



A Letter from the Chairman of the Board, John A. Bardis:

On behalf of the Hire Heroes USA Board of Directors, I would like to announce several changes to our Board of Directors as well as our Executive Operating Team.

Brian Stann has been elected to serve as Vice-Chairman of the Hire Heroes Board of Directors. Brian presently serves as COO for First Key Homes, one of the world's largest single-family home leasing companies. Brian previously served as President and CEO of Hire Heroes USA from 2008 to 2017, overseeing a period of tremendous growth from helping 40 veterans a year find employment in 2008 to over 8,000 in 2017. Brian earned his undergraduate degree from the United States Naval Academy and went on to distinguish himself on the battlefield, earning a Silver Star for meritorious service in Iraq.

Brian also distinguished himself as a top 10 world-ranked professional mixed martial artist and went on to a successful professional broadcast career. Brian holds a Masters of Business Administration from Northwestern Kellogg school of business.

Joshua Weintraub has accepted the responsibility to serve as Chairman of Major Gifts in addition to his current responsibilities as a Board Member of Hire Heroes USA. Josh is a Senior Partner at Cerberus, one of the largest private equity firms in the world. Josh holds a BS in business from Lehigh University.

We are also pleased to announce the election of Jeff Goldstern to the Hire Heroes Board of Directors. Jeff Goldstern comes with extensive experience serving on the Board of Directors of St. Barnabas Hospice and Palliative Care Center, bringing a wealth of fundraising knowledge to our Board. He is a Specialist in fine and rare wines at New York Wine Warehouse. Prior, Jeff served as the Co-Head and Regional Mortgage Dealer Desk at Bear Stearns. He lives in New York, NY with his wife, Jessica, and is a proud father to two sons, Jared and Joshua.

The Board would like to announce that Christopher Plamp is moving to another position in the military non-profit sector effective March 1st. Christopher has held a number of key leadership roles, including CEO, during the past 5 and a half years. During this time Hire Heroes USA helped 39,492 veterans gain employment with total starting salaries exceeding 2.2 billion dollars. In 2019 Hire Heroes helped 10,607 veterans obtain meaningful employment. The Board is unanimous in wishing to express its appreciation for Christopher's excellent leadership and outstanding performance.

Christopher will be immediately replaced by Ross Dickman who will serve as Interim CEO while we undertake an extensive, national search for our next CEO.

Ross is an outstanding leader who has served his country and been a key contributor to HHUSA since 2015. Ross is a graduate of the United States Military Academy at West

Point, graduating in 2004. He served in the United States Army for 12 years with distinction through multiple leadership roles, including serving as an AH 64D Apache helicopter pilot and deploying twice to Iraq in support of Operation Iraqi Freedom.

We are grateful for the Hire Heroes USA outstanding staff throughout the country who make it their mission to serve our military veterans and their families. We are also grateful to our passionate mission-critical funders who make it possible for the Hire Heroes mission to succeed.

Through our outstanding work together we continue to find meaningful employment for veterans in need. In 2019, prudent management of our donor funding led to a record starting salary average of \$59,574 per veteran hired with a total annualized impact of \$631,000,000 in personal income. We take the stewardship mission of our funders' contributions seriously. As such your investment of 9.3 million dollars yielded a return of 68 times its cost in the form of new salaries for America's most deserving citizens.

Our mission continues and we thank you.

About Hire Heroes USA

Headquartered in Alpharetta, Ga., Hire Heroes USA empowers US military members, veterans and spouses to succeed in the civilian workforce. With a national reputation of excellence as the nation's leading veteran employment organization, Hire Heroes USA offers personalized one-on-one coaching, professionally revised resumes, mentoring, workshops, a job board, career fairs and more, to tens of thousands of job-seeking veterans and military spouses annually. Hire Heroes USA prioritizes transparency, earning a 4-star rating from Charity Navigator and the GuideStar Platinum Seal. Funded exclusively through public donations and private grants, we provide our services at no cost to clients.

For more information, media only:

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For more information on the organization: <https://www.hireheroesusa.org/>