
See all 27 comments
[Redacted]
6 days ago

5

blog

72

[Redacted]...how about googling Marxism in the White House instead
[Redacted] 9 days ago

[Redacted] probably the same ? Don't know
[Redacted] 9 days ago

Walk-in candidates welcome at the Military MOJO job fair at the Westin in Virginia Beach on June 19-20th! Check out the great companies...

Helping Veterans Get Hired / Military MOJO Social Media Director & Conference Manager [LION 3,050+]

Walk-in candidates welcome at the Military MOJO job fair at the Westin in Virginia Beach on June 19-20th! Check out the great companies attending! Inkd.in

Online registration for the MOJO job fair and networking event has closed. MOJO is a special event for military officers, SNCOs, and NCOs (within a year of transitioning), and you must have a Bachelor's degree or more. Walk-in candidates are welcome at the door, just bring 30 copies of your resume and \$25 cash. Attire is a suit/tie or uniform of the day...companies are interviewing on site so p

Like (1) • Comment (1) • Follow • 9 days ago

[Redacted] this
[Redacted] love to hear about this kind of support for our military leadership. Back in the day, I was a Vietnam Vet, and I was usually ...
[Redacted] 9 days ago

Why Starbucks' offer of tuition reimbursement will significantly improve its ability to recruit military veterans and spouses

CEO and Founder, The Value Of a Veteran

Starbucks announced this morning that it will offer an incredibly generous tuition reimbursement plan for its partners (employees) who work an average of 20 or more hours per week in one of their more than 8,500 company operated stores. ...

Why Starbucks' offer of tuition reimbursement will significantly improve veteran and military spouse recruiting Inkd.in
Starbucks announced this morning that it will offer an incredibly generous tuition reimbursement plan for its partners (employees) who work an average of 20 or more hours per week in one of their more than 8,500 company operated stores. Starbucks partnered with Arizona State University (ASU) which offers more than 40 undergraduate degree programs online. Starbucks partners have no obligation to


Like (1) • Comment • Follow • 9 days ago

[Redacted] is this

The battleground has only shifted to economics. I propose a new culture of transition for soldiers into civilian life by shifting their...

Service System Engineer

http://www.denverpost.com/news/ci_25960928/mile-high-cab-has-its-license-but-still

 Mile High Cab has its license, but still hasn't started to drive denverpost.com
It took eight years and countless hours of wrangling in legal battles all the way to the Colorado Supreme Court, but wanna-be taxi company Mile High Cab finally acquired the operating license it fought so hard to acquire.

Like (1) • Comment • Follow • 9 days ago

[Redacted] this

Financial Infidelity: Anyone been a victim?

A [redacted]
Freelance Writer

I'm a military spouse and freelance writer who is working on story on financial infidelity, i.e. spending or racking up debt without your spouse's knowledge. A recent survey showed that one-third of couples have "financially cheated" by splurging ...

Like • Comment • Follow • 9 days ago

7

Furious Veteran Montel Williams DONE Dealing With VA: 'We Need To Shut This Organization Down'

New Media Executive, Publisher, Editor, Columnist, Journalist, Political Analyst, Talk Radio CoHost, Comm/Media Strategy

Furious Veteran Montel Williams DONE Dealing With VA: 'We Need To... dailycaller.com

Twnty-two-year military veteran and talk show host Montel Williams escalated his crusade against the Veterans Administration on Monday, calling for many employees to be fired and...

Like • Comment • Follow • 9 days ago

Chief Engineer Needed at ABM!

[redacted] Corporate Recruiter at ABM

Learn more and apply at www.abm.com/careers

ABM Building Value
Chief Engineer - (3714) abm.mua.hrdepartment.com
Position Summary The Chief Engineer has four major accountabilities in support of one or more properties: Plan, organize, direct, and control mechanical and maintenance...

Like • Comment • Follow • 9 days ago

1%

It's PCS-Moving Season for Military Families... Here's Helpful Resources

New Media Executive, Publisher, Editor, Columnist, Journalist, Political Analyst, Talk Radio CoHost, Comm/Media Strategy



It's PCS Moving Season for Military Families... Here's Helpful Resources womensvoicesmagazine.com
Veteran military spouse Cindy Yates, with 13 PCS moves under her belt, gives you the 411 on military moving resource websites.

Like • Comment • Follow • 9 days ago

3

Role of U.S. Contractors Grows as Iraq Fights Insurgents...

[redacted] at Professional Overseas Contractors :: www.pocontractors.com

Role of U.S. Contractors Grows as Iraq Fights Insurgents your-poc.com

WASHINGTON — Hundreds of contractors working for America's biggest defense companies are taking on a broader role in helping Iraq's military learn to use new weapons in a growing battle against Islamist insurgents. Over the next few months, the U.S....

Like • Comment • Follow • 9 days ago

0%

The Current VA Hospital Scheduling Travesty is Terrible But Have We Forgotten About The Veteran Disability Compensation Backlog. A Major...

Founder/CEO at Vet-Biz Network, Founder/President Blackhawk Laboratories

Like • Comment (1) • Follow • 9 days ago

6

7

though there are still problems across the whole VA Hospital system, they've sent the VA Hospital Director, Steve Young, from here at the ...
7 days ago

Lexington, Ky Job Fair for Veterans & Spouses Next Thursday June 26

Community Relations Director at National Association of Senior Veterans (NASV)

Transitioning Veterans, Veterans that have already returned to the civilian workforce and their spouses have a the opportunity to attend a Hiring Our Heroes job fair coming up in Lexington, Ky on June 26. Please spread the word to anyone you or ...



Job fair for veterans, military spouses set for June 26 wkyt.com
The U.S. Chamber of Commerce Foundation, along with lead sponsors University of Phoenix and Masco Contractor Services, will host 'Hiring Our Heroes - Lexington,' a hiring fair for veterans and military spouses.

Like • Comment • Follow • 9 days ago

Smarrtronix received the 2014 James S. Cogswell award

Lead Recruiter for USMC Business Unit

dss.mil dss.mil
dss.mil

Like • Comment • Follow • 9 days ago

Veteran Entrepreneur, Military-to-Civilian Program Developer, Success Coach & Author

Veterans who master the "Art of Conversation" project confidence and value -- both of which support a candidate image that is highly suitable for employment.



10 Rules for Engaging in Great Business Conversation linkedin.com
The "big secret" to being a great conversationalist is to be comfortable with yourself, be aware of your surroundings and have a genuine interest for those around you. That's it. Issues arise for people in business conversations because everyone has a...

Like (1) • Comment • Follow • 9 days ago

this

No more wars

Supportive Case Manager for the Disabled



Don't Be Sucked Into War With Iraq, Again - Defense One
defenseone.com
We should not be bullied back to Baghdad by politics, ideology or short-term thinking that this wrong war never should have ended. By Joe...

Like • Comment • Follow • 9 days ago

No more wars

Supportive Case Manager for the Disabled

Action Alert: Tell President Obama to Do the Right Thing, DO NOT Intervene in Iraq.
veteransforpeace.org

Like • Comment • Follow • 9 days ago

The Veteran: WWII, Korea, Vietnam memoirsfromnam.blogspot.com
I saw an older gentleman come in, wearing a black baseball cap that had "World War II, Korea and Vietnam Veteran" embroidered on it. Being a Vietnam Vet myself, I struck up a conversation with him. "Wow!" I said, "That's a pretty impressive hat!" He...

66

8

Like • Comment • Follow • 9 days ago

How to Do a Social Media Audit

Sales Manager at Tonkin Wilsonville Nissan

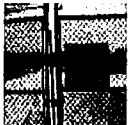


How to Do Your Own Social Media Audit: Social Media Audit Explained
r3socialmedia.com
You're on Twitter, Facebook, Google Plus, Pinterest, Instagram, LinkedIn, using Vine.. who! You're doing a lot, AND you're running your business! Well
Like • Comment • Follow • 9 days ago

Reality 101: Civilian businesses have NO obligation to create jobs

Veteran Entrepreneur, Military-to-Civilian Program Developer, Success Coach & Author

Veteran entrepreneurship is the answer to America's "jobless economic recovery."



