



HIRING OUR HEROES®

QUARTERLY REPORT – DECEMBER 31, 2012



U.S. CHAMBER OF COMMERCE

HIRING OUR HEROES®

U.S. CHAMBER OF COMMERCE FOUNDATION



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Executive Summary

In March 2011, we launched Hiring Our Heroes (HOH), a nationwide grassroots campaign to help veterans and military spouses find meaningful employment in hundreds of communities across America. In 21 months, this vision has become a reality.

- Through December 31, 2012, we hosted, with our partners, 388 hiring fairs in 50 states, the District of Columbia, and Puerto Rico.
- ***Through these fairs, 18,400 veterans and military spouses landed jobs.***
- ***More than 1,050 different businesses have hired from these fairs.***
 - Nearly half of these companies are small businesses
 - More than 300 new companies joined that list this quarter alone

However, with national rates of unemployment above 10% for post-9/11 veterans, nearly 30% for veterans under 25, and 26% for military spouses, we have more needs to be done. To address these challenges, HOH launched the following initiatives:

- Hiring 500,000 Heroes—through a three-year commitment of \$4.5 million from Capital One, HOH launched this campaign in March 2012 to engage the business community in committing to hire half a million veterans and military spouses by the end of 2014.
 - Through December 31, 2012 nearly 900 businesses of all sizes have pledged to hire 192,000 heroes toward this goal, with ***93,000 hired since March 2012.***¹
- Personal Branding Resume Engine—In August 2012, we launched the Personal Branding Initiative with the support of Toyota and Medal of Honor recipient Sgt. Dakota Meyer. Personal Branding stresses the importance of intangible skills – such as leadership and teamwork – which veterans develop while in the military, in order to help them better market themselves to employers.

¹ Appendix 1 is a list of 892 companies and organizations that have made commitments as part of the Hiring 500,000 Heroes campaign



- In late March 2013, this initiative will go online, with the release of a state of the art, next generation skills translator and resume builder, located at ResumeEngine.org.
- Military Spouse Employment Program—Recognizing the unique challenges that military spouses face in realizing their career aspirations, HOH launched a stand-alone military spouse employment program in January 2012, with hiring fairs at 20 military installations in its first year, the formation of the Military Spouse Business Alliance made up of 11 of the leading military non-profit organizations in the country, and creation of an online eMentor platform.
 - On March 21, 2013 in Fort Hood, HOH will announce the founding members of a private sector Military Spouse Employment Advisory Council (MSEAC). Working with committed employers with proven track records and existing programs for spouses, HOH’s spouse program will expand to tackle the critical issues facing military spouses and develop robust networks of employers by region and industry.
- Employment Workshops—During 2012, GE assisted 2,917 veterans with resumes, interview techniques, and career transition skills at 40 HOH fairs. Beginning in April 2013, HOH will host employment workshops at every hiring fair.
- Fast Track—Working with the Institute for Veterans and Military Families at Syracuse University, national employers, major trade associations and others, we are developing Fast Track, a program that identifies America’s 100 fastest-growing job markets and helps veterans and transitioning servicemembers to make informed decisions about education and employment opportunities by showing them where the jobs are and which industries have huge demands for skilled workers.
 - The first two industry “Tracks” will launch at the end of March 2013. They are:
 - Entertainment and media, in partnership with Got Your 6.
 - Manufacturing, in partnership with GE’s Get Skills to Work.
- VetNet—Working with Google, the Institute for Veterans and Military Families at Syracuse University, and Hire Heroes USA, we recently launched an online career resource in November 2012 designed to be an innovative, private



sector one-stop shop for veterans and military spouses as they transition to the civilian workforce. The platform includes networking tools, career training, industry panels on employment opportunities, and entrepreneur classes. Check it out at VetNetHQ.com.

- In its first three months, VetNet attracted more than 200,000 unique visitors.

From the successes of the White House's *Joining Forces* to the Department of Defense's (DOD) Military Spouse Employment Partnership, the International Franchise Association's VetFran initiative, to the JPMorgan Chase-led *100,000 Jobs Mission*, there are indications that our collective efforts are starting to take hold.

We must remain vigilant, though, with more than one million men and women leaving active duty and entering the workforce over the next five years. If you're not already involved with HOH, we hope that you will join the movement.



Military spouses take part in a mentoring session at the January 2012 launch of the Military Spouse Employment Program in Washington, DC



Tracking Success

Since March 2011, 18,400 veterans and military spouses have found meaningful employment by connecting with committed employers at HOH job fairs. Through our first 21 months of collecting data, we found that it often takes employers six months or longer to complete the hiring process. To account for this, we have taken steps to improve how we collect data:

- Expansion of our electronic survey system to include a total of six surveys over a 180-day period following each hiring fair
- Implementation of a series of call centers to query employers and job seekers who attended our hiring fairs
- Large company participants in multiple hiring fairs report an aggregate number of hires by pooling data from regional recruiters or through their applicant tracking systems

Partnerships: Public, Private, and Nonprofit

We rely on key partners that have played a lead role at a number of the hiring fairs to report jobs data.² These are among the partnerships that have been invaluable to our mission:

- Blue Star Families
- Department of Labor Veterans' Employment and Training Service
- Employer Support of the Guard and Reserve (a DOD program)
- Military Spouse Employment Partnership (a DOD program)
- Points of Light Community Blueprint Network
- RecruitMilitary
- Syracuse University's Institute for Veterans and Military Families
- The American Legion
- U.S. Department of Veterans Affairs (VA)

² This quarter, The American Legion, Employer Support of the Guard and Reserve, U.S. Department of Veterans Affairs, Department of Labor, state workforce agencies, RecruitMilitary, and several non-profit partners co-hosted and led 20 of our hiring fairs. To date, our collaborative efforts in 110 communities account for more than 7,000 of the reported veteran and spouse hires. Appendix 2 is a list of our strategic partners.



At the VA's hiring fair in Detroit at the end of June, more than 1,300 veterans were offered second careers with dozens of America's biggest employers.

The combined efforts of local partners Mike Flaherty (Montana ESGR), Terry Brennan (Connecticut DOL), and Bob Looby (The American Legion in New Jersey) have accounted for 18 hiring fairs, at which more than 1,000 veterans and military spouses landed jobs. Other success stories that show the great potential for the cost effectiveness of public-private partnerships at the local level include:

- Salt Lake City, UT—the fair in November 2012 resulted in 81 hires. Thanks to the leadership and contributions of the Salt Lake Chamber of Commerce, ESGR, and Zion's Bank, HOH paid only \$3,400 in costs, equating to \$42 per job placement.
- Tucson, AZ—on July 12, as one of five fairs that took place around the country, HOH partnered with the great Arizona team of ESGR, the Departments of Economic Security and Labor, the Chamber of Commerce and Industry, and News4Tucson KVOA, for a fair hosted by The American Legion Post John P. Burns Post 36. Of 277 job-seekers who attended, 32 found jobs. At a cost of \$578, this amounts to \$18 per job placement.
- Lincoln, NE—under the leadership of the Lincoln Community Foundation, several government organizations and nonprofits worked together on a fair in April 2012 that cost \$6,000 to produce. More than 70 job seekers received offers, 41 landed jobs, equating to \$146 per job placement.
- Dearborn, MI—through the strong local leadership of the Dearborn Chamber of Commerce and Mayor, 73 veterans and military spouses found work at a hiring fair in April. The event cost less than \$7,000 to produce, which equates to \$96 per job placement.

These four fairs resulted in a total of 227 veterans and military spouses landing jobs at a combined cost of less than \$17,000, which equates to less than \$75 per placement. While the results of these fairs stand out, HOH maintained an average cost of less than \$250 per placement through the first 388 hiring fairs.

