



Takiesha, Navy Veteran



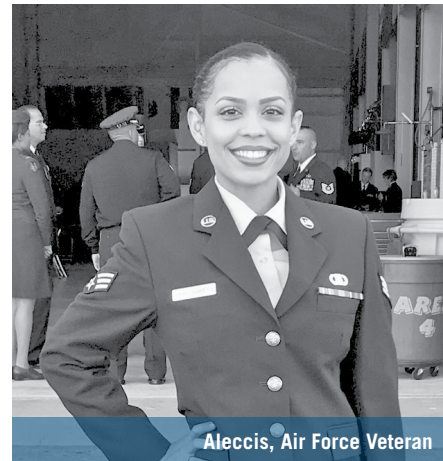
Melissa, Military Spouse



Quincy, Military Spouse



Erik, Air Force Veteran



Aleccis, Air Force Veteran



Jamal, Army Veteran



# 2017

## ANNUAL REPORT

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“Hire Heroes USA never gave up on me and always followed up. They did not allow me to give up on myself.”  
– Air Force Veteran

“Being in the military for 30 years made transitioning to the civilian world a monumental challenge. Hire Heroes USA helped me better understand the things I needed to do to land a job and reinforced my confidence.”  
– Army Veteran

# LETTER FROM THE INTERIM CEO

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**Friends and Supporters,**

2017 was a year of milestones for Hire Heroes USA. We confirmed more than 8,000 veterans and military spouses hired and blazed past the 20,000 lifetime hires mark. In our annual report, you will see that our programs have evolved significantly in the past year as we continue to further personalize our service delivery. We also increased virtual service offerings through online workshops, webinars, career fairs, training modules, our growing job board and more.

**Military spouses** face unique challenges when seeking employment – contributing to an unemployment rate five times the national average. Frequent moves, gaps in employment, certifications that don't transfer from state to state and childcare responsibilities only scratch the surface. In recognition of this, we created our Serving Spouses<sup>SM</sup> program so each military spouse who registers is better equipped to overcome job search challenges.

**Female veterans** face challenges that stem from being a minority in a male-dominated profession. These challenges include greater childcare responsibilities, more health concerns and less education. We are continuing to develop programs specifically for this population. In addition, we partner with the Cheryl Saban Self-Worth Foundation for Women and Girls to host workshops for female military members and veterans.

**Virtual services** cater to military members, veterans and military spouses who prefer to customize their experience with us by self-selecting into opportunities at their own pace. Through these programs, clients choose to forego working one-on-one with a Transition Specialist and participate in virtual opportunities of their choice.

Military members continue to cite employment as their main concern when transitioning out of the service. It is important for them to find a new mission, even in the civilian sector. Employment is livelihood, providing for a family and living with a sense of purpose. Hire Heroes USA remains committed to empowering US military members, veterans and military spouses to succeed in the civilian workforce.

**Best regards,  
Christopher Plamp  
Interim CEO, Hire Heroes USA**

# LEADERSHIP

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## BOARD OF DIRECTORS

Marshall Lauck  
Chairman of the Board  
Chief Growth and Marketing Officer  
Bob Woodruff Foundation  
Marine Corps Veteran

Lauren Condoluci  
Corporate and Crisis Communications  
Latham & Watkins

Brian Stann  
Chief Operating Officer  
FirstKey Homes  
Marine Corps Veteran

Joshua Weintraub  
Senior Managing Director  
Cerberus Capital Management

Val Nicholas  
Vice President, Multicultural Initiatives  
NBC News  
Army Veteran

Charles Macintosh  
Head of Sales  
Lima One Capital

Josh Scutt  
Vice President of US Retail Sales  
NCR Corporation

Maj. Gen. Keith L. Thurgood, USA (Ret.)  
Clinical Professor  
The University of Texas at Dallas  
Army Veteran