Reality 101: Civilian Businesses have NO Obligation to Create Jobs
linkedin.com
Veteran entrepreneurship is the answer to America's "jobless economic recovery." Did I – the person who regularly advocates shared social value – actually just write that publicly? I most definitely did. Every time a politician speaks about building...

Like (2) • Comment • Follow • 10 days ago

[Redacted] his

Two Veterans Care Bills pass House & Senate last Week

Independently Contracted Social Media & Email Marketing Manager; Veterans Advocate



2014 Congress Sends A Flag Day Fix for A Broken VA Health Care System vwlady.com
Just in time for Flag Day, Congress overwhelming passed two veterans' bills this week in an effort to fix the crisis in care and timely access to treatment at VA health care facilities. On Tuesday,...

Like • Comment (2) • Follow • 10 days ago

[Redacted] good start, but why the delay?
10 days ago

[Redacted] a fix or just butt loads of money. While the situation is shocking our leaders have no clue how to really fix the issue.
10 days ago

FNG Initiation and Humor: by Vietnam Veteran, Michael Lansford

Author, Administrator, Public Speaker, School Visits
Top Contributor



FNG Initiation and Humor: Michael Lansford memoirsfromnam.blogspot.com
When you first get in country, there is no doubt everyone there knows you are an FNG. Opening the door, the first thing that hits you is the heat, then the smell. It smells like death and that smell is still with us to this day. Any time I open some...
Like • Comment • Follow • 10 days ago

MAISC

7

13

5

Thank you for allowing me to join the US Veteran Group, Eugene Vardaman, Vietnam Veteran

Executive Director at NC Criminal Justice Information Network

Like (3) • Comment (3) • Follow • 11 days ago

[Redacted] like this

[Redacted] Welcome, Eugene!

[Redacted] Welcome Eugene! Thanks for your service!! Go Canes!!!

[Redacted] 10 days ago

[Redacted] on behalf of our nation, thank you for your service!! Welcome to the group.

[Redacted] 7 days ago

Misc

Poll Results: Vietnam War Movies memoirsfromnam.blogspot.com
The general consensus seems to be that each movie has something that rings true, based on each veteran's personal experience, but none portrayed the War in Vietnam as it really was. Hollywood tries, but it cannot duplicate what cannot be duplicated....

Like (1) • Comment (5) • Follow • 11 days ago

[Redacted] as this

See all 5 comments

[Redacted] me it was 'Hamburger Hill'. A story of the 101st Airborne assault on Hill 937. Continuous American assaults to take the hill from the ...

[Redacted] 11 days ago

[Redacted] movie can duplicate what we feel or are thinking either in battle or between battles. Try being one of the guys who had to take the WIAs ...

[Redacted] 11 days ago

[Redacted] thought "The Siege of Firebase Gloria" was pretty good. It was written by R. Lee Ermev.

[Redacted] 11 days ago

43

2014 Cold War Service Medal. More info on my blog
<http://jerry88acwv-americancoldwarveterans.blogspot.com/2014/06/2014-cold-war-medal.html>

Chairman at American Cold War Veterans

American Cold War Veterans, Inc Blog: Jerry T jerry88acwv-americancoldwarveterans.blogspot.com
On June 5, 2014 Congressman Steve Israel of New York introduced a bill to authorize the Cold War Service Medal. It is H.R. 4807 The Cold War Service Medal Act of 2014. We all know how important this is to our Cold Warriors, as our numbers are...

Like (1) • Comment (4) • Follow • 11 days ago

[Redacted] this

See all 4 comments

[Redacted] still mystified how a Distinguished Warfare Medal for UAS and other operators can be "11th hour" approved by an outgoing SECDEF, a ...

[Redacted] 6 days ago

[Redacted] The new SecDef did order a review of all medals. At first everyone said this is it now we will get our Cold War Medal. Still waiting ...

[Redacted] 6 days ago

[Redacted] I think that a Cold War Service medal can be justified in the same way that the Korean Defense Service Medal was justified. Let me make it ...

[Redacted] 2 days ago

11

How To Fix The VA Mess? By Former VA Secretary Principi.

Founder, HomeOwnersCoalition.Org & Veterans Advocate

Why do the VA and Defense Department operate parallel health-care systems? Maybe it's time to combine them.

<http://online.wsj.com/articles/anthony-j-principi-how-to-fix-the-veterans-affairs-mess-1401405181>By Anthony J. Principi
May 29, 2014 ...



How to Fix the Veterans Affairs Mess online.wsj.com
As a former secretary of the Department of Veterans Affairs, I am deeply troubled by reports involving the falsification of records to conceal waiting times for veterans at VA hospitals-with at least 40 of them dying while awaiting treatment.

Like • Comment (4) • Follow • 12 days ago

See all 4 comments

As long as the VA pays bonuses with no oversight, this will continue. Its pretty obvious that no internal policing goes on at the VA. If ...
10 days ago

another LI group, it was pointed out that DOD Military Hospitals and Clinics participate in the Joint ...
10 days ago

may be able to help with understanding...there are myriad problems/differences with the VA health care system and how they measure and ...
6 days ago

My SQL Database Specialist

Technical Staffing Executive at TAD PGS, USA

TAD PGS, INC. is currently seeking a My SQL Database Specialist for one of our clients in Annapolis Junction, MD. Must have an active Top Secret Clearance, Full Scope Poly.
Description:

The successful candidate will be responsible for supporting ...

Like • Comment • Follow • 12 days ago

Storage System Administrator

Technical Staffing Executive at TAD PGS, USA

TAD PGS, INC. is currently seeking a Storage System Administrator for one of our clients in Fort Meade, MD. Must have an active TS/SCI w/FS Poly Clearance.

Primary Responsibilities:

*Analyzes, logs, tracks and resolves software/hardware ...

Like • Comment • Follow • 12 days ago

System Engineer II

Technical Staffing Executive at TAD PGS, USA

TAD PGS, INC. is currently seeking a System Engineer II for one of our clients in Fort Meade, MD. Must have an active TS/SCI w/FS Poly Clearance.

Position Overview:

Analyzes user's requirements, concept of operations documents, and high level ...

Like • Comment • Follow • 12 days ago

Senior Professional: System Administrator

Technical Staffing Executive at TAD PGS, USA

TAD PGS, INC. is currently seeking a Senior Professional: System Administrator for one of our clients in Columbia, MD.

Primary Responsibilities:

*Performs moderately complex systems and database administration. Monitors and tunes appropriate ...

Like • Comment • Follow • 12 days ago

22

Interested to know or hear from fellow Veterans in Phoenix, AZ.

Owner at Guest Services, San Francisco 49ers and Forty Niners Stadium Management Company, LLC / Student / Veteran

I am interested to know or hear from any veteran at ground zero in Phoenix, AZ. Besides the obvious changes taken because of the federal government microscope focus in their location, has the care improve? What are the changes that you have ...

Like • Comment • Follow • 12 days ago

Flag Day 2014 memoirsfromnam.blogspot.com

"Sharing can be a way of healing. Grief and loss can isolate, anger even alienate. Shared with others, emotions unite as we see we aren't alone. We realize others weep with us." She stands tall and proud for all to see, from town squares to banks to...

Like (1) • Comment • Follow • 12 days ago

W03

15

100

likes this

Happy Father's Day.

General Manager, Building Products Division, North America at Ensinger Industries

For all the Vets who are lucky enough to be fathers and for those single Vets who are both Mom & Dad.....

<http://www.viewbix.com/frame/c6adb3bf-5523-4bcb-ad82-a83bd9afe5dc?&w=398&h=318&ct=t>

viewbix viewbix.com

Like (2) • Comment • Follow • 13 days ago

- 100

miss

4

Is this treatment of sick veterans creepy?

Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

We just broke this story about DHS running ops at a VA medical center. Veterans on site were harassed and had access to care interfered with. Is this appropriate treatment of our nation's heroes?



BREAKING: Homeland Security Police Caught Harassing Sick Veterans
disabledveterans.org
SAN DIEGO – Veterans were horrified while seeking VA health care on Wednesday when approached by Homeland Security police in an Operation Shield exercise.