The private sector has also stepped up in unprecedented ways. From some of the nation's largest employers, such as Capital One, CVS, FedEx, GM, and Toyota, to

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small businesses like Modern Woodmen of America in Louisville, Kentucky, and Mountaire Farms of North Carolina, companies of all sizes representing all sectors have embraced our mandate to have jobs available in order to participate in our events³. Employers are gaining a competitive advantage by utilizing our hiring fairs as part of their overall recruiting strategies:

- More than 1,050 different businesses have hired heroes from our job fairs since our program started 21 months ago.
- More than 300 new companies found talented veterans and military spouses at our fairs this quarter.
- AlliedBarton Security Services and GameStop, as two examples, have hired more than 1,000 veterans and military spouses at job fairs.



A transitioning Airman speaks with a recruiter at a Hiring Our Heroes Fair in December 2012

³ Appendix 3 is a list of employers who have hired veterans and military spouses at Hiring Our Heroes' job fairs.



Veterans Employment Advisory Council

At the core of our efforts are some of America's biggest companies—employers that have joined forces with HOH to hire veterans at hiring fairs across the country. In recognition of their shared commitment, we launched a private sector national Veterans Employment Advisory Council (VEAC)⁴ on Veterans Day 2011. The VEAC is composed of more than 30 of America's largest employers representing nearly every major industry. The council is committed to do the following:

- Hire veterans and military spouses
- Establish best and next practices for veterans' employment
- Report measures (e.g., job opportunities, interviews, and placements)
- Provide mentors to help transitioning servicemembers and military spouses, with the support of the Chamber's extensive grassroots network
- Enlist the commitment of thousands of small and medium-size businesses across America to do the same

Many of these companies have already exceeded their annual hiring goals for veterans in 2012, shattering the levels they achieved in 2011 in part as a result of their roles with the Hiring 500,000 Heroes campaign. Examples include:

- Ryder hired 772 veterans throughout 2012, with a total of 889 veteran hires since they began partnering with HOH on Veterans Day 2011.
- Comcast/NBCUniversal, which pledged to hire 1,000 veterans by the end of 2014 as part of the Hiring 500,000 Heroes campaign, hired 903 by Dec 31, less than 9 months into their commitment.
- Chesapeake Energy pledged to hire 500 veterans in 2012. It achieved that goal by August – and hired 700 by the end of the year.

⁴ Appendix 4 shows the companies and organizations on the VEAC. Together, they represent more than 25 million jobs in America.



The Way Ahead

As we expand our reach and conduct hiring fairs in hundreds of communities, including 60 on military installations, we are launching several programs to help address the systemic issues that veterans, transitioning servicemembers, and military spouses face in their search for meaningful employment.

Military Spouse Employment Advisory Council (MSEAC)—On December 5, 2012, the U.S. Chamber of Commerce’s President and CEO Tom Donohue declared 2013 “the Year of the Military Spouse” for the Chamber. Following the successful launch of Hiring Our Heroes’ spouse program in 2012, we will dramatically expand our efforts with the creation of the MSEAC in March 2013.

Over the past year we have built an unprecedented level of momentum in the military spouse community; we built a coalition of the top experts in military spouse employment; we conducted 15 military spouse exclusive hiring fairs at DOD installations across the country (with 20 scheduled for our first year of operation) and established a nationwide online eMentor platform for military spouses.

We need to do more. In collaboration with the private sector, the time is right to build on these existing partnerships and programs to have a much broader impact on the military spouse community and their employment challenges.

The MSEAC’s areas of focus will include:

- Building a nationwide system of networks that help spouses connect and integrate with the business community wherever they live;
- Helping military spouses build resumes that play to their unique strengths;
- Easing certification and licensing burdens for professional spouses;
- Helping military entrepreneurs succeed and flourish; and
- Guiding spouses to quality remote work, flex work and temporary work options;
- Helping spouses apply for and find federal government and federal contracting jobs and careers



We will deliver these solutions through our core, proven programs:

- 20 hiring fairs with top-tier career workshops for military spouses on installations in 2013;
- Expansion of our premier eMentor program for military spouses;
- Creation of a nationwide system of business networks for spouses; and
- Establishing a robust calendar of small group and national forums on the challenges facing our military spouse community.

Email Virginia Veatch at vveatch@uschamber.com to get involved in the MSEAC.

Employment Workshops—We have begun to offer employment workshops and other services at many hiring fairs. With the help of GE’s strong network of 10,000 veterans and its pledge to host workshops in 50 cities, we have already assisted more than 2,900 veterans with resumes and interview techniques at 40 hiring fairs. We plan to find other private sector and nonprofit partners to do the same in dozens of other cities where we host hiring fairs. Further, U.S. Chamber of Commerce President and CEO Tom Donohue, and Secretary of Veterans Affairs (VA) Eric Shinseki signed a Memorandum of Understanding that will utilize HOH events across the country to help unemployed veterans and encourage the use of existing VA programs. Since March 2011, state and federal VA reps have attended more than 100 events as employers or to speak to veterans about their available services.

With the help of GE’s strong network of 10,000 veterans, we assisted more than 2,900 veterans with resumes and interview techniques at 40 hiring fairs in 2012.

Beginning in April 2013, every HOH fair will have an employment workshop.

Personal Branding Initiative—On August 13, 2012, we launched a program designed to help veterans and transitioning servicemembers—particularly those under 25—do a better job of branding themselves. Working with Toyota and Medal of Honor recipient Sgt. Dakota Meyer, this initiative builds on ongoing efforts to help servicemembers translate Military Occupational Specialties (MOS) and focuses more on the importance of articulating the intangibles of military service, such as personal awards, deployments, education, and leadership billets.



In addition to Sgt. Meyer speaking at a number of our fairs to relate his own transition and employment challenges, HOH and Toyota produced a guide outlining the basics of personal branding, including guidance to create an elevator pitch for prospective employers. In late March 2013, this initiative will go online, with the release of a state of the art, next generation skills translator and resume builder, located at resumeengine.org. This easy to use tool will help younger veterans, in particular, develop their own personal brand—one that describes the whole of their military service and is compelling to an employer.

Fast Track—HOH and the Institute for Veterans and Military Families at Syracuse University are collaborating on a program designed to show the critical paths to meaningful careers and guide veterans and transitioning servicemembers to make informed decisions about education and employment. Elements of the program are being launched in three phases:

- Phase 1—Identify and map the top 100 fastest-growing job markets in America and the 5 key industries driving growth locally.
- Phase 2—Populate each of the 100 cities with veteran-friendly career opportunities in Fortune 500 companies from the identified industries.
- Phase 3—Identify critical paths to meaningful employment and show servicemembers how to use the GI Bill for use at community colleges, vocational schools, apprenticeships, and credentialing programs to earn specific qualifications to land a good-paying job in a respective industry.

Beginning with media and manufacturing sectors, we will partner with dozens of major employers in industries that are committed to hiring veterans who successfully meet the criteria of a predetermined Fast Track in each of the identified Metropolitan Statistical Areas (MSAs). The goal is to help veterans and transitioning servicemembers make informed decisions about education and employment opportunities by showing them where the jobs are and what industries and companies have demands for skilled workers.





How Can Employers Get Involved?

- **Hire veterans and military spouses—join us for free as an employer at our hiring fairs.**
 - Go to hiringourheroes.org/events to see when we are in your community.
- **Commit to hire veterans and military spouses as part of the Hiring 500,000 Heroes campaign.**
 - Go to hiring500000heroes.com to make the pledge.
- **Join our e-mentoring network for veterans and military spouses.**
 - You and your associates can go to mentorheroes.org to sign up to mentor veterans & military spouses.
- **Join the Chamber's Veterans Employment Advisory Council (VEAC) or Military Spouse Employment Advisory Council (MSEAC)**
 - Be a leader in hiring veterans and military spouses and earn recognition around the country as a member of the VEAC or MSEAC.
 - Go to uschamber.com/hiringourheroes/veac to learn more.
- **Post your veteran and military-spouse friendly jobs at nrd.gov/home/veterans_job_bank or email James Cunningham at jcunningham@uschamber.com for more information.**

Email hiringourheroes@uschamber.com for more information and join the conversation by following us on Facebook, Twitter, LinkedIn, and Google+.