## KEY LEADERS

Christopher Plamp  
Interim CEO and Chief Operating Officer  
Air Force Veteran

Nathan Smith  
Chief Financial Officer  
Marine Corps Veteran

Allison Herbst  
Director, Finance & Administration

Ted Schwinn  
Director, Client Services  
Army Veteran

Michele Wiesner  
Director, Volunteer Program

Erin Johnson  
Director, Development  
Navy Veteran and Military Spouse

Jason Dozier  
Director, Programs Operations  
Army Veteran

Elizabeth Reyes  
Director, Employment Opportunities  
Army Reservist and Military Spouse

Ross Dickman  
Director, The Independence Project  
Army Veteran

# THE SITUATION

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Each year, the military discharges **270,000** service members.  
***80% of them don't have a job lined up.***



More than **370,000** veterans were unemployed in 2017, and  
***40% of Post-9/11 veterans work part-time jobs.\****



**85%** of the **1 million** US military spouses want or need to work.  
***Their unemployment rate is 5 times the national average.***

\*A 2017 RAND study of Massachusetts veterans revealed that 40% of Post-9/11 veterans and current National Guard/Reserve members worked part-time because they could not find full-time work. While a comparable study is not available nationwide, these challenges are likely exacerbated in states with a higher military presence than Massachusetts, which ranks 23rd in state veteran populations.

Sources: US DOL, USC 2014, BLS 2017, DOD Military Spouse Employment Partnership 2011, Sorenson Impact Center 2016, RAND Study of Massachusetts Veterans 2017, VA 2017



# ABOUT HIRE HEROES USA

Hire Heroes USA is a 501(c)3 nonprofit organization empowering US military members, veterans and military spouses to succeed in the civilian workforce. The organization was formed in 2005 by then MedAssets President and CEO John Bardis to address his concern for the plight of unemployed veterans. **Since 2007, we have confirmed more than 25,000 veterans and military spouses hired into great jobs.**

Every military member, veteran or military spouse who registers for Partnered Career Transition (PaCT)<sup>SM</sup> is paired with a Transition Specialist to create a professional resume and work together to complete the job search process. For online clients who prefer to manage their own transition, Hire Heroes USA offers a wide array of value-added services, to include a job board, volunteer mentoring, virtual career fairs, workshops, webinars, federal job search assistance and more.

## MISSION

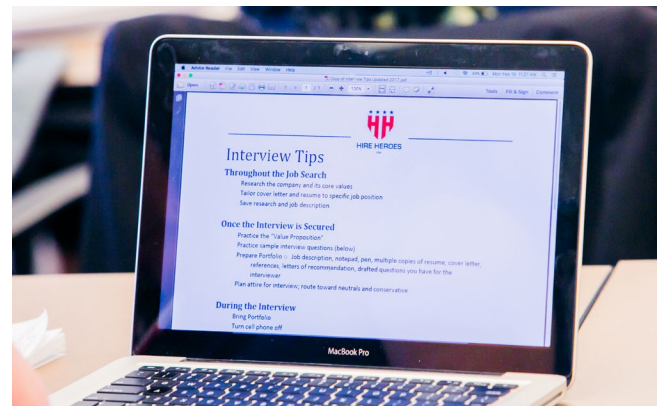
Hire Heroes USA empowers US military members, veterans and military spouses to succeed in the civilian workforce. As a 501(c)3 nonprofit organization, Hire Heroes USA's services are provided at no cost to clients.

## VISION

Be the nation's preferred veteran employment service organization through a relentless focus on personalized career coaching that improves clients' quality of life and strengthens the US economy.

## VALUES

Integrity | Passion | Effectiveness | Collaboration



# PROGRAMS OVERVIEW

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Our programs continue to evolve as we strive to better meet the needs of our clients. More than 75 full-time Transition Specialists, members of our Employment Opportunities and Federal Sector teams, and Volunteer Coordinators - augmented by more than 750 volunteers - coach, mentor, job source and mock interview thousands of clients every week.

Through these offerings and others, Hire Heroes USA has built a national reputation of excellence for our primary benchmark of success: helping veterans and military spouses find careers with starting salaries averaging over \$54,000 per year.