Like (2) • Comment (3) • Follow • 13 days ago

likes this

is sort of "action, exercise, training" or whatever
is outrageous. A VA Medical center, black ops clothing ...

13 days ago

10

Benjamin - to answer your question. . . .YES, this treatment of our sick veterans is indeed creepy as well as just plain ...
13 days ago

Creepy and criminal. FPS is supposed to be responsible for physical security of federal property and have police powers in order to do ...
12 days ago

Brothers and Sister in arms

Support Coordinator MHMR of Tarrant County Ft Worth Texas

Am a Certified Peer Support for MHMR of Tarrant Co. Veterans Services in Ft Worth Tx. If any of you Vets need resources or have any questions please dont hesitate to ask . Remember you are not alone, God Bless

Like (2) • Comment (1) • Follow • 13 days ago

Free!!!!!!!
13 days ago

Prosper Operators, Inc. We are located in Lafayette, La. We offer Oilfield Production Operators, Land Lease Operators, and much more to...

Business Development Manager at Prosper Operators, Inc.

Prosper Operators, Inc... prosperoperators.com
Like • Comment • Follow • 13 days ago

Good blog on concealed carry

Tim-in CIO,Consult Financial Aid, IT outsource, IT perform improvement;MBA,PMP,CISA,IBM cert Ex PM, NJ Casino Exec Lic

THE NEED FOR CONCEALED WEAPONS CLASSES
bryceisright.wordpress.com
BRYCE ON SOCIETY - Why it should be considered mandatory to attend such classes. (Click for AUDIO VERSION) To use this segment in a Radio broadcast or Podcast, send TIM a request. Let me begin by s...

Like (1) • Comment (2) • Follow • 13 days ago

likes this
now in Florida that if your former Military of any kind you do not need to attend these classes. ...
13 days ago

inia requires proof of training, not just a DD-214
13 days ago

I have a great job opportunity available - it's a great place to work - check out this opening

Corporate Recruiter

Talentnow
Tax Analyst connect.talentnow.com
Primary Purpose:Manages all company tax responsibilities and works directly with external tax consultants.Essential Functions:Liaisesbetween accounting personnel and external tax consultants to assist inaccurate preparation of federal, state and o..

Like • Comment • Follow • 13 days ago

"More Than Names On a Wall": by James McComb
memoirsfromnam.blogspot.com

ALL proceeds from the book are deposited into a fund that is used exclusively to assist Veterans. Buy at Amazon "As a Bucks County resident and Veteran of the Vietnam war, I visit the Memorial frequently. I can say that it was to me a wall of names...

Like • Comment (2) • Follow • 13 days ago

Here is something you all will enjoy. ...

Frank, please tell me that's a joke ...

Mo's Heroes issuu.com

Issuu is a digital publishing platform that makes it simple to publish magazines, catalogs, newspapers, books, and more online. Easily share your publications and get them in front of Issuu's millions of monthly readers.

Like • Comment • Follow • 13 days ago

Healing the Experience of War

Author, Inspirational Speaker, Veteran, TIME blogger, Radio Co-Host, Family Advocate, and Spirited Entrepreneur

Journaling Military Experience through The Arts with Travis Martin
06/16 by Because Hope Matters Radio | Family Podcasts
blogtalkradio.com

Veterans can learn to express the most unspeakable tragic experiences of war -- that is Travis Martin's heart-work. Travis served two tours of duty in Iraq with the Army. He's now the President and Editor-in-Chief of the all volunteer non-profit...

Like • Comment • Follow • 13 days ago

Mental Health Insurance for Veterans ?? Only \$19.95 a month? Really ?

Retired Firefighter / Retired Military ,active and reserve

Recently there has been a few groups or posts that are selling certain services. I am a little concerned about the Veteran or Active/Reserve members being targeted.

No Veteran needs to purchase an item such as "Prepaid Mental Health Coverage" ...

Like (1) • Comment (7) • Follow • 13 days ago

is this

See all 7 comments

perhaps you should re-read my comment and Morrison's discussion more carefully. I was addressing statement that "No ...

13 days ago

13 days ago

please, let's not begin slinging mud. In the discussion above, he states, "NO cost." Mr. Allison, my ...

13 days ago

Learn from the Past, and Improve the Future of Our Veterans

Manager at Enerlab

Nothing can be done about the past except to learn from mistakes. Moving forward, there needs to be assurance that our veterans have the best treatment possible. We are the 1% that has

10

networking
6

2

8

defended this country and the American way of life. Most do ...

Office of Public and Intergovernmental Affairs va.gov
Provides a list and brief description of news releases issued by the Department of Veterans Affairs. Most news releases are also available as Word files to download.

Like • Comment • Follow • 13 days ago

<http://news.yahoo.com/us-political-split-outgrows-voting-booth-040251977--election.html>

Contract Claims Analyst - Subrogation Strategies - Philadelphia, PA

U.S. Citizens self-segregating along ideological and political lines. Discuss, Discuss!

Like • Comment • Follow • 14 days ago

You Shouldn't Vote For A Veteran.... Are You Kidding Me?

Technology Evangelist / Implementation Services Lead (GS-14) at U.S. Department of Veterans Affairs

What's a stronger name for a Blue Falcon in the military and veteran community? Is it a Sergeant Bergdahl?

Honestly, I don't know how any veteran could write something that starts "10 Reasons Why You Shouldn't Vote For A Veteran". For some ...



theinveterateveteran.com theinveterateveteran.com
theinveterateveteran.com

Like (1) • Comment (17) • Follow • 14 days ago

likes this

See all 17 comments

problem, ...
12 days ago

... discussion in the republic ... I don't have any more
... at hand.
12 days ago

... familiar with Enders
...
10 days ago

A Special Salute to July 4th

Author/illustrator, Public Speaker, School Visits
Top Contributor

In May, we did a Special Memorial Day Salute on Memoirs From Nam:
<http://memoirsfromnam.blogspot.com/2014/05/a-special-salute-to-memorial-day.html>with
veterans' thoughts, photos, and memories. The end result was something we were all very ...



Memoirs From Nam memoirsfromnam.blogspot.com
Service, Duty, Honor, Courage, Compassion, Unity, Brotherhood, Sacrifice,
Patriotism, Gratitude, Reverence, and Personal Reflection are all words that come
to mind when we think about why America has a Memorial Day. This year, I wanted
do...

Like • Comment • Follow • 14 days ago

US Veteran to Speak in London

Education International Programs Consultant

On June 30th 2014 I will be speaking in the United Kingdom at the annual International
Education Councils' (IEC) convention. <http://bit.ly/1lr8RGel>m excited to be speaking in front of
some of the worlds leading Universities this June about US ...

Like • Comment • Follow • 14 days ago

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CE 9

Anonymous Apps Combat the Consumer Fear of Being Tracked
womensvoicesmagazine.com
Here's a comprehensive guide and analysis of trending "anonymous apps."

Like • Comment • Follow • 14 days ago

Allied Military Racing, LLC

Chief Communications Officer at Allied Military Racing, LLC

We are owned by a wounded warrior Legends Racing team. Our CEO Sean Dreer is an active reservist on medical hold in Norfolk, VA. We are the first military owned Legends team. We have 6 female and 2 male veterans that are going to drive for us. ...

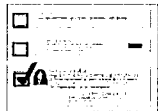
HOME OF ALLIED MILITARY RACING, LLC amrlegends.com
The Official Website of Allied Military Racing LLC and AMR for Veterans Foundation Inc for Veteran and Family Involvement in Legend Car...

Like • Comment • Follow • 14 days ago

Veterans, Take Note!

Talent Acquisition Leader and Military Recruiting Strategist

I can't tell you how many transitioning veterans have come to me for advice and after explaining the importance of building their own virtual presence on a professional networking site like LinkedIn, they never follow through with the advice. If ...



5 Reasons Why YOU Need to be On LinkedIn linkedin-makeover.com
Why should you have a LinkedIn account? Learn the 5 reasons why professionals today need to be on LinkedIn if they intend to find future career success.

Like • Comment • Follow • 14 days ago

Are you doing this in your interviews? If not, then Start!

Talent Acquisition Leader and Military Recruiting Strategist



40 Things You Must Say At Interview linkedin.com
Great advice on some of the things that you should say during an interview!