Appendix 1: Hiring 500,000 Heroes Campaign – Committed

@WORK Franchise, Inc.
 @WORK HelpingHands Services
 @Work Medical Services
 @WORK Personnel Services, Inc.
 1-800-DryClean, LLC
 1-800-GOT-JUNK?
 1-888-SCAN-VAN
 3 C Drilling
 4 Black Diamonds Consulting
 7-Eleven, Inc.
 A Caring Home Care Services
 A&A Lighting Co
 AAMCO Transmissions, Inc.
 Aaron's
 Arrow Advertising
 Above Grade Level, LLC
 Abrakadoodle Remarkable Art Education
 Accessible Healthcare Solutions
 ACFN Franchised, Inc.
 ActionCOACH USA, Inc.
 Advanced Appliance Services, Inc
 Advanced Mail
 Advanced Maintenance
 AdvantaClean Systems, Inc.
 AdvCoach®
 Aero Colors, Inc.
 AGC Automotive Americas
 AGC Automotive Americas
 Age Advantage Home Care Franchising, Inc.
 Agro Landscape Consultants, Inc.
 AIM Mail Centers
 Aire Serv Heating & Air Conditioning
 Airstreams Renewables
 AJM Packaging
 Alfred Angelo, Inc.
 All American Ice Cream & Frozen Yogurt Shops
 All American Moving Services
 All American Specialty Restaurants, Inc.
 All Team Franchise Corporation Home of Med
 Team & Food Team
 Allegra Marketing-Print-Mail
 Allegra Network LLC
 AlphaGraphics, Inc.
 Alpine Access
 Alta Mere Window Tinting and Auto Alarms
 Always Best Care, Inc.
 Amberjack Solar Energy, LLC
 America's Music School, LLC
 America's Taco Shop
 American IT Veterans Corporation
 American Poolplayers Association
 American Prosperity Group (APG)
 American Red Cross
 American Tech Consulting
 AmeriSpec, Inc.
 Anago Cleaning Systems
 Annex Brands, Inc.
 Anytime Fitness LLC
 AppleOne Employment Services
 Appleton Learning
 Araya Clean
 Arby's Restaurant Group, Inc.
 Archadeck
 Argisol Building Systems America, Inc.
 Arnold Stove & Fireplace Center
 Arnold Stove & Fireplace Center
 Ascend Collection
 Aspire Human Services dba Preferred Community
 Homes
 Asset Acceptance Capital Corp
 Assisting Hands Home Care LLC
 Associates Health Care
 Assurance Home Care
 ATAX
 ATL International, Inc.
 Atlas Advisors LLC
 Attendant Care Companies
 Auntie Anne's, Inc.
 aurionpro.com
 Auto Physiciani inc
 Auto-Lab Franchising, LLC
 Automotive Technologies, Inc.
 AutoQual USA
 AXA Advisors
 Azimuth, LLC
 B&C Communications
 Baby Sensory Western USA
 Back Yard Burgers, Inc.
 BagcraftPapercon I LLC
 Baltimore Police Department



Bananas
BannaStrow's Crepes and Coffee
Baskin-Robbins Incorporated
Batteries Plus
Bearclaw Coffee Company
Beauty Supply Outlet
Benetrends, Inc.
Bennigan's Franchising Company
Bevintel, LLC
Big Al's Steaks
Big Boy Restaurants International LLC
Big O Tires, LLC
Billboard Connection
Bio-Med Devices
BizCard Xpress
Blimpie America's Sub Shop
Bonus Building Care
Bookkeeping Express Enterprises, LLC
Bowman Tool & Machining, Inc.
Brayman Construction Corp.
BrightStar Franchising, LLC
British Swim School
Brothers Est. 1967® Bar & Grill
Brunswick Corporation
Buck's Pizza Franchising Corp., Inc.
Buckman, Buckman & Reid, Inc.
Budget Blinds
Business Financial Services
Business Partner Marketing Coach®
C&J Energy Services
Cafe2U International Pty Ltd
California Conservation Corps
Cambria Suites
Camp Bow Wow
Cape Cod Savings for a Cause
Capital One
CareMore Moving & Storage, LLC
Caring Senior Service
Caring Transitions
Carolina Sunrock LLC
Carpenter's Union LLC
Cartridge World
Carvel Corporation
Cash Discriminator Counterfeit Agency
CCTV Camera Pros
Cellairis Franchise, Inc.
Central Bark Doggy Day Care
Centurylink
Cereality Cereal Bar & Café
CertaPro Painters
Checkers Drive-In Restaurants, Inc.
Cheeburger Cheeburger Restaurants, Inc.
Chick-fil-A, Inc.
Children's Hospital of Philadelphia
Childrens Lighthouse
Choice Hotels International
Choice Staffing Inc.
CHR Solutions
Christian Brothers Automotive Corporation
CIA Access
CiCi Enterprises, LP
Cinnabon International Inc.
Cintas
Circle K / TMC Franchise Corporation
Ciro's Pizzeria
City Looks Salons International
City Wide Franchise Company
CityWide Sewer & Drain
Clarion
Cleaners Depot Franchise, LLC
CloseWatch Services, LLC
CMIT Solutions, Inc.
Coca Cola Bottling Company United, Coastal
Division
Coca-Cola
Coffee News
Coit Services, Inc.
Cold Stone Creamery
College Hunks Hauling Junk
Color-Glo International
Colors On Parade
ColorTyme, Inc.
Combined Insurance Company of America
Comcast/NBCUniversal
ComForcare Senior Services
Comfort Inn
Comfort Keepers
Comfort Suites
Commercial Drivers License School
Complete Music Video Photo
Complete Nutrition
Computer Design & Integration LLC
Computer Explorers
Computer Sciences Corporation
Conspire! Franchising LLC
Contract Solutions, Inc.



- Converse Conditioned Air
- Core Trans LLC
- Cornerstone Mortgage, Inc.
- Corporate Auto Resource Specialists
- Cost Cutters Family Hair Care Shops
- Cotulla Fish Hatchery
- Cousins Subs Systems, Inc.
- Coverall Health-Based Cleaning System
- Covered 6 LLC
- Cowlicks Yogurt and Floats
- CRAL Franchise Development, Inc.
- Craters & Freighters
- Creative Colors International, Inc.
- Crescendo USA
- Crestcom International, LLC
- Critter Control, Inc.
- Croom Instalaton Services Inc.
- Crown Trophy
- Cruise Holidays
- Cruise Planners / American Express
- CruiseOne
- Crunch Franchising
- CSC
- CSL Plasma
- Curves International, Inc.
- D & M LaPlant Contractors LLC
- D'Angelo Grilled Sandwiches
- Dale Carnegie & Associates, Inc.
- Dawn Black
- Decor&You®
- Decorating Den Interiors
- Delta Disaster Service
- Dental Fix RX
- Desjoyaux Pools USA, LLC
- Detroit Homes 4 Less
- DialAmerica
- DIGIKIDS®
- DigTec, LLC
- Diner 54
- Direct Capital Franchise Group
- Direct Connect Ventures, Inc.
- Direct Link
- DirectBuy
- Dogtopia
- Domino's Pizza LLC
- Dontje Agency NAA
- Doorologist
- Double J Animal Hospital
- DoubleTree by Hilton
- Dover Downs Hotel & Casino
- Dr. G's Franchising Companies, LLC
- Drakes & Associates, Inc
- DreamMaker Bath & Kitchen by Worldwide
- Driven Brands, Inc.
- Driving Ambition, Inc.
- Dryer Vent Wizard
- Ductz International
- Dunkin' Donuts
- Dunn Bros. Coffee
- Dwellgreen Franchising, LLC
- E Mortgage Management LLC
- Eagle Security Solutions, Inc
- EagleRider, Inc.
- EarthFruits Yogurt
- East Coast Wings & Grill
- East Kentucky Power Cooperative
- East Texas Poultry Supply
- EcoBizCheck, Inc.
- Econo Lodge
- Econo Lube N' Tune, Inc.
- Edible Arrangements International, LLC
- Elements Therapeutic Massage
- EmbroidMe
- Emmaus Community Of Pittsburgh
- EMSA
- Erie Insurance Group
- ETRN.com LLC
- Executive Care
- Exhibit CONTROL
- Exit Realty 1st Class III
- Expedia® CruiseShipCenters®
- Expense Reduction Coaching®
- Express Employment Professionals
- Express Services, Inc.
- Eyewitness Surveillance
- Falcon Holdings
- Fantastic Sams
- Farris General Contractors
- Fast Aid Success Systems
- FASTSIGNS International
- FASTSIGNS National Accounts
- Fetch! Pet Care, Inc.
- FiComm Patners LLC
- Figaro's Italian Pizza, Inc.
- Filta Environmental Kitchen Solutions
- Financial Education Services