**Partnered Career Transition (PaCT)<sup>SM</sup>** is our hallmark program, annually serving more than 12,000 new clients and thousands of existing clients. It is typically a 3-month process of assessment, training and ongoing mentorship that pairs clients with Transition Specialists to ensure clients understand their transferable skills, learn effective job search techniques and create professionally-revised resumes.

**Career Transition Workshops** are full day workshops hosted and supported by corporate partners, influencers and employers. Participants develop a strategic plan, create a resume that conveys experience and value to employers, learn how to conduct a job search, hear from industry experts and practice interview techniques with hiring professionals.

**Virtual Services** are available to clients who prefer to work at their own pace. These services include workshops, training modules, webinars, career fairs and more. Personalized assistance is available for these clients upon request.

**Serving Spouses<sup>SM</sup>** is our career assistance program for military spouses, with instruction tailored to their unique circumstances and delivered primarily by military spouses on our team.

The **Hire Heroes USA<sup>TM</sup> Job Board** is a free, online forum for veterans and military spouses to access jobs posted by companies seeking talent.

Our **Federal Sector Team** works with 100 new clients each month to ensure their resumes meet rigorous federal hiring standards.

Our **Employment Opportunities Team** members connect clients to employment partner positions for interviews, creating a connection between veterans and the companies that want to hire them.

Our **Mentoring Program** connects clients to trained volunteers for industry-specific career counseling, networking and interview practice.

Our **Career Readiness Fund** is a designated fund aimed at helping clients overcome acute financial needs that are barriers to employment, such as the inability to travel to a job interview or lack of professional tools to begin a skilled trade.

# PROGRAMS IMPACT

Annual Impact	2017	2016
Confirmed Hires	8,061	6,320
PaCT Clients	11,966	14,917
Online Clients	1,266	N/A*
Workshop Participants	504	1,487
Jobs on our Job Board	88,890	N/A**
Federal Resume Reviews	677	425
Mentoring Program	1,575	1,211

## LIFETIME IMPACT

**25K+** | CONFIRMED HIRES

**\$1.25** | BILLION DOLLARS  
IN FIRST-YEAR EARNINGS



\*This service was not available in 2016.

\*\*In 2016, Hire Heroes USA updated its job board platform and reporting mechanisms. As such, data regarding the number of jobs on our job board in 2016 is unclear.



# VIRTUAL SERVICES

In 2017, Hire Heroes USA developed a Virtual Services Program to cater to veterans and military spouses who prefer to manage their own transition.

Our Virtual Services Program will continue to be a major focus area for development in 2018. The program includes virtual workshops, self-paced training, training for staff members and employment partners, and future programs that may incorporate a virtual solution for client service delivery and engagement. **The goal of the program is to fulfill the growing demand for services by increasing our capacity to reach more veterans and military spouses through e-learning opportunities.**

**Workshops**

**Online Training**

**Webinars**

# MENTORING PROGRAM

Our Mentoring Program leverages skills-based volunteering from business professionals to enhance and complement the services provided by our Transition Specialists. **In 2017, 631 volunteers contributed 3,425 hours to our programs and services by participating in workshops, conducting mock interviews and career counseling sessions, providing insight on the federal job application process and assisting with client outreach.** We've continued the trend of engaging an increasing number of unique volunteers year-over-year.

Our career counseling service was the most requested in 2017 – outpacing our mock interview service which was most requested in 2016. Clients, with the guidance of their Transition Specialists, are using these high-impact mentoring sessions for everything from CV review to LinkedIn assistance.

Last year, 1,063 clients secured employment after or while working with one of our volunteers. **Lives are changing as a result of the efforts of our dedicated volunteers, and we continue to look for new ways to engage and use their skills.**

Annual Impact	2017	2016	% Change
Volunteers	631	441	43%
Hours Served	3,425	2,756	24%
Career Counselings	1,118	598	87%
Mock Interviews	658	725	-10%
Clients Hired with Volunteer Assistance	1,063	847	26%

## TESTIMONIALS

“I have a very specific and difficult situation. I am dealing with multiple relocations due to my spouse’s career, all while trying to perform a complete career shift. Michael was a great resource and gave me a lot of ideas for my path forward...great experience.”