Like • Comment • Follow • 14 days ago

VA continues to fail its MST veterans

VA Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

GAO report shows over 30% of MST veterans with appeals decisions had prior VA denial overturned. Evaluation standards were too vague to ensure all MST veterans were treated fairly across all VA regional offices.



High Rate of Military Sexual Trauma Veterans wrongly Denied Benefits disabledveterans.org
VA has consistently treated Military Sexual Trauma victims poorly over the years, and the recent GAO report shows the agency is slow to fix the problems.

Like • Comment • Follow • 14 days ago

Army Veteran Talks Real Estate Investing Experiences

Co-Founder / CEO at Premium Partners & Associates, LLC

<http://premiumpartnersandassociates.com/the-ups-downs-of-real-estate-investing/>



The Ups & Downs of Real Estate Investing premiumpartnersandassociates.com
Keep in mind realistic expectations and the amount of work required to make investing in real estate work. In my previous column on real estate as an investment I computed a capitalization rate of ...

investment I computed a capitalization rate of ...

9

12

9

Like • Comment • Follow • 14 days ago



Helping Disabled Veterans

Retired Supportive Case Manager for the Disabled

<http://www.causes.com/causes/473055-helping-disabled-veterans><http://www.googlegroups.com/helpingdisabledveterans><http://www.yahogroups.com/helpingdisabledveterans><http://www.suffolkveteransales.blogspot.com>

Bergmann & Moore's New Op-Ed Shines Light on VA's Claim Appeal Crisis vetlawyers.com
"VA Also Not Telling the Truth About Veteran Disability Claims." Flooding America's national news cycle for the past two months are hundreds of tragic news articles describing how Veterans are dy...

Like (2) • Comment • Follow • 14 days ago

[Redacted] like this



NS2 Serves offers post-9/11 vets a rigorous program in information technology and business skills

Hosky Communications Inc.

NS2 Serves ns2serves.org
Positions in the NS2 Serves Training Program are open to U.S. military service veterans, including disabled veterans, and Gold Star spouses. Specific eligibility requirements: Applications for the Fall 2014 course are being accepted through July...

Like • Comment • Follow • 14 days ago



NS2 Serves offers post-9/11 vets a rigorous program in information technology and business skills

Hosky Communications Inc.

NS2 Serves ns2serves.org
Positions in the NS2 Serves Training Program are open to U.S. military service veterans, including disabled veterans, and Gold Star spouses. Specific eligibility requirements: Applications for the Fall 2014 course are being accepted through July...

Like (1) • Comment (1) • Follow • 14 days ago

[Redacted] this

[Redacted] very interested in getting more detail. I will check out the website! Is there job placement department?
13 days ago

3



Highly in need of cyber security specialist for my US Marine Corps prject for more than 3 years program in bridgeport,CA location.

Federal Technical recruiter at Compqsoft Inc

Cyber Security Specialist Junior connect.talentnow.com
Normal 0 false false false EN-US X-NONE X-NONE
MicrosoftInternetExplorer4 Hello,My name is Naveen Kumar. M and I am a TechnicalRecruiter with COMPQSOFT.Pleas..

Like • Comment • Follow • 14 days ago



Position: IT Business Analyst IV - Location: Jacksonville, FL Full-time Opportunity

Federal Technical recruiter at Compqsoft Inc

IT Business Analyst Level IV connect.talentnow.com
Normal 0 false false false EN-US X-NONE X-NONE MicrosoftInternetExplorer4 Hello,My name is

25

Naveen Kumar. M and I am a Technical Recruiter with COMPQSOFT.Pleas..



Like • Comment • Follow • 14 days ago

I'm hiring - great people - know anyone who might be a good fit?

Federal Technical recruiter at Compqsoft Inc



System Engineer(Linux) connect.talentnow.com
Hello, Normal 0 false false EN-US X-NONE X-NONE
MicrosoftInternetExplorer4 Myname is Naveen Kumar. M and I am a
Technical Recruiter with COMPQSOFT.PI..

Like • Comment • Follow • 14 days ago

Let's Show Some Leadership! Help Veterans and Families File Criminal Complaints With District Attorneys and/or Attorney Generals Against...

Founder, HomeOwnersCoalition.Org & Veterans Advocate

I have been asking on many groups, "What about state Attorney Generals and District Attorneys being required to investigate, charge and punish VA employees who are found guilty of violating the criminal statutes against veterans in their states?" ...

Like (1) • Comment • Follow • 14 days ago

es this

NBC interview on veteran's benefits; help keep support of our veterans in the news

Community Outreach at ClearPoint Credit Counseling Solutions



PBS Nightly Business Report 5-24-14 clearpt.cc

Like • Comment • Follow • 14 days ago

Accounting Specialist for our San Diego, CA office

Senior, Corporate Recruiter at ABM

ABM is looking for an experienced Accounting Specialist for our San Diego, CA office. Apply at www.abm.com/careers



Accounting Specialist - (2951) abm.mua.hrdepartment.com
Position Summary The Accounting Specialists under the direct supervision of the Division Controller is responsible for performing data entry associated with billing, job...

Like • Comment • Follow • 15 days ago

Planning & Reporting Manager needed at ABM

Senior, Corporate Recruiter at ABM

ABM is looking for an experienced Planning & Reporting Manager for our Alpharetta, GA office. Apply at www.abm.com/careers

Planning & Reporting Manager - (3655) abm.mua.hrdepartment.com
Position Summary ABM Energy & Building Solutions ("ABES", a division of ABM Industries), a nationwide facility service provider, has an immediate opening for a Planning...

Like • Comment • Follow • 15 days ago

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20

131

Why One Walmart in North Dakota Is Paying \$17.40 an Hour
 dailysignal.com
 Check out this heritage article
 Like • Comment • Follow • 15 days ago

Hiring for Manager District Sales Cardiovascular - San Diego, CA at San Diego and looking for suitable candidates.

[Redacted] CIR, CSSR
 Staffing & Client Relationship Manager- Amgen

Single Click Job Sharing on Multiple LinkedIn Groups with Wisestep.com.
 Apply Online: <http://www.wisestep.com/RRFSXVSW/IRHGKIHJLHor> Share with Friends.

Job Description:
 PLEASE APPLY AT AMGEN CAREERS

Amgen Job Description ...
 Like • Comment • Follow • 15 days ago

City & State will publish their inaugural Military & Veterans Special Issue intended to bring attention to issues facing veterans and...

Oracle DBA (ITS(Database)) at NYS Office of Information Technology Services

Will include roundtable with the 5 heads of the active military bases in New York: Saratoga Springs NSU, Waterviet Arsenal, Fort Hamilton, Fort Drum and West Point. This special issue will be hand delivered and mailed first class to New ...

City & State - Home cityandstateny.com
 City & State presents The Public... @ BNY Mellon, East Auditorium City & State present an important regional industry-wide forum featuring New York State construction and development contract opportunities for owners, contractors, architects, ...
 Like • Comment • Follow • 15 days ago

Broken promises affects foreign policy

[Redacted] Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

How long will it take America to wake up to the reality that decades of broken promises to veterans impacts our national security and foreign policy?



Why is the VA Scandal a Foreign Policy Issue? disabledveterans.org
 Foreign Policy Magazine circulated its newsletter yesterday with surprising coverage of the VA Scandal leaving some to wonder about the policy...

Like • Comment (3) • Follow • 15 days ago

[Redacted] they need to organize and vote as a near block on issues that concern them before anyone in Washington will listen. You can't get a ...
 15 days ago

[Redacted] D. Great point Daniel. Getting consensus on veterans issues can be very difficult. It would be great to gain consensus on a few ...
 15 days ago

[Redacted] min, Agreed that Veterans need be their own advocates. They also need to take into consideration, the dwindling numbers of Veterans in ...
 15 days ago

TricorBraun is Hiring Packaging Consultants

[Redacted] Talent Recruitment Manager at TricorBraun

Job Opening: Packaging Consultant - TricorBraun Inc. tricorbraun.jobinfo.com
 Bring your hunter instinct and consultative sales expertise to a role where you'll grow your



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30

experience and build your career while making uncapped commission working for an industry leader.