- Fireman's Contractors, Inc.
- First Choice Business Brokers, Inc.
- First Choice Haircutters (U.S.) Inc.
- First Command Financial Services
- FirstLight HomeCare
- Fish Window Cleaning Services, Inc.
- Fitness Together Holdings, Inc.
- Five Stones Research Corporation
- FixRim Mobile Wheel Repair
- Fl.Crystal Clean Services, Inc
- Flexicrew
- Flint & Walling, Inc
- Flip Flop Shops Franchise Co.
- Flying Biscuit
- FOCUS Brands Inc.
- Foot Solutions
- Forest Security, Inc.
- Franchise America Finance
- Franchise Paths to Success
- FranNet Franchising, LLC
- Fraser Financial Group, MassMutual
- Fresh Coat
- Frullati Cafe & Bakery
- Fry-Wagner Mid-Missouri
- Fry-Wagner Moving & Storage
- Fun-Brands
- Furniture Medic, Inc.
- Gardner-White Furniture
- Gem Equipment of Oregon, Inc.
- Gem Financial Services Inc
- General Die Casters, Inc
- General Electric
- General Nutrition Centers
- Genuine Parts Company
- Get in Shape for Women
- Gladius Health
- Glass Doctor
- Global Enterprises
- Global Franchise Group, LLC
- Global Market Ventures, Inc.
- Goatlocker Underway LLC
- Goddard Systems
- Gold's Gym International
- GoWaiter, Inc.
- Grand Island Express
- Grand Mark Solutions
- Granite Transformations
- Grease Monkey International, Inc.
- Great American Cookies
- Great Clips, Inc.
- Great Play
- Great Steak
- Greater Boston Chamber of Commerce
- Greater Louisville Medical Society
- Green Leaf's Beyond Great Salads
- Griswold Home Care, Inc.
- Grout Doctor Global Franchise Corp.
- Guard-A-Kid
- Gymboree Play & Music
- Hair Saloon For Men
- Hampton Police Division
- Hand & Stone Massage and Facial Spa
- Handyman Connection
- Handyman Matters, Inc.
- Happy & Healthy Products, Inc.
- Happy's Pizza Franchise, LLC
- Harris Research, Inc.
- Hart Pool & Spa
- High Seas Technology
- Hilton Portland & Executive Tower
- Hire A Vet Remodeling
- Hiring Our Heroes (U.S. Chamber of Commerce's National Chamber Foundation)
- HobbyTown USA
- Hokukano Ranch, Inc.
- Home Franchise Concepts, Inc.
- Home Helpers
- Home Instead Senior Care
- HomeTask, Inc.
- Homewatch International, Inc.
- HomeWell Senior Care, Inc.
- Honest-1 Auto Care
- HoneyBaked Ham Company and Cafe
- Honkamp Krueger & Co., PC
- Hoodz
- Hoosier Park Racing and Casino
- Hooters of America, LLC
- Horse Prairie Stage Stop
- House Doctors & House Medic
- HouseMaster Home Inspection Services
- Houston Precision Fasteners
- HRAA
- Huddle House, Inc.
- Hungry Howie's Pizza
- i9 Sports
- Ibis Bay Resort, Key West Florida



Ice House America
IKOR@USA Incorporated
Impress Digital Technologies
Innovative Reasoning, LLC
Inspect-It 1st Property Inspection
Instant Imprints
Intelligent Office
INTER-CONTINENTAL CIGAR CORP
InterContinental Hotels Group
Interim Healthcare, Inc.
International Center for Entrepreneurial
Development
International Franchise Association
Interstate
Intuit, Inc.
Irontech Satellite
Irving Police Department
iTech
IX Brand SEO Services Company
J Dog Junk Removal
Jake's Wayback Burgers
Jani-King International, Inc.
Jan-Pro Franchising International, Inc.
Jan-Pro Master Franchise
Jasco Cleaning Inc
Javelin Solutions
JBS
Jeffrey Riebe
Jessie's Cleansweep Inc
Jet-Black International
Jewelry Repair Enterprises, Inc.
Jiffy Lube International, Inc.
Jomsom Staffing Services
Jose Santana
Joy Accessories, Inc
JTEK Enterprises, LLC DBA HandyPro of The
Valley
JumpBunch, Inc.
K & N Mobile Distribution Systems®
Kaiser
Keller Williams Realty & Frank Kenny Real Estate
Team
Kforce Staffing
Kiddie Academy
KidzArt
Kilwin's Chocolates Franchise, Inc.
Kinderdance International Inc.
Kinex Rehab

Kinzler Construction Services
Kitchen Craft Cookware
Kitchen Solvers
Kitchen Tune-Up
Kloke Group
Kubena Completion Xperts, LLC
Kwik Kopy Business Centers
Landmark Residential
Lawn Army
Lawn Doctor, Inc.
LBI Level Best Interactive
Learning Express, Inc.
LearningRx Franchise Corporation
LegalShield
Legion Logistics, LLC
Lemon Heaven International Inc.
Lenny's Franchisor, LLC
Liberty Tax Service
LifeChange Solutions, LLC
Lifestone By Stefan
Lincoln Heritage Life Insurance/ SEG Fidelity
Group
Line-X Franchise Development Corporation
Link Staffing Services
Liquid Capital of America Corp.
Liquid Nutrition Group, Inc.
Lithia Motors
Little Caesar Enterprises, Inc.
LivHOME
LLJ Franchise, LLC
LMI Landscapes Inc
Logistics Health Incorporated
Lovin' Spoons of North America LLC
Lowe's
Lowe's Home Centers, Inc. of Tarentum PA
Lucille Roberts Fitness For Women
LumaTherm, Inc.
MAACO Franchising, Inc.
Mac Tools
Made In Japan Japanese Restaurants Ltd.
MAG IAS, LLC
MaggieMoo's Ice Cream & Treatery
Magic Falls Rafting Co.
Magicuts
Magna Gaia, Inc.
Maid Brigade, Inc.
Maid to Perfection Global, Inc.
MaidPro Franchise Corporation