- Navy Veteran

“It’s important to give whatever support we can to those who have sacrificed so much. I can’t tell them that I can relate. I can’t tell them that I understand how they feel. As an experienced HR professional, I can tell them how to best position their military experience in the civilian world. It’s a privilege to help.”

- Volunteer

# EMPLOYMENT OPPORTUNITIES PROGRAM



**Our Employment Opportunities team bridges the gap between veterans and military spouses, and the employers who want to hire them.** This is accomplished by maintaining partnerships with employers, assessing their needs and creating a solution that benefits employers and job seekers.

**Job Board:** Our job board connects employers with veteran and military spouse job candidates. Job postings are priced competitively and ensure our ability to provide this service to veterans and military spouses at no cost.

**Onward to Opportunity (O2O):** O2O is a partnership with the Institute for Veterans and Military Families (IVMF) at Syracuse University offering industry-specific training to military members. At training milestones, participants are assigned a Transition Specialist to coach them through the job search. Additionally, we provide job matches to O2O employers who commit to interviewing clients who meet the minimum requirements.

**Virtual Career Fairs:** In 2017, we hosted three Virtual Career Fairs connecting employers with thousands of job seekers. In 2018, we are hosting an increasing number of these events.

**Training Partnerships:** We proudly partner with organizations offering scholarships or skills-based training to military members, veterans and military spouses.

## 2017 IMPACT

### TOP EMPLOYMENT PARTNERS

(Based on number of clients hired in 2017)

Amazon  
US Department of Veterans Affairs  
Lockheed Martin  
Booz Allen Hamilton  
Walmart  
USAA  
CACI International  
Target Corporation  
Lowe's  
Raytheon

657 **EMPLOYMENT PARTNERS**

88K **JOBS POSTED ON OUR JOB BOARD**

2K **VIRTUAL CAREER FAIR PARTICIPANTS**



# FEDERAL SECTOR PROGRAM

In 2017, our Federal Sector Program moved from a volunteer initiative to a fully developed program offered by our Client Services team. We conducted two Federal Sector Career Transition Workshops to help veterans and military spouses understand how to navigate the federal job search process. We also integrated a Hire Heroes e-learning platform (HHELP) to increase our ability to support clients seeking federal employment.

In 2018, we will host our first Federal Resume Writing Workshop in partnership with Mission43, in addition to adding more Federal Sector Career Transition Workshops (in-person and virtual) to our events calendar.

Annual Impact	2017	2016	% Change
Federal Resume Reviews	677	425	59%
Career Counselings	148	58	155%
Total Clients Served	825	483	71%

# FUNDRAISING

Our generous partners, funders and donors make it possible for us to provide free job search assistance to thousands of military members, veterans and military spouses each year. While we would like to recognize each and every one of our donors, the following individuals, foundations and companies contributed \$5,000 or more to our mission in 2017.

## \$1 MILLION AND ABOVE



## \$500,000 - \$999,999

The Boeing Company  
Institute for Veterans and Military  
Families at Syracuse University (IVMF)  
J.A. and Kathryn Albertson Family  
Foundation  
Men's Wearhouse  
PricewaterhouseCoopers (PwC)  
Schultz Family Foundation

## \$250,000 - \$499,999

Altria Group, Inc.  
PwC Charitable Foundation  
ShIPLEY Foundation, Inc.  
World Wrestling Entertainment, Inc.

## \$100,000 - \$249,999

Bob Woodruff Foundation  
George T. Lewis, Jr. Foundation  
Johnnie Walker  
May and Stanley Smith Charitable Trust  
United Services Automobile Association

## \$50,000 - \$99,999

Brendan Garvey  
The Coca-Cola Foundation  
Frank Bruno  
Garcia Family Foundation  
Joshua & Sharon Weintraub  
The Snider Foundation  
Wells Fargo