Like • Comment • Follow • 15 days ago

  Smartronix Opens New Office Location in New York City
marketwired.com

RESTON, VA--(Marketwired - Jun 10, 2014) - Smartronix, an industry leader and innovator in cloud computing and agile technology solutions, has opened an office in Manhattan, New York. This new location will allow Smartronix to better serve existing...

Like • Comment • Follow • 15 days ago

 **Do you know any Veterans looking to be Entrepreneurs? I am helping and showing Our Heroes and their families interested in earning...**

 Social Entrepreneur; Business Consultant; Network Marketing Professional


Like (1) • Comment (11) • Follow • 15 days ago

 likes this

See all 11 comments

 en-- ...


 days ago

 Gwen, how can one get the information?

 wen, ...

 **I'm hiring - great people - know anyone who might be a good fit?**


 Federal Technical Recruiter at Compqsoft Inc


 cyber security specialist(junior) connect.talentnow.com
Hello, Myname is Naveen Kumar. M and I am a Technical Recruiter with COMPQSOFT. Pleasego through the below requirements and if interested kindly respond with yourupdated resume and contact details Program:

Federal GovtProgram Position: Cyber..

Like • Comment • Follow • 15 days ago


 **Looking for a new job? - great people - know anyone who might be a good fit?**

 Federal Technical recruiter at Compqsoft Inc


 Information Security Specialist connect.talentnow.com
Hello, Myname is Naveen Kumar. M and I am a Technical Recruiter with COMPQSOFT. Pleasego through the below requirements and if interested kindly respond with yourupdated resume and contact details Duration: 6

months +Contract to hire ..

Like • Comment • Follow • 15 days ago

 **Looking for a new job? - fantastic work environment - know anyone who might be a good fit?**

 Federal Technical recruiter at Compqsoft Inc

 NetOps Specialist (Senior) connect.talentnow.com
Hello, My name is NaveenKumar. M and I am a Technical Recruiter with COMPQSOFT. Please gothrough the below requirements and if interested kindly respond with yourupdated resume and contact details Program:

FederalGovt Program NetOps Special..

Like • Comment • Follow • 15 days ago

Handwritten note: J.P. APPS

I'm hiring - great people - know anyone who might be a good fit?

Federal Technical recruiter at Compqsoft Inc



NetOps Specialist (Senior) connect.talentnow.com
Hello, My name is NaveenKumar. M and I am a Technical Recruiter with COMPQSOFT. Please go through the below requirements and if interested kindly respond with your updated resume and contact details Program:

FederalGovt Program NetOps Special..
Like • Comment • Follow • 15 days ago

Northrop Grumman Hiring GCSS-Army Program

Recruiter at Northrop Grumman with Immediate Full Time Openings for SAP Professionals in Richmond, VA

Browse by Job Group northropgrumman.com
Are you looking to apply your skills at a company where you can grow your potential? You've come to the right place! As a leader in global security, Northrop Grumman offers challenging opportunities in unmanned systems, cyber, C4ISR, and...

Like • Comment • Follow • 16 days ago

Mike Tyson Talks About Boxing Promoters and About The Mike Tyson...

Founder of Metta Media Group | CREPIG | On Purpose Magazine • Creator US Veteran Group on LinkedIn

Got a great interview with Mike Tyson about promoters allowing fighters to pick and choose fights and also about his foundation Mike Cares which helps kids from broken home have a fighting chance. #miketyson #boxing #drf #sugarayleonard ...



Mike Tyson Talks About Boxing Promoters and About The Mike Tyson Cares Foundation onpurposemagazine.com
Iron Mike Tyson talks about problems with boxing promoters and about Mike Tyson Cares Foundation Former Undisputed Heavyweight Champion of the World, Actor, Producer, Promoter and Philanthropist Mi...

Like (1) • Comment (2) • Follow • 16 days ago

likes this

the 1980's and 1990's when he used to spend time in Albany. Not a bad guy once the cameras weren't around and he didn't have ...
15 days ago

h, he was real nice. I think he has been through the ringer and can now handle whatever comes his way without biting someones ear off.
...
15 days ago

Interactive Videos for Veterans and Employers

Talent Acquisition Leader and Military Recruiting Strategist

Veterans, go through these interactive videos and see how many of the mistakes that you've made during your interviews. Also watch the videos from the civilian employer point of view. These will open your eyes...

Reinventing Michael Banks reinventingmichaelbanks.com
An interactive simulation dedicated to helping veterans, their families and employers address the challenges of transitioning from active-duty service to meaningful civilian employment.
Like • Comment • Follow • 16 days ago

Help, I need a referral! Do you know anyone like this?

Sr. Recruiter/Resource Manager

CC
13

10

37

Now hiring a Sr. Geo-Statistician for a St. Louis, Mo client. Seeking an advanced degree and 5+ yrs exp in Statistical work specifically w/ R, as well as diverse experience working w/ ARCGIS and GRASS Analytical Software. Clarmie@roseint.com

Like • Comment • Follow • 16 days ago

<http://wp.me/p14YqZ-ky>

Account Manager at Precor



Alconbury troops return from Desert Storm wp.me Home Sweet Home Following are some photos which appeared in the Spartan Spirit on Friday, May 24, 1991, as some troops returned home from the desert. note: unfortunately, none of these photos were ...

Like • Comment • Follow • 16 days ago

Scope of Wait List Scandal explodes to over 100,000 veterans

Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

While many of you have likely heard the numbers and are sickened, I put together a quick down and dirty list here of the primary things VA Secretary Gibson plans to implement to fix the problem in the short term.



Over 100,000 Veterans affected by Wait List Scandal disabledveterans.org Data from the VA OIG investigation indicates the Wait List Scandal impacted over 100,000 veterans with extended wait times or not being on a list, at all.

Like • Comment • Follow • 16 days ago

Achieving Mobility with Agile IT Resources for Tomorrow's Battlefield

Project Coordinator | Analyst | Planner



How to Achieve Mobility on the Modern Battlefield govexec.com As the Department of Defense looks to modernize its information technology, greater mobility and flexibility are a priority.

Like • Comment • Follow • 16 days ago

PR and Marketing to Veteran Entrepreneurs

Publicist at ADIA Public Relations

My name is JW and I'm a nine year veteran of the Army Infantry who has established a career in public relations and marketing for the last eight years. If you're a veteran and an entrepreneur who needs increased market visibility, check out ADIA ...



ADIA Public Relations - Increase Your Market Visibility adiapr.com Adia Public Relations...

Like • Comment • Follow • 16 days ago

How do you search for information about Veteran's Resources?

Local Veterans Employment Representative at Employment Development Department

<https://www.linkedin.com/today/post/article/20140609212146-148866682-how-do-you-search-for-information-about-veteran-s-resources?trk=object-title>

How do you search for information about Veteran's Resources linkedin.com I am working in partnership with an organization called Anthem USA. Www.anthem-usa.com. (Facebook and other sites soon to come) This organization has spearheaded a project that will address nearly every single aspect of the veterans needs. There...

Like • Comment • Follow • 16 days ago

We are hiring Veterans (eligible through VRA or 30% or more) for a Veteran Program Specialist position in San Francisco, CA. Please...

University Outreach/PR at the U.S. Department of Labor

Contact: mengesha.rosa@dol.gov

The Veterans' Program Specialist assists the Regional Administrator (RAVET) and the Deputy Regional Administrator (DRAVET) in planning, directing, coordinating and evaluating all aspects of regional, state and ...

Like (1) • Comment • Follow • 17 days ago

[Redacted] likes this

Add a Comment...

Executive Director Opportunity - Auburn, WA

Recruiter at Prestige Care, Inc.

Executive Director Opportunity with Prestige Senior Living in Auburn, WA! For details please visit www.prestigecare.com/careers job # 002004 or contact me at kkettley@prestigecare.com



www.PrestigeCare.com

Executive Director - Auburn WA, Prestige Care ziprecruiter.com
Executive Director - Prestige Senior Living Auburn Meadows in Auburn, WA
Job Summary: The Executive Director oversees all operations for an Assisted Living residential community. Provides direct and indirect supervision of the community operations...