Main Street Fitness
MainStay Suites
Majestic Star Casino and Hotel
Malace | HR
MANNA Capital Management
Manny & Olga's Pizza Systems, Inc.
Marble Slab Creamery, Inc.
Marco's Pizza
Marine Infantry Veterans Foundation,
 Incorporated
Mark Rzepka Agency
Marriott International
Martek of Maryland, Inc.
Martin Franchises, Inc.
Martin Outdoor Media
Martinizing Delivers
Massage Envy Franchising LLC
Matco Tools
Mathnasium Learning Centers
Maui Wowi Franchising, Inc.
Max Muscle Sports Nutrition
McCormick Motors, Inc.
McCutcheon Enterprises, Inc.
McDonald's
McMillan Transport, Inc.
Mcphee masonry
Medical Information Technology, Inc.
 (MEDITECH)
Medifast Franchise Systems, Inc.
MedSynergies
Meineke Car Care Centers
Menchie's
MERABEN, LLC
Merendino Cemetery Care
Merlins Franchising, Inc.
Merrells Auto Dismantling, Inc.
Merry Maids, Inc.
Metal Supermarkets Franchising America Inc.
Metals Service Center Institute
MHA LLC
Michael Zimet, LLC
Michigan Turkey Producers
Microtel Inns & Suites
Midas International Corporation
Mid-Atlantic Renewables
MidSouth Geothermal LLC
Mike Haldas
Milex Tune-Up and Brakes
Millennium Digital Technologies
MilliCare Textile and Carpet Care
Milton Hershey School
Miracle Method Surface Refinishing
Mission Search International, Inc.
Moe's Southwest Grill
Molly Maid, Inc.
Money Mailer Franchise Corp.
Monkey Joe's
Moran Family of Brands
Morgan Stanley Smith Barney
Mosquito Joe Franchising
Mosquito Squad
Motorcycle Superstore
Mountaire Farms of North Carolina
Mr. Appliance
Mr. Electric
Mr. Handyman
Mr. Rooter Plumbing
Mr. Transmission
MRINetwork
Mrs. Fields Famous Brands
MTO Cleaning Services
Mullin Law, PC
Multistate Transmissions
Murphy Business and Financial Corporation
Mutual of Omaha
My Web Portal, Inc.
N2Shape, Inc.
NAA
Namco
National Distributors Leasing
National Maintenance Contractors, LLC
National Military Family Association
Navis Pack & Ship
NCO/APAC Customer Service, Inc.
NeuGrowth Center for Brain-Training
New Horizons Computer Learning Center of
St. Louis
New Image Building Services, Inc.
New Mexico Corrections Department
New York Life
Next Day Access LLC
N-Hance
No+Vello USA
North American Corporate Advisors, LLC
NOVUS Franchising, Inc.
NRgize Lifestyle Cafe



Nutri-Lawn, Inc.
Nutty Scientists USA, Inc.
NYS Collection Eyewear, Inc.
Ocedon Restaurant Group
Office Pride Commercial Cleaning Services
Oilerie USA, Inc.
Oklahoma Department of Corrections
Old School Transportation, LLC
O'Neal Industries
OneClick Cleaners
OnPoint WorldWide, Inc.
OpenWorks
Our Town
Outdoor Lighting Perspectives
Outdoor Living Brands, Inc.
Oxi Fresh Franchising Co.
OXXO Care Cleaners
Ozark Internet Radio Network, LLC.
P.J.E. Lawn Care & Landscaping
Pacific Coast Field Services Inc.
Pacific Gas and Electric Company
Packaging Store
Padgett Business Services
Paint and Lacquer Company
Pak Mail Centers
Panda Restaurant Group
Papa Gino's Inc.
Papa John's International, Inc.
Papa Murphy's International, Inc.
Parallon
Parcel Plus
PAT USA, Inc.
Patrick Cudahy, LLC
Paul Davis Restoration / Paul Davis Emergency Services
PCC Structurals, Inc. a Division of Precision
Castparts, Corp.
PeopleScout
PepsiCo
Pet Butler
Pet Supplies Plus
Pillar To Post
Pima County Sheriff's Department
PIP Printing and Marketing Services
Pirtek USA
Pita Pit, Inc.
Pizza Fresh
Pizza Inn, Inc.

Pizza Rustica
Plan Ahead Events
Planet Beach Franchising Corporation
Planet Smoothie
Plastilam, Inc.
PMD Furniture Direct
Pollo Campero
Pop-A-Lock
Popeyes Louisiana Kitchen
Port City Inc
Port of Subs, Inc.
Post Painting Inc
PostNet International Franchise Corp.
Power Component Systems, Inc.
Power Consulting Associates, LLC
Precision Logistics International, LLC
Precision Tune Auto Care
Premier Home Furnishings, Inc.
Premier Rental-Purchase
Premier Wheel Workz
Pretzel Time, Inc.
PretzelMaker
Primerica Financial Services
Pro-Cuts
Proforma
Pronto Insurance
Proshred Franchising Corp.
ProTect Painters
Prudential Financial
Pudgie's Franchise Corporation
PuroClean, Inc.
Purple Shovel, LLC
Qualicare
Quality Inn
RadioShack Corporation
Rainbow Academy
Rainbow International Restoration & Cleaning
Rainbow Pools and Spas
Rainbow Station, Inc.
Ranch One Grilled Chicken
Rapid Refill
Re/Max Bayshore Properties
Red Mango Franchising Company
REGIS Corporation
Relax the Back Corporation
Rent-A-Wreck of America
Republic Services
ResCare



ResponsAble Staffing
ResumeBear, Inc.
ResumesForWarriors.com
Right At Home, Inc.
RimTyme Custom Wheels and Tires
Rita's Franchise Company
Ritter's Frozen Custard
RJN Investigations
Rodeway Inn
Rollerz
Romex Transport, Inc.
Romex Transport, Inc.
RPM Solutions LLC
Russo's New York Pizzeria
Ryder
S&D LLC (Ski's Adult Family Home)
S3Media, Incorporated
Salsarita's
Salute
Sam's Cellar Bar & Oven
Samurai Sam's Teriyaki Grill
San Diego Auto Connection
Sandler Training
Sapphire Technology Group
Sargo's Subs
Sarku Japan
Satellite Source LLC
Savory Franchising Team LLC
SB Fleet-Lube
SBCA
Schlotzsky's
Schmizza International, Inc.
Schneider National, Inc
School of Rock
Scooter's Coffee & Yogurt
SDLC Partners
SealMaster
Sears
Seattle's Best Coffee
Seaworthy Marine Supply
Securitas Security Services USA Inc.
Select Energy Services
Select Van Mayflower
Senior Helpers
Sertinos Cafe
Sertinos Coffee
Service Stars, LLC
ServiceMaster Company

Sgt C Tattoos
Shalimar Motel
ShelfGenie
Sherman Bros Trucking
Shoebox New York
Showhomes Franchise Corporation
Sierra Solutions LLC
Signal 88 Franchise Group Inc.
Sign-A-Rama, Inc.
Signs By Tomorrow
Signs Now
Sir Speedy, Inc.
Skyline Security Management
Skylink, LTD
Sleep Inn
SmartView Window Solutions
Smoothie King Franchises, Inc.
Snap Fitness, Inc.
Snap-on-Tools Company, LLC
Soccer Shots Franchising, LLC
Soft Pretzel Franchise Systems, Inc.
Solco Plumbing Supply
South Hills Movers
South Philly Steaks & Fries
Southwest International Trucks
Sparkle Wash International, Inc.
Spherion Staffing
Sport Clips, Inc.
Sportfolio, LLC
Sports Image
Spring-Green Lawn Care Corp.
Stallings Refrigeration Company Inc
STAN, LLC
Steak-Out Franchising, Inc.
Steamatic, Inc.
StearClear Holdings, LLC
Steeler, Inc.
Sterling Computers Corporation
Stone Belt Freight Lines, Inc
StormGuard Franchise System, LLC
Stratus Building Solutions
Stringer Management Inc
Stripe it Rich, LLC
Submarina California Subs
Suburban Extended Stay
Subway
Sunshine Pack And Ship
Supercuts