## \$10,000 - \$49,999

Adam Yarnold  
American Junior Golf Association  
Anonymous (4)  
Baird Foundation  
Blue Star Families  
Bobby Kotick  
Carl Meyer  
The Cheryl Saban Self-Worth  
Foundation for Women and Girls  
CompTIA  
From You Flowers  
Gravity Brands  
Jeffrey Mayer  
John Bardis  
Kia Motors America  
Konica Minolta  
nThrive  
Onnit  
Others First (Cars Helping Veterans)  
Randy Reiff  
RKL Solutions  
Ronald Rawald  
Sage North America  
Scoob Trust Foundation  
Siemens  
Staff Management I SMX  
State Street

## (\$10,000 - \$49,999 cont.)

Stephen and Kay Corwell  
Thomas Marano  
Tito's Handmade Vodka  
True Eagle  
United Site Services  
VetsAid  
Vizient  
Xingbin Zhang

## \$5,000 - \$9,999

Anonymous (2)  
Brad Henis  
Cakebread Cellars  
Carnival Cruise Lines  
CarterBaldwin Executive  
Search  
Chaojun Fan  
Chris Meyer  
Daniel Kowarski  
David Mack  
Deloitte  
J. Hall  
Jeff Goldstern  
Joellen Gunn  
Joel Lunenfeld  
Military Wellness Initiative  
PDI Healthcare  
R. Halsey and Lisha S. Wise  
Family Foundation  
Rally Health  
Richard and Christine Lane  
Robert Miliam  
Scott Yedid  
Senator Debby Sanderson  
The StudBuddy  
Thomas Buttacaroli  
Warren Geller



# FUNDRAISING

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“The leadership, initiative and creative problem-solving veterans draw from their military service has the potential to transform organizations that hire them.”  
— Dan Goldenberg, Executive Director, Call of Duty Endowment

“WWE has a long-standing history of supporting our military, and we are extremely grateful for the sacrifices of our nation’s heroes. It is an honor for us to partner with Hire Heroes USA and support programs that help create job opportunities for our veterans.”

— Stephanie McMahon, Chief Brand Officer, WWE



“As veteran unemployment trends down, it becomes increasingly important to help our service members match their skills and aspirations to meaningful employment opportunities. Hire Heroes USA’s no-cost, three-phase, high-touch model helps remove barriers to employment, and has resulted in thousands of veterans and military spouses being hired over the years. The Walmart Foundation is proud to support this organization and their efforts to improve the lives of those who served as they help transform military service into civilian success.” — Kathy Cox, Senior Manager, Walmart Foundation

“We are proud to support our nation’s military beyond the battlefield. That includes a commitment to hiring veterans and investing in their families and communities. Through our partnership with Hire Heroes USA, we are creating comprehensive workforce transition programs that enable veterans, U.S. military personnel and their spouses to succeed in the civilian workforce.”

— Jason Pak, Veterans Outreach Lead, The Boeing Company



“Through our impactful partnership with Hire Heroes USA, the Institute for Veterans and Military Families (IVMF) is able to deliver world-class employment services for its Onward to Opportunity-Veterans Career Training Program (O2O-VCTP) participants. Knowing the Hire Heroes team as I do, they represent industry-leading practices, excellence, and effort committed to the full employment needs of our nation’s military connected members and their families. We’re proud that our multi-year partnership continues to demonstrate value to those we mutually serve and be recognized as the most impactful end-to-end pipeline for addressing the training, credentialing and employment needs of transitioning service members, Guard and Reserve personnel, veterans, and their spouses.”

- Colonel (Ret., U.S. Army) Jim McDonough, Managing Director, IVMF

# FUNDRAISING

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## NEW YORK CITY BENEFIT DINNER

Our 4th Annual New York City Benefit Dinner was presented by Johnnie Walker, and held in October 2017 at the Alexandria Center. The event featured an engaging presentation from Noah Galloway, Army veteran, motivational speaker and contestant on season 20 of ABC's Dancing with the Stars. The event raised more than \$500,000, bringing the four-year total to more than \$1 million.

## 100 HOLES FOR OUR HEROES

Carl Meyer, an ambassador and volunteer for Hire Heroes USA, has celebrated Independence Day every year since 2008 by holding his annual 100 Holes for Our Heroes golf event. Carl's fundraiser is held at the Chenequa Country Club in Chenequa, WI. In 2017, he played an unprecedented 180 holes of golf in a single day. Carl's efforts raised more than \$129,000, bringing his ten-year total to more than \$670,000.