Like • Comment • Follow • 17 days ago

Veteran Stakeholder Program myswaparoo.com

Our Plan is Simple. 1) Find qualified positions with employers. 2) Get candidates in front of hiring managers. 3) GET THEM HIRED! Veterans can click the VSP icon at the bottom of the page to register.

Like • Comment • Follow • 17 days ago

Unspoken Challenges of Mid-Level and Senior Military Veterans - Every Veteran Hired everyveteranhired.com

If you were mid-level or senior military before transitioning to the civilian workforce, you may be facing some of these unspoken barriers.

Like • Comment (1) • Follow • 17 days ago

[Redacted] Here's my take: ...

[Redacted] 17 days ago

Add a Comment...

About 37 VA employees across 19 states, say they've been retaliated against because they spoke out.

Senior Analyst (Info Database) at NYS Office of Information Technology Services

About 37 VA employees across 19 states, say they've been retaliated against because they spoke out about improper scheduling, inappropriate restraining of patients and misuse of VA funds. There is evidence that the VA kept 1,700 patients on ...



OSC investigates VA retaliation against whistleblowers fiercegovernment.com

The Office of Special Counsel is investigating whether the Veterans Affairs Department retaliated against whistleblowers who detailed misconduct within the agency.

Like • Comment • Follow • 17 days ago

17

For those of you on here who are Veterans in the U.S., another safe/clean web place to gather is www.rallypoint.com/join/ssgt-terry-kohler

ProtectaGrow SmallBiz | LegalShield, IDTheft Shield, Safeguard Minors, DataBreach Specialist | Saved Ppl/Biz's thou\$and\$

If you know a Veteran who would like to have a secure place they can meet up with past/current Soldiers, Sailors, Marines, Airmen and CoastGuardsman, please share this with them. As Veterans of yesterday, today and tomorrow face struggles, ...



To all my Military friends rallypoint.com
Join me on RallyPoint, the military-only professional network. Connect with others from our unit. Check it out!

Like (1) • Comment • Follow • 17 days ago

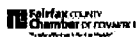
es this

Add a Comment...

Principal at Program Management Consulting and Training, LLC

Thanks to my good friend and colleague at George Mason University Office of Continuing Education (GMU OCPE) Susan Stinson shared this me (thanks Susan) and I just had to share it with everyone!

[http://www.cvent.com/events/why-hiring-veterans-ma ...](http://www.cvent.com/events/why-hiring-veterans-ma...)



Why Hiring Veterans Makes Cents cvent.com
Join the Fairfax Chamber for Why Hiring Veterans Makes Cents, to learn more about the return on investment and why hiring veterans is beneficial to your organization.

Like • Comment • Follow • 17 days ago

Snap-on Tools Franchise Opportunities

Military Program Manager at Snap On Tools

Hello, fellow warriors...
I am the Military Program Manager for Snap-on Tools; my primary mission is guiding and mentoring sharp, business-minded veterans/military members to the incredible world of Snap-on Tools Franchise ownership!
In today's ...

Snap-on franchise business opportunity www1.snapon.com

Like • Comment • Follow • 17 days ago

Seeking a Compensation Adviser, Government role in Orlando, FL, up to \$66k

Transitioning talented Audit, Accounting, Tax and Finance professionals into challenging corporate roles. 20,000+ LION

Seeking a compensation adviser for local government, role is paying \$55k-\$66k base +benefits. Apply today:

<https://www.ziprecruiter.com/job/Compensation-Adviser-CCP-OR-SPHR-55k-66k-Great-Benefits/1de981f6/>



Compensation Adviser, CCP OR SPHR, \$55k-\$66k, Great Benefits, Staffing By Choice ziprecruiter.com
Minimum Qualifications Bachelor's degree from an accredited institution in Human Resources Management, Business or Public Administration, or a closely related field and four years of professional level compensation and job analysis/evaluation experi...

analysis/evaluation experi...

Like • Comment • Follow • 17 days ago

7

20

Jan 1985

VA Secretary selectee withdraws after scandal surfaces

[Redacted] Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

President Obama picked a VA Secretary replacement with his own VA-like scandal. Should veterans be concerned that Obama's nomination committee missed Dr. Cosgrove's own 800 lbs elephant in the room?

<http://wp.me/p1DEDS-29F>



MMQB: Potential Shinseki Replacement withdraws amidst Own Scandal disabledveterans.org Potential Shinseki replacement, Dr. Toby Cosgrove, withdraws his name from the list of potential candidates when Cleveland Clinic scandal surfaces.

Like • Comment (2) • Follow • 17 days ago



Michael Caldwell Why are they trying to replace Shinseki with another big wig, I'm really tired of all these past officers getting jobs that we all know ... 16 days ago



Pat Filbert All of this is missing the point, corrupt hospital officials who are, mostly, not former military are the primary problem, not who the VA ... 14 days ago

Add a Comment...

Registered Employers for Hiring Our Heroes

[Redacted] Retired U.S. Marine, Veteran and Employer Outreach Specialist for the Cuyahoga County, Ohio Veterans Service Commission

June 26, 2014 - Cleveland
500 Lakeside Ave
Public Auditorium

To register and attend for FREE:
www.hiringourheroes.org/cleveland.

If you encounter any difficulty in registration, please email me directly at bmcgown@cuyahogacounty.us.
Semper ...



Registered Employers for Hiring Our Heroes - Cleveland as of 6/6/2014 slideshare.net
This is a list of the registered employers and agencies as of 6/6/2014. This list will be updated regularly. Please check again.

Like • Comment • Follow • 17 days ago

Your Benefits Might Be Too Generous, But That's Because You Didn't Do Anything

[Redacted] Technology Evangelist / Implementation Services Lead (GS-14) at U.S. Department of Veterans Affairs

Much of the conversation that plagues the media and veterans group is either black or white. Either veterans and servicemembers are living in a wonderland of benefits and pay, or veterans and servicemembers are eking out a living from the scraps ...



theinveterateveteran.com theinveterateveteran.com
theinveterateveteran.com
Like (1) • Comment (6) • Follow • 17 days ago

[Redacted] likes this

See all 6 comments

[Redacted] shua, any article which takes a comment by "some Vet" and blows it up into an entire story should be ignored. Honestly who cares if "some ... 17 days ago

[Redacted] I doubt that the 900,000 veterans and 5,000 active duty troops whose salary is enough to qualify for food stamp benefits ...

[Redacted] 17 days ago

[Redacted] total and complete nonsense. [Redacted] pointed out:
...any article which takes a comment by "sc [Redacted]" and blows it up into an entire ...

17 days ago

Add a Comment...

Fw: Cary Lee Peterson Discusses Veteran Green Jobs Program at Good Day Morning Show with Doug Stephan

General Representative to European Parliament at ECCO2 Global Partners



[Redacted] discusses Veteran Green Jobs Program at Good Day Morning Show with Doug Stephan... youtube.com

Cary Lee Peterson, Chairman of ECCO2 Global Partners Discusses Veteran Green Jobs Program at Good Day Morning Show with Doug Stephan...

Like • Comment • Follow • 17 days ago

CG 14

Looking For Feedback and Help...

Licensed Marriage & Family Therapist and Author & Creator of Transformative Therapy Theory

What do you all think about my new project?

United States Air Honor Guard is a new organization - check it out and let me know what you think. See more at: www.usaHonorGuard.com

Thanks for looking and for any promotional assistance you ...



Home usahonorguard.com

The USAHG is intended to be a well known organization that most Americans will eventually recognize and respect. Only .47% of Americans have served in the United States Armed Forces. That is less than ONE HALF of ONE PERCENT of the United States...

Like • Comment • Follow • 19 days ago

salination / RPS

4

Are Veterans Benefits Too Generous?

Professional Trainer; Leading, Teaching, Training, Coaching, Networking.

I'm an Army veteran, and my benefits are too generous washingtonpost.com
As an Army retiree, what I'm getting is more than what I gave.

Like • Comment (2) • Follow • 19 days ago

[Redacted] Colonel is wrong in so many ways.

[Redacted] there is not one veteran experience fits all veteran experiences.

16 days ago

Add a Comment...

13

I am Secretary/Treasurer for a non-profit Christian Ministry. We do a lot of activities with disabled individuals from all walks of life.