Superfly Manufacturing Co.
SuperGreen Solutions
Surf City Squeeze
Swiss Farm Stores
Sylvan Learning, Inc.
Synergy HomeCare Franchising, LLC
Taco Time
Tailored Living
Tasti D-Lite LLC
Tax Centers Of America
TCBY Enterprises, Inc.
TeamEliteAdvantage Employment Services, LLC.
TeamLogic IT
The Alternative Board (TAB)
The Athlete's Foot
The Bozzuto Group
The Center for Education Reform
The Cleaning Authority
The Coffee Beanery, Ltd.
The Decor Group
The Entrepreneur's Source®
The FUZION Agency
The Goodyear Tire & Rubber Company
The Grounds Guys
The Grout Medic LLC
The Growth Coach
The Haagen-Dazs Shoppe Co.
The hCard
The HomeTeam Inspection Service, Inc.
The Interface Financial Group
The Johnny Rockets Group, Inc.
The Los Angeles Film School
The MAIDS International, Inc.
The Markham Group
The Melting Pot Restaurants, Inc.
The New Well
The Original Brooklyn Water Bagel Franchise Company
The Prudential Insurance Company of America
The Quizno's Corporation
The Shooters Den
The Spice & Tea Exchange Franchising LLC
The UPS Store®
Tiber Creek Consulting
Tim Hortons USA, Inc.
Tinder Box International
TINT WORLD
TMC Transportation

TMone
Togo's Franchisor, LLC
Toppers Pizza Inc.
Total Quality Logistics
Touching Hearts, Inc.
Town Money Saver
Transworld Business Advisors
Triangle Services Inc
Trinity Crème Brûlée
Trinity Roof Cleaning
TriTech Corporation of America
Triton Power Wash
Tri-West
Tropical Smoothie Cafe
Tropicalaser
Trotter & Morton Seattle
TruFoods, LLC
TSS Photography, Inc.
Turin Bicycles LTD.
Tutor Doctor Systems, Inc.
Two brothers Construction Inc
Two Men And A Truck International, Inc.™
U.S. Lawns
Uncle Ed's Oil Shoppe
Uniglobe Travel International Limited Partnership
Unishippers Global Logistics, LLC
United Insurance Group
United Road
United Shade, LLC
UPMC
UPS
US Bank
US Foods
US PATRIOT
US Postal Service, Kentuckiana District
US Solar Roof
USA Mobile Drug Testing
Utility Truck Equipment
Valpak
Value Place Hotels
Valveworks USA - WI MFG Operation
Vanguard Cleaning Systems, Inc.
VEAC Verbal Commitments
Vetcorps Landscaping
Veteran Tech Brigade
Villa Enterprises
Vino 100
Visiting Angels



VivoPools Franchise Company, LLC
Vom Fass USA
VooDoo BBQ & Grill
Votze Butler Associates, Inc.
VR Business Brokers
VRO Franchise Corporations, Inc.
W&W Glass, LLC
Waiting Game Publications, LLC
Wall Street Deli, Inc.
Walsingham Group
Watermill Express Franchising, LLC
Weaver Popcorn Company, Inc.
Webcor Builders
Weed Man
Welcomemat Services
West Sanitation Services, Inc.
Western & Southern Financial Group
Western & Southern Life Insurance
Which Wich Franchise, Inc.
Whiskers and Paws Catering

Whispering Pines Pet Clinic
Wild Bird Centers of America
Wild Birds Unlimited, Inc.
WIN Home Inspection
WineStyles, Inc.
Wing Zone Franchise Corporation
Wingmen Industries
WingStop Restaurants
Wintergreen Fire & Rescue
WOW Cafe and Wingery
WSI
WSR Franchise LLC
Yankee Fishing and Rentals, Inc.
Young Rembrandts Franchise, Inc.
Zeiders Enterprises
Ziebart International Corporation
Zimmer Inc
ZIPS Franchising LLC
Zoomin Groomin



Appendix 2: List of Strategic Partners

AcademyWomen
Blue Star Families
Center for Women in Business
Community Blueprint Network
Corporation for National and Community Service/AmeriCorps
Department of Labor Veterans' Employment and Training Service
Employer Support of the Guard and Reserve
Got Your Six
Hire Heroes USA
InGear
Iraq and Afghanistan Veterans of America
Joining Forces
Military Officers Association of America
Military Spouse Business Alliance
Military Spouse Business Association
Military Spouse Employment Partnership (DoD)
Military Spouse JD Network
National Guard
National Military Family Association
NBC 4 Washington, DC
NBC News
Panther Racing
Points of Light Institute
ServiceNation
Student Veterans of America
The American Legion
USO
U.S. Department of Veterans Affairs



Appendix 3: 1,059 Employers Who Have Hired at U.S. Chamber Job Fairs

1st Security Services of Ohio
24 Hour Fitness
3M
4G Communications
Aaron's
AAFES (Army and Air Force Exchange Services)
AAA Oregon / Idaho
AAA Southern New England
Able Forces
Able Network Restaurant
Academi
Access Property Management Group
Access Worldwide
Accolade Security Network
accountemps.com
Acrobat Outsourcing
ACS
ACS Claims
Action Couriers, Inc.
Acts, Inc.
Acument
Adecco Group
Adams Communication & Engineering Technology
Advanced Energy
Advanced Language Access, Inc.
Advance Service Inc.
Advance Staffing Solutions
Advance Tank and Construction Co
Advantage Sales and Marketing, LLC
Aerotek
AFLAC
AFLAC NY
Airgas Inc.
Airstreams Renewable, Inc.
AJ Telecom Group
All Star Automotive Group
AlliedBarton
Allied Door Systems
Allied Technology Group
Allsup Inc
AllState Insurance
All Weather Insulated Panels
Alpha Ecological
Alpha Wrecking
Aloha Contract Services
Alorica
Al Smith Trucking
Alternative Entertainment, Inc
Alternative Exports, LLC
Alvin S. Glenn Detention Center
Amazon
Ambit Energy
Ameren
American Academy of Physical Medicine and
Rehabilitation.
American Airlines
American Express
American General Life and Accident
American Heritage Protection Services
American Income Life
American Italian Pasta Company
American Life Insurance
American National TNN
American Red Cross
American Red Cross Blood Services
American Rental
American Savings Bank
American Solar Direct
AmeriCorps (Corporation for National Service)
Amotec
AMVETS
Angels of Care Pediatric Home Health
APAC Customer Services
APEC
APi Group
Apogee Employment
AppleOne Employment
APP Pharmaceuticals
Apriva, LLC
Aramark
Arbonne International
Arclabs Welding School
AREVA Inc.
Arise
Arizona Department of Economic Security
Arkansas Stone Co
Armed Forces Bank
Armed Services YMCA Hampton Roads