## AMERICAN PATRIOTS GALA

Our Inaugural American Patriots Gala, hosted in November 2017 in Alpharetta, Georgia, was presented by Wells Fargo. The event featured presentations from Hire Heroes USA's founder, John Bardis, Interim CEO Christopher Plamp and Jocko Willink – retired US Navy SEAL, motivational speaker, author and podcaster. The event raised more than \$120,000 to support our mission.

## SAN DIEGO 5K

Last year, our San Diego team organized an Inaugural San Diego 5K. This was a family-friendly running event hosted in September 2017 at NTC Park at Liberty Station. The event raised more than \$8,000 in the first year.



A male runner is captured in motion, running towards the camera. He is wearing a black t-shirt with a red and white 'HH' logo and the words 'HIRE HEROES USA' below it. He also wears a white baseball cap with a logo and dark shorts. A race bib is pinned to his waist. In the background, the large, white, domed structure of the United States Capitol building is visible under a clear blue sky. Other runners are visible in the distance, slightly out of focus.

## MARINE CORPS MARATHON

Hire Heroes USA was proud to be a charity partner of the 2017 Marine Corps Marathon. Our race team, presented by Siemens, welcomed 33 runners who fundraised, trained and ran “The People’s Marathon” in Washington, DC. Our team’s efforts raised more than \$65,000 to benefit our programs and services.



# FINANCIALS

Part of our financial health is demonstrated through transparency in our results and spending. Below is a summary of our independently-audited financials for Fiscal Year 2017. Copies of our FY17 Audit Report and Form 990 can be found on our website under the “About” tab and “Financials” page. We are proud to report that 83% of our income was spent on program activities in FY17.

## NET ASSETS

Assets	FY17 1 Jan - 31 Dec 2017	FY16 1 Jan - 31 Dec 2016
Cash	\$4,779,483	\$4,737,482
Investments - restricted	-	\$4,000
Investments	\$0	\$0
Grants receivable	\$561,177	\$350,000
Contributions receivable	\$90,081	\$84,701
Accounts receivable	\$78,230	\$13,246
Prepaid Expenses	\$8,745	\$7,645
Other assets - current	\$0	\$0
Property, plant, and equipment, net	\$40,562	\$45,584
Grants receivable - non current, net	\$97,561	\$0
Intangible assets, net	\$0	\$0
Other assets - non current	\$28,884	\$15,549
<b>Total Assets</b>	<b>\$5,684,723</b>	<b>\$5,258,207</b>

Liabilities	FY17 1 Jan - 31 Dec 2017	FY16 1 Jan - 31 Dec 2016
Accounts payable	\$78,905	\$8,212
Accrued expenses	\$137,778	\$146,777
Unearned revenue	\$0	\$0
Deferred revenue	\$503	\$500
<b>Total Liabilities</b>	<b>\$217,186</b>	<b>\$155,489</b>
<b>Total Net Assets</b>	<b>\$5,467,537</b>	<b>\$5,102,718</b>

**Hire Heroes USA is the highest-rated veteran employment nonprofit on Charity Navigator, with a 4-star rating and score of 98.23 out of 100, and has earned GuideStar's Platinum Seal of Transparency.**



# FINANCIALS

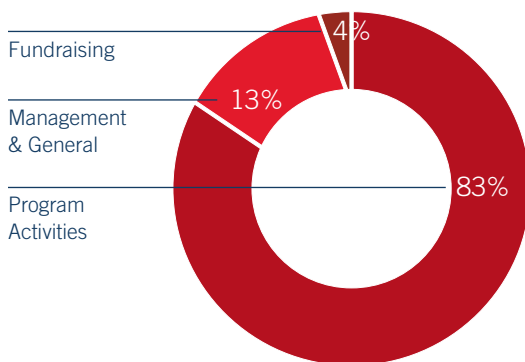
## EXPENSES

Expenses	FY17 1 Jan - 31 Dec 2017	FY16 1 Jan - 31 Dec 2016
Program activities	\$7,919,881	\$7,044,687
Management and general	\$1,209,785	\$995,636
Fundraising	\$368,936	\$372,148
Total Expenses	\$9,498,602	\$8,412,471