Secretary/Treasurer at Trinity Outdoors Disabled Adventures

If you know of anybody with a disability who loves the outdoors, then we are just the right organization for you. Leave your comments and/or questions and I will respond as soon as

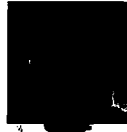
12

possible. Thank you and God Bless
Like • Comment • Follow • 19 days ago

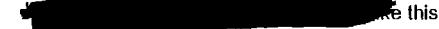
D-DAY VET DECLINES TO BE USED BY OBAMA

<http://www.Sargesgiftshop.com>


A HERO IS BORN "AGAIN"


 D-Day Veteran Declines Obama Invitation nationalreview.com
Brix, France — Some of the veterans attending the 70th anniversary of the D-Day landings here in France have fascinating stories. Take George Ciampa, the most vibrant and spry 89-year-old I have ever met. In 1944, he landed in Normandy as a...

Like (6) • Comment (23) • Follow • 19 days ago

 like this

See all 23 comments

 anny - I suspect most of us on this post have served in the military. Personally, I'm not disabled, didn't serve during conflict, don't ...
13 days ago

 Fox you managed to find a single misspelling, that rates you as an elementary school level spell checker. ...
6 days ago

Add a Comment...

Acting VA Secretary Gibson Announces Immediate Actions in Phoenix, Ariz.

 Safety Manager at Enerfab

Office of Public and Intergovernmental Affairs va.gov
Provides a list and brief description of news releases issued by the Department of Veterans Affairs. Most news releases are also available as Word files to download.

Like • Comment • Follow • 20 days ago

Want the Facts on VA Voc Rehab?

 Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org


Well, I would not necessarily start here. But, this is the free VR&E Facts Sheet the organization hands out the all disabled veterans. I will circle back around next week to talk about why what they say is misleading veterans across the country.




For Sleuths: Just what did VA Vocational Rehabilitation Leave Out?
disabledveterans.org
I snagged this FAQ sheet from the local VA Vocational Rehabilitation office here in St. Paul a while back that is chalk full of BS and legal angling.

Like • Comment • Follow • 20 days ago

Cosign on a future for a female pilot

 Cosigner for Flight School gofundme.com
\$20 raised by 1 person 23 months.
Like • Comment • Follow • 20 days ago

Exciting new release!!!

 Business Consulting, Cyber Security Education & Training, Critical Infrastructure

The first of the series of courses on Security Management for Critical infrastructure is now

pat e o ...
6

20

9

172

available.



Security Management for Critical Infrastructure Course
christophergorog.com

If you are looking to understand which products and skills to pursue that will dominate the next interconnected age, Security Management for Critical Infrastructure is the place to start.

Like • Comment • Follow • 20 days ago

70 Years Ago

██████████
██████████ Recruiting Manager at Orion International

Read this article this morning. One of many commemorating the 70th anniversary of D Day. This one struck me as unique because of the story of Jim "Pee Wee" Martin, who jumped into Normandy again today, at the age of 93. I hope I have that kind of ...



70 years later, D-Day vet Jim 'Pee Wee' Martin jumps again cnn.com
Jim "Pee Wee" Martin parachuted into Normandy on Thursday -- just like he had 70 years ago as a U.S. paratrooper.

Like (1) • Comment • Follow • 20 days ago

██████████ likes this

Add a Comment...

The Bocage of Normandy

██████████
██████████ Technical Information Specialist at US Army Military History Institute



The Bocage Myth: Allied Planners Did Not Leave Out the Norman Hedgerows in Planning D-Day americansinwwii.wordpress.com
Last week I received a phone call at work from FOX News in Washington D. C. They wanted to send a crew up here to look at the items we hold concerning the D-Day landings that occurred on June 6, 19...

Like (1) • Comment (2) • Follow • 21 days ago

██████████ likes this

██████████ 20 days ago

██████████ 20 days ago

Add a Comment...

Looking for Secret cleared SENIOR Sys Admin for AFG

██████████
██████████ Looking for SQL Server Reporting engineer for Coronado, CA

This is for a one year commitment....

I3com.taleo.net I3com.taleo.net

Like • Comment • Follow • 21 days ago

Great success story of a former Machinist Mate 2nd Class landing a dream job after obtaining an Applied Engineering Degree thanks to the...

██████████
██████████ Military-to-Civilian Employment Services



Making the Career Jump with the Post-9/11 G.I. Bill
blog.corporategray.com
I got into the data management and analysis business almost by accident. After I left the Navy in 2003, I was working as a power plant operator for General Electric (GE), doing what I was trained to do in the Navy: operating and maintaining

41

41

51

42

61

power...

Like • Comment • Follow • 21 days ago

D-Day Remembrance reading

Force Lieutenant at Federal Reserve Bank of San Francisco

enjoy!



D-Day: Exploding the myths of the Normandy landings [cnn.com](#)
On the 70th anniversary of the D-Day landings in Normandy, northern France, historian James Holland separates truth from myth.

Like • Comment • Follow • 21 days ago

b10
24

IT & Cyber positions in Northern VA- Immediate Openings

Recruiting Manager/FSO at ProSol

ProSol has 30+ IMMEDIATE openings in the IT/Cyber professions ranging from software engineering to database networking; project integrators to systems management. All positions are in the Northern, VA area and require a current TS/SCI with Full ...



Career Opportunities [careers-prosol.icims.com](#)
Our Corporate Purpose is to create value for our clients through innovative service solutions borne of quality and delivered by an empowered, diverse and dedicated team of talented professionals. Interested in becoming part of the ProSol team? Below...

Like • Comment • Follow • 21 days ago

Veterans disappointed on Fickle Media

Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

Veterans are chiming in across the web and on social media about the major news outlets and its apparent "squirrel" like mentality on its quickly changing focus. Here are some comments.



Veterans note Awareness of NSA and VA Scandals losing Traction [disabledveterans.org](#)
"NSA and VA awareness is losing traction. Well played, Mr. President," said disabled Iraq War veteran Matt James, yesterday.

Like • Comment • Follow • 21 days ago

//
7

Celebrate 70 Years of the GI Bill!

Director of Veterans Affairs

Donate \$7 to Student Veterans of America and help them send two extra chapters to the 2014 Leadership Institute this month! AND celebrate with us by taking advantage of our FREE Career Classes, happening every Friday at New Horizons. Register ...

[myemail.constantcontact.com](#)

Like • Comment • Follow • 22 days ago

14

Great advice from a successful businessman

Director, Information Security at Clarabridge—MSM, CISM, CISSP



Career Advice from Donald Trump [businessnewsdaily.com](#)
He may be best known for yelling "You're fired!" at contestants on his infamous reality show, "The Apprentice," but Donald Trump has a lot of great career advice to share.

Like (2) • Comment • Follow • 22 days ago

13

[Redacted] his

Add a Comment...

Great advice from a successful businessman

Director, Information Security at Clarabridge—MSM, CISM, CISSP



Career Advice from Donald Trump businessnewsdaily.com
He may be best known for yelling "You're fired!" at contestants on his infamous reality show, "The Apprentice," but Donald Trump has a lot of great career advice to share.

Like • Comment • Follow • 22 days ago

2 Valuable Leadership Skills Veterans Offer

Director, Budget-Equipment-Reporting, Car Management at Union Pacific Railroad



2 Valuable Leadership Skills Veterans Offer - Every Veteran Hired
everyveteranhired.com
Veterans know how to both follow procedure and take initiative when needed -- a valuable combination in the civilian workforce.

Like (1) • Comment • Follow • 22 days ago

likes this

Need help/recommendations for spreading the word about open jobs for vets and spouses!!!

Veteran employment evangelist, staffing professional & public speaker specializing in job search training & placement.

Please let me know who you would suggest we contact about a variety of jobs we have for vets and spouses. We have dozens of sales jobs (national), hospitality jobs (DC/Baltimore and expanding to select major metro areas soon) and call center ...

Like (1) • Comment (1) • Follow • 22 days ago

likes this

advertise them on LinkedIn and I have always found that the Texas Workforce Commission page for Companies looking is a great place to ...