- Arthur Patterson
- Asplin Excavating Co.
- Asset Control Services, Inc. (ACS)
- Asset One
- Assisting Angels Home Care
- Assurity Insurance
- ATAMIR-WSMR
- AT&T
- Audobon Engineering
- Auto Nation
- Autonomy Capital
- AutoZone
- Avago Technologies
- AVANT Group, LLC
- Averitt Express
- Avery Studios
- Avis Budget Group
- Avon
- BAE Systems
- Baldor Electric
- Bank of America / Merrill Lynch
- Bank of Hawaii
- Banner Health
- Baptist Health
- Bed, Bath, and Beyond
- Bell Helicopter
- Berry Petroleum
- Best of Care
- Beyond Paint
- Big Lots Distribution Center
- Bi-Tech
- Bios Life Slim
- Birmingham VAMC
- BK Security
- Blackboard Student Services
- BlackRock
- Blattner Energy Services
- Bleecker Automotive
- BlueCross BlueShield
- BlueCross BlueShield of Illinois
- BlueCross BlueShield of South Carolina
- BLM
- Blount International, Inc.
- BMO Harris Bank
- Bobby Dot Enterprises
- Boeing Company
- Boise State University
- Bombardier Transportation
- Bon Secours Health Systems
- Bolthouse Farms
- Booz Allen Hamilton
- Borets Weatherford
- Boy Scouts of America
- Bradley Electrical Plumbing and Lighting
- Bradley-Morris
- Brantley Security
- Bridgestone Americas
- Bridgestone Retail Operations
- Bright Mountain
- Broadband Specialists
- Brighton Center, Inc.
- Brookfield Office Properties
- Bureau of Land Management
- Bureau of Safe Environmental Enforcement
- Burgener Trucking
- Cabela's
- Cablevision
- CACI
- Café 46
- Caldwell/Nampa Plants
- Canyon Resort
- Capital Buick GMC
- CapitalCityTLC
- Champion Windows Co of Tri-Cities LLC
- Capital One
- Card Protection Group
- Care.com
- Career Step
- Cargill
- Catholic Charities of Chicago
- Cassell and Associates
- Caterpillar
- CBI Security
- CBS Radio Pittsburgh
- CDL School
- CDW
- Cedar Crest Hospital & RTC
- Celgard, LLC
- Central Environmental Services, LLC
- Central States Industrial
- Central Valley Ag
- Centric Group
- CenturyLink
- CGI Federal
- Charles F. Day and Associates
- Charter One



CHCI
Chesapeake
Chevron USA Inc.
Chicago Carriage Cab Co.
Choice Staffing
Cintas Corporation
Circle K
Citizens Equity First Credit Union
Chili's Bar and Grill
Chrysler Group
Cleveland Brothers Equipment Company
Cigar Shop
Citigroup
City of Beaverton, OR
City of Berkeley, MO
City of Charlotte, NC
City of Durham, NC
C.J. Ceto Support Services
Clark Grant
Cleveland Brothers
Cleveland Clinic
Climax Molybdenum
Cloud Computing Technologies
Coastal Mechanical Services
Coca-Cola Bottling Company United
Coca-Cola Refreshments
Colonial Life & Accident Insurance Company
Colorado Springs Utilities
Combined Insurance
Comcast
ComEd
Command Center
Compass Group
Compass Point
Computer Training Institute of Chicago
Coniser
Conoco Phillips
Consolidated Construction Company, Inc.
Continental Labor Staffing Coordinator
Convergys
Con-Way Freight
CORE Health Care
Cornerstone Programs SLVDT
Corporate Leads, Inc.
County of Lexington
Courtesy Chevrolet
Courtyard Marriot
Cox Communications

C. Truck Driving School
Creative Choices/MELA
Creative Human Resources Concepts, LLC
Crescent Plumbing Supply Co.
Crete Carrier Corporation
C.R. England
Crossroads Hospital
CRTS
CSX Transportation
Custom Companies
CVS
Cyclemax
D&W Fine Pack
DACO Industries
Daimler Trucks North America
Dane County Sheriff's Office
DataLink Corporation
Daughtridge Sales Co., Inc.
Dave Smith Motors
DaVita, Inc.
D.C. United
Defender Security
Defense Logistic Agency-DLA Land and Maritime
Defense Support Services LLC
Deloitte
Dennis Dillon Auto Group
Department of Agriculture
Department of Energy
Department of Health and Human Services
Department of Homeland Security
Department of State
Department of the Air Force
Department of the Navy
Department of the Treasury / Bureau of Engraving
and Printing
Department of Veterans Affairs
Department of Veterans Affairs - Alabama
Department of Veterans Affairs Nebraska
Department of Veterans Affairs North Carolina
Medical Center
Department of Veterans Affairs-Southern Arizona VA
Healthcare System
Del Monte Milk-Bone
Delta Airlines
d.e. Foxx and Associates
Depository Trust & Clearing Corporation
Devon Energy
Dex One



DeWys Manufacturing
DHL Express
DH Pace Company
DialAmerica
Dialogue Marketing
Diamond AdvanEdge
Diesel Power Equipment Company, Inc.
Digital Information Systems
Dish Network
Dollar General
Dovenmuehle Mortgage Inc
Dow Chemical Company
Draftfc
Dr. Pepper Snapple Group
DS Information System Corp
DSW
Dun & Bradstreet Credibility Corp
DTE Energy
DTREDS
Dunkin Donuts
E*Trade Financial
Eagle Flexible Packaging
Eaton Steel Corporation
Eaton Corporation, Middlesex
East Kentucky Power Cooperative
EcoLab
Ecolab Pest Elimination
EduTrek
Effner Financial Group
Edward Jones Investments
Eliot Management Group
Elite Craft Support
Embassy Suites
Embry Riddle Aeronautical University - McChord
Campus
Emerald Communities
Emerson Electric Company
Empire Southwest (Cat), LLC
Encore Food Services
Entergy
Enterprise
Ent Federal Credit Union
Enterprise Health Care Services
Enterprise Holdings
ERMC - Outlet Shops at Oklahoma City
Essential Knowledge
Exit Realty Great Beginnings
Express

Express Employment Professionals
Express Scripts, Inc.
Family and Community Services, Inc.
Family Fare Supermarket
Farm Bureau Financial Services
Farmers Insurance Group
Farm Service Agency - Caguas Service Center
Fastenal Company
Fayetteville Public Works Commission
Federal Bureau of Investigations (FBI)
Federal Bureau of Prisons
FedEx Express (to include Air, Ground, Freight)
Fidelis Care New York
Fidelity Investments
Fish Window Cleaning
Fifth Third Bank
First American Title Insurance Company
First Choice Group CNY Inc.
First Command Financial Services
First Student
Flint & Walling, Inc.
Flowers Bakery of Montgomery
FMC Technologies
FMT Tech
Food City
Ford Motor Company
FPL Food, LLC
Frito-Lay Inc
Ft. Hood Civilian Personnel Advisory Center
Four Star Transportation
G4S Secure Solutions (USA) Inc.
GameStop
Gander Mountain
Garda Cash Logistics
Gardner-White
Gateway Foundation
GC Services
GE Healthcare
Gemini Industries Inc.
General Atomics Aeronautical
General Electric
General Motors
GEO Care Columbia Regional Care Center
George Mason University
Gerda
Give an Hour
GKN Aerospace
Glades Media