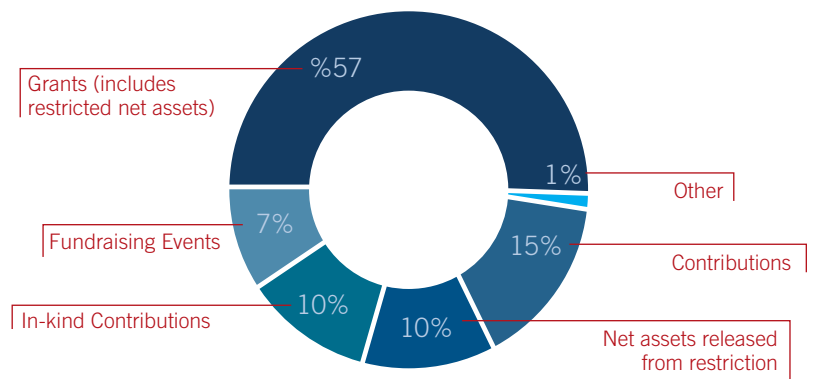
## REVENUE

Revenue	FY17 1 Jan - 31 Dec 2017	FY16 1 Jan - 31 Dec 2016
Contributions	\$1,482,219	\$1,558,166
Fundraising events (less direct benefit to donors)	\$685,205	\$398,773
Grants (including restricted net assets)	\$5,577,624	\$6,843,032
In-kind contributions	\$988,677	\$93,210
Investment Income (Unrealized gain on investment, interest and dividend income)	\$885	\$2,988
Other contributions	\$15,435	\$1,405
Net assets released from restriction	\$981,979	\$502,578
Total Revenue	\$9,732,024	\$9,400,152

## TOTAL EXPENSES



## TOTAL REVENUE





# SUCCESS STORIES

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## **PALACE HARRIS, MARINE CORPS VETERAN**

Palace Harris retired from the military after nearly 20 years of service as a Human Resources Manager for the Marine Corps. He feared that after his transition, he would have to “job hop” to find the right fit in the civilian sector - like so many other veterans he knew. The biggest challenge he faced was translating his military experience into civilian terminology for hiring managers to understand. He knew his resume was not adequate and wouldn’t land him a job that would enable him to support his family.

After working with a Hire Heroes USA Transition Specialist, Palace received a resume that translated his specific skill sets.

His Transition Specialist counseled him on effective job search strategies and taught him how to tailor his resume to specific job opportunities. Palace accepted a full-time position as an Assistant Regional Manager in Jacksonville, Florida. He was able to negotiate a higher salary than he expected and received an excellent benefits package. Palace said, “My experience with my [Hire Heroes USA] Transition Specialist was nothing short of fantastic! She was always available when I had questions...She is very knowledgeable in her area of expertise. I can say without a doubt that the assistance provided to me during this transition is what landed this opportunity for me.”



## **AUTUMN JOHNSON, NAVY VETERAN**

When Autumn registered for services with Hire Heroes USA after her 22-year Navy career, she wasn’t sure what her military experience qualified her for in the civilian sector. She was also unsure if it would translate to meet the qualifications needed to achieve her goal of becoming a Health Systems Consultant in the civilian sector. Autumn said, “[My Hire Heroes USA Transition Specialist] was absolutely amazing. She edited my resume and cover letter and then spent time on the phone with me explaining what changes she made and why...She also realized I was struggling with what career path I was qualified for and set me up

with a career coach to speak with...She helped me more than she will ever know!”

After working with her Transition Specialist to update her resume and cover letter, Autumn landed a position as a Health Systems Manager at a Fortune 100 company. She said to her Transition Specialist, “I cannot thank you enough for the time and effort you put into helping with my resume, my cover letter, listening to me and building me up to go out there and get an amazing job.”