22 days ago

7 Ways To Stop Slaying Enemies And Start Making Friends

Technology Evangelist / Implementation Services Lead (GS-14) at U.S. Department of Veterans Affairs

It's hard enough being a veteran in the professional world when you are working with great people. When we're working with people who aren't great, well that usually doesn't end well for someone.

I know that in the past I have been more than ...



theinveterateveteran.com theinveterateveteran.com
theinveterateveteran.com

Like • Comment (6) • Follow • 22 days ago

See all 6 comments

I apologize for posting an unsolicited request on this site. I did not know how else to get to people who care about our Disabled Veterans. ...
21 days ago

You might get more attention for this by posting it as a discussion/promotion. As a comment on an unrelated thread, it's kinda ...

///

blog

job apps

blog

[Redacted] 20 days ago

[Redacted] interesting!

[Redacted] 20 days ago

Add a Comment...

Why the Zappos recruiting strategy could work brilliantly for hiring transitioning military

[Redacted] CEO and Founder, The Value Of a Veteran

Jaws dropped in the talent acquisition community last week when when Zappos announced that it was doing away with job postings. Moving away from the traditional "post and pray" model, which generally results in an overwhelming number of ...



Why the Zappos recruiting strategy could work brilliantly for hiring...
thevalueofaveteran.wordpress.com

Jaws dropped in the talent acquisition community last week when when Zappos announced that it was doing away with job postings. Moving away from the traditional "post and pray" model, which genera...

Like • Comment • Follow • 22 days ago

[Redacted] Author/Illustrator, Public Speaker, School Visits
Top Contributor

A poem by Vietnam Veteran, Sgt. William A. Christie, [299th Combat engrs., '68-'69] about the loss of a Brother in combat.



Lost But Not Forgotten memoirsfromnam.blogspot.com
"It was war, you won't come home," are the thoughts you leave home with. You hear the shots, smell the powder. He's gone, and you're still here. His eyes stare with a far away look. Guilt fills my life; shame rules it. Wishing it was me, and glad it...

Like (1) • Comment • Follow • 22 days ago

[Redacted] likes this

Add a Comment...

Help a Vet w/ Mud

[Redacted] Converix Web Team - Specialists in Web/Graphic Design, Database Integration, Software Applications & Internet Marketing

http://www.militarymud.us- Like Coffee? Then you'll love to chug Military Mud!

As a member of the Armed Forces and having served in Vietnam, I wanted to be able to give back to the men and women who served and were in need of additional ...

militarymud.us militarymud.us
militarymud.us

Like (3) • Comment (2) • Follow • 23 days ago

[Redacted] is

[Redacted] in if you have some bags you would like to donate, please feel free to send them to me. ...
23 days ago

[Redacted] designed labels to honor each branch of the military, ... for the last four U.S. Conflicts and a special tribute to honor ...
22 days ago

Add a Comment...

Let Military MOJO help you tap into the job market on June 19-20 in Virginia Beach, deadline is Friday for companies to receive your...

Helping Veterans Get Hired / Military MOJO Social Media Director & Conference Manager [LION 3,050+]

<https://www.militarymojo.org/candidate-registration/>



Can A Career Fair Help You Tap Into The Hidden Job Market? | CAREEREALISM careerealism.com
You know how important it is to network if you're going to access the hidden job market—and career fairs are excellent places to network. Here's why.

Like • Comment • Follow • 23 days ago

WH 'Cleaner' steps into Shinseki Void

Veterans Law Attorney, Investigative Reporter, creator of DisabledVeterans.org

The Shinseki resignation created a leadership vacuum in VA. It allowed room for the WH dealmaker / cleaner to step in. Rob Nabors, Deputy Chief of Staff, was sent by President Obama to oversee VA officials investigate Phoenix prior to reporting ...



White House Babysitter sent to VA for Scandal and Transition Oversight disabledveterans.org
Deputy Chief of Staff Rob Nabors has been assigned as the unofficial White House babysitter to Veterans Affairs recently.

Like (1) • Comment • Follow • 23 days ago

[Redacted] is

Add a Comment...

21

Veteran job fair in Kansas City, Mo. Starts Today

Community Relations Director at National Association of Senior Veterans (NASV)

Sorry about the short notice but I just found this. Our Veterans deserve to come home to work. Unfortunately opportunities like these are often posted either so close to the event or after it's occurred. Often the word doesn't get out in ...



Job fair created to make veterans marketable for corporations kshb.com
A three day job fair for veterans is set to begin Tuesday afternoon.
Like • Comment • Follow • 23 days ago

10

Connecting Veterans with Rewarding IT Careers

Director of Military Affairs at National Institute of Training & Education

Over the next five years, more than one million service members will transition from the Armed Forces into civilian life. While they represent some of the most highly-trained talent in the U.S. today, many of these men and women will struggle to ...



Information Technology Credentialing Initiative ow.ly
This Military IT Credentialing Initiative provides active duty military personnel, reservists, veterans and their respective spouses an opportunity to take fast-track Information Technology (IT) training courses that lead to immediate job...

Like (1) • Comment (1) • Follow • 23 days ago

[Redacted] likes this

[Redacted] great company in San Antonio Texas -- Silotech Group
[Redacted] a great training program for our wounded warriors -- ...

23 days ago

Add a Comment...

5

New Interviews on CBS This Morning, CNN, & CNNi – Col. Lee Ellis' Leadership Perspective on the Release/Swap of Afghan POW Bowe Bergdahl

Marketer | Project Manager | Administrator

Search groups...

Search interests



media appearances on general TV and radio media across the world.

As a former POW himself, watch and listen to Lee's perspective on the situation. Was it ...



Lee Ellis - New Media Interviews and Appearances
freedomstarmedia.com
Lee shares his leadership wisdom and perspective on CBS This Morning, ABC World News, C-SPAN, Fox News Channel and more...click to watch

Like • Comment • Follow • 23 days ago

Feedback



Shell Selects Bennett Pump to Supply LNG Dispensers csnews.com
First installation was at TravelCenters of America site in California.

Like • Comment • Follow • 23 days ago

Great opportunity until Jan 2015 for Secret cleared Sys Admin in AFG

Looking for SQL Server Reporting engineer for Coronado, CA

Please take a look at the job description.

I3com.taleo.net I3com.taleo.net

Like • Comment • Follow • 23 days ago



What D-Day can teach business detroitnews.com
On the night of June 5th and the morning of June 6th, paratroopers and glider infantry followed by a sweeping amphibious assault began the invasion of Europe – a military feat that remains without equal in the rest of history.

Like • Comment • Follow • 23 days ago

What does your LinkedIn profile say about you?

Talent Acquisition Leader and Military Recruiting Strategist

Is it warm and inviting, or does it make you seem rigid and unapproachable?



How Approachable is your LinkedIn Profile? linkedin.com
Like • Comment (4) • Follow • 23 days ago

See all 4 comments

I totally agree!
23 days ago

Written and verbal communication skills that used to be required for many jobs seem to be an optional requirement these days. I guess many ...
17 days ago

Nick T... It's ironic that though our technology has advanced, more and more ...
17 days ago

Add a Comment...

15

CE

45

6/10/14
29

15

13

Data Breach - Identity Theft

Executive Director at LegalShield

Data Breach Investigation Report Finds That Cyber Criminals Are Outpacing Retailer's Security Measures - Data Protection - United States mondaq.com
The 2014 Data Breach Investigation Report issued by Verizon Enterprise Solutions identifies nine cyber attack patterns grouped by industry.

Like • Comment • Follow • 23 days ago

14
be

Hiring for Manager District Sales - Indianapolis, IN at Indianapolis and looking for suitable candidates.

Starting as a new relationship manager - Angen

Single Click Job Sharing on Multiple LinkedIn Groups with Wisestep.com.
Apply Online: <http://www.wisestep.com/RTFUZXUY/IRIGLIRNMJor> Share with Friends.

Job Description:

If you are interested in applying for this position, please go to ...

Like • Comment • Follow • 24 days ago

76



Leverage Your Employees
Utilize a Recruitment System That Allows Employees to Help Hire. See How



Communication Master's?
Communication Mgmt Master's online. Download Your Free Brochure Today.

Ads You May Be Interested In