# SUCCESS STORIES

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## MELISSA PRESSON, MILITARY SPOUSE

Similar to other military spouses, Melissa faced the challenge of maintaining a career while moving to new locations every 2 to 3 years. She said, “My resume became like a jigsaw puzzle with many gaps in employment and employment in many different fields.” Melissa’s Transition Specialist provided her a resume that focused on her desired field: Information Technology. In addition to the resume, Melissa was set up with two mentors from Hire Heroes USA’s Mentoring Program that provided industry-specific advice. Melissa received guidance on how to add specific IT courses she had taken, as well as systems and software she had used in previous positions, to her resume. Melissa obtained an interview and was prepped on interview techniques, including appropriate attire and sample questions.

All of Melissa’s determination paid off. In a few short months, she accepted a remote position with Ultimate Software as a Rapid Response Professional. Melissa’s new job provides the flexibility to remain in the position instead of having to turn in a two-week notice with every move. Melissa would recommend our services for any spouse in need and said, “My Hire Heroes USA Transition Specialist was so helpful, resourceful and always prompt. I could send a question and have a response within an hour. Their expertise is invaluable. I hope that every spouse in need takes full advantage of all this organization has to offer.”



## DAVID WEIDE, AIR FORCE VETERAN

David retired after nearly 27 years in the Air Force. It was not until after retirement that he realized how important networking is in the civilian sector. With family obligations keeping him in Bozeman, Montana, and very few connections in the area, he was finding it difficult to grab the attention of any local companies until he registered with Hire Heroes USA.

After working with Hire Heroes USA, David secured a position as the Chief Information Security Officer at Montana State University making more than his desired salary. He was surprised at how helpful his Transition Specialist was and said, “There are dozens of companies out there who sell their ability to produce a resume or coach you, but they want money and there are no guarantees. Hire Heroes USA is focused on the person...[They] care about our veterans.”

# HOW TO GET INVOLVED

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An Annual Report can only give an overview of our programs and services, financial standing and impact in the veteran employment space. For further information or to learn how you can support our mission, please visit our website: [hireheroesusa.org](https://hireheroesusa.org).

## DONATE

Tax-deductible donations made to Hire Heroes USA empower US military members, veterans and military spouses to succeed in the civilian workforce. Visit [giving.hireheroesusa.org](https://giving.hireheroesusa.org).

## GIVE MONTHLY

For as little as 33-cents per day, you can provide a veteran or military spouse with ongoing job search support. Join Hire Heroes USA's monthly giving program, The Quartermaster Club, to make a difference for veterans and their families. Visit [giving.hireheroesusa.org/monthly](https://giving.hireheroesusa.org/monthly).

## PARTNER

Hire Heroes USA is proud to partner with organizations who share our passion for providing personalized career services to US military members, veterans and military spouses. To learn more about our partners, visit [hireheroesusa.org/partners](https://hireheroesusa.org/partners).

## HIRE A VETERAN

Become an employment partner of Hire Heroes USA to gain access to thousands of veteran and military spouse job candidates. Visit [jobs.hireheroesusa.org](https://jobs.hireheroesusa.org).

## VOLUNTEER

The majority of our volunteers participate in virtual opportunities, meaning you can volunteer from the comfort of your home or office. To learn about local and virtual volunteer opportunities, visit [hireheroesusa.org/volunteers](https://hireheroesusa.org/volunteers).

Follow us on social media!



@HireHeroesUSA



@HireHeroesUSA



[linkedin.com/company/Hire-Heroes-USA](https://linkedin.com/company/Hire-Heroes-USA)



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

“I developed a personal relationship with my [Hire Heroes USA] Transition Specialist that allowed me to break past barriers and get a job I wanted after the military.”

– Marine Corps Veteran

“I have never seen my resume looking so good! Thank you for all the great resources that you sent me and all of the help.”

– Military Spouse

“Hire Heroes USA helped me restructure my resume with my military experience in civilian terms. It allowed anyone with little knowledge of the military to understand my experience and positions I held.”

– Army Veteran



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