GLP & Associates
GMC
Go Group
Golden Eagle Distributors
Golden State Medical Supply, Inc.
Goodfellow Bros., Inc.
Good Samaritan Hospital
Good Samaritan Society - Alliance
Goodwill Industries
Goodwill Industries - Lincoln
Goodwill Industries NYNJ
Goodwill Industries of Central Virginia
Goodwill of Southwestern Pennsylvania
Goodwill Security Services
Goodyear Tire and Rubber Company
Grand Canyon University
Grand Sierra Resort and Casino
Granite Construction Company
Graphic Packaging International Inc.
Graphic Products
Graybar
Gray Construction
Great Driver Training
Greater Cleveland Regional Transit Authority
Green Earth Powerwashing & Recovery
Greenwise Landscape Management
GSA
Guardian Security Services
Guardsmark, LLC
Habitat for Humanity MS Gulf Coast
Halcon Corporation
Halliburton Energy Services
Hallmark
Hampton Inn & Suites
Hampton Roads Transit
H & R Block
Hankook Tire Akron Technical Center
HAP Alaska Yukon
Hardees
Harding Financial Partners, Inc
Harper Jewelry
Hartman NU
Hawaiian Telcom
HBW Advisory Services, LLC
HCA
HDS / Yuma Truck Driving School
Health Care Systems, Inc.
Health Revenue Assurance Associates
Health Services Advisory Group, Inc.
Healthcare Services Group, Inc.
Healthsouth Southern Hills
Heart to Heart Home Care
Hecht Trailers
Helmets to Hardhats
Henry Schein, Inc.
Hertz
Hewlett-Packard
Hilton
Hire Standards Pool Maintenance, Inc
Holiday Inn Express
Hooters of America
Home Care Delivered
Home Depot
Home Instead Senior Care
Home Nursing Services
HomeSmart
Hoodz
Horizons Vocational & Technical Consultants
Hospital Housekeeping Systems
Hospitality Staffing Solutions
Howden Compressors, Inc.
HP Enterprise Services
Huber & Associates
Humana
Human Technologies Corporation
Huntington Hardware
Huntsville City Schools
Huntsville Prison Construction
Hutchens Center
Hyatt Hotel Hawaii
Hyatt Hotels Corporation
Hyatt Regency Lake Tahoe
Hyatt Regency Phoenix
Hyundai Motor America
IBEW Local 100
ICM
Idaho Dept. Health & Welfare
InGear Career
Inmar
Innotec
Innovative Mattress Solutions/Sleep Outfitters
Inova Hospital
Insignia Technology Services, LLC
Insphere Insurance Solutions
Intelligent Decisions, Inc
Integrated Resource Technologies, Inc.



Intergety
Interlock Pharmacy Systems
Internal Revenue Service
International Battery
International Franchise Association
International Marine & Industrial Applicator
Interstate Batteries
Intertech
Intrepid Sea, Air, and Space Museum
Island Operating Inc.
Jacobs Technology
Jackson Hewitt Tax Service
J.A. White & Associates, Inc
J.B. Hunt Transportation Company
J. Ranck Electric, Inc.
J. R. Simplot Company
Jeffboat
Jet Air Group
Jet Blue Airways
Jim Click and Holmes Tuttle Automotive Team
JM Test Systems, Inc
Johnson and Johnson
Johnson Controls, Inc.
John Q. Hammons Hotels
Joint Logistics Managers, Inc.
JP Morgan Chase
K3 Enterprises, Inc.
Komatsu America Corps
Kellogg's
Kelly Services, Inc.
Kennametal, Inc
Kennebec County Office
Keystone Clearwater Solutions
KEYW Corporation
KISS
Kittle's Garage
K-Mart
Knight Transportation Inc-Atlanta, GA Division
Konecranes, Inc.
Konica Minolta
Kraft Foods
KSLA News 12
Kwik Trip, Inc
Lactalis American Group (Sorrento Cheese)
L-3 Communications
L-3 Unidyne, Inc
LA Marsh & Associates
Labor Finders
Landry's
Launch Leads
LA Utility Service
L.B. Security & Investigations Inc.
LeanCor
Legal Shield
Legion Logistics
Leprino Foods Company
Levy & Associates, LLC
Levy Security Corporation
Lexington County (South Carolina)
LG Electronics
Liberty Moving and Storage
Lids Locker Room and Lids
LifeSpan
Life Technologies
Linc Government Services
Lincoln Financial Group
Livernoise Auto
Lloyd N. Moreau, LLC
Lockheed Martin
Long Fence and Home
Long Term Care Partners, LLC
Los Angeles Airport Police
Lowe's Home Improvement
Louisiana Department of Veterans Affairs
Lutheran Care
Lynch Consultants
Lyons HR
Majestic Star Casino
Malace HR
M & W Group
MacTech
MagTech
Managed Wealth Financial
Mandex
Manpower
ManTech International
Marana Community Correctional Treatment Facility
Marianna Industries
Mark Carpenter Plumbing, Inc.
Markham Group
Markum Public Works
Marriott International
Mary Kay Cosmetics
Masco Contracting Services
MassMutual/Financial Designs Inc
Mastronardi Produce



Matcor Metal Fabrication
Matheny Motors
McDonalds
McFarland Truck Lines, Inc.
McKesson
McMaster-Carr Supply Company
MD Anderson Cancer Center
Medical Office Management II, LTD
MediConnect Global
Mega Holiday
MetalSkills
M&E Technical Services
Methodist University
Metro
Metro St. Louis
MGM Resorts
Microexcel Inc
Micron Technology
Michelin Tire Corporation
Michigan Department of Corrections
Michigan Turkey Producers
MidMichigan Health
Military.com
MilitaryOneClick
Military Sealift Command
Miratek Corporation
Missouri Department of Corrections
Mistequay Group, Ltd
Mister Car Wash
MIT Lincoln Laboratory
Modern Woodmen of America
Morgan Crane
Montage Deer Valley
Morton Buildings
Mosaic
Mountaire Farms of North Carolina
M. Price Distributing Co
Mrs. Fields (SLC)
MSC Industrial Supply Company
MTM-Inc
Multiband Corporation
Murphy Business & Financial Aid
Mustang Cat
Muth & Co. Roofing Inc.
MV Transportation
N & M Transfer Co., Inc.
NAF Human Resources
National Federation of Independent Business

National Institutes of Health
National Military Family Association
National Recovery Agency
National Training Truck and Heavy Equipment Jobs
Naval Supply Global Logistics Support
Naval Surface Warfare Center
Navistar
NAVSUP
Navy Exchange Service Command
Navy Federal Credit Union
Navy Recruiting District Phoenix
NCO Customer Management
NDI Engineering Inc.
Nebraska Department of Correctional Services
Nebraska Department of Labor
Nebraska Department of Veterans Affairs
Nebraska National Guard
NESCO Resource
Nevada Department of Public Safety
Nevada Energy
Nevada State Bank
Newmont Mining Corporation
Newport News Shipbuilding
New York Board of Elections
New York City Metro Transit Authority
New York Life
Nexus Resource Group
Nicor
NJ Transit
Nordson EFD
Nordstrom
Norfolk Naval Shipyard
Norfolk Southern
Northampton County Public Schools
Northeast Regional Council of Carpenters
Northrop Grumman
Northstar Aerospace
Northwest Medical Center & Oro Valley Hospital
Northwestern Mutual Financial Network
Oceanaires
Oceaneering International, Inc.
Office Depot
Ogden City Police Department
Ohio Technical College
Oil Capital and Electric
Oklahoma Department of Corrections
Oklahoma/Northern California Construction
Old Navy



Olson Construction Co.
Omega World Travel
Omni Tucson National Resort
OneClick Cleaners
Open Door MultiServices
Orbitz / Budget Rental
Origami Owl Living Locketts
Orlando Baking Company
Orion International
OshKosh Corporation
Oxford Healthcare
Ozarks Coca Cola Dr Pepper Bottling Company
PA CareerLink Butler County
PacifiCorp/Rocky Mountain Power
Pacific Park
Pak West Packaging Systems
Panelmatic St. Louis
Panera Bread
Panomatic
Pantex
Panther Expedite
Paralyzed Veterans of America
Paramount Staffing
Park City Mountain Resort
Parallon Business Performance Group
Parton SOS
Pathways to Housing PA, Inc.
P.B. Industries
PCC Structural, Inc.
Peacock Engineering Company, LLC
Pentagon Federal Credit Union
PeopleScout
Pep Boys Automotive
Pepsi Beverages Company
PepsiCo Gatorade
Personal Assistance Options
Personnel Staffing, Inc.
PESG, LLC
Peyton's Northern/Kroger
Phoenix Landscape
Phoenix of Tennessee
Physician's Mutual
PI & I Motor Express
Picerne Military Housing
Piedmont Plastics
Pizza Hut
Planet Automotive
Plastic Ingenuity

Plastipak
Platt Electric Supply
PNC Bank
Porter Airlines
Portola Packaging
Power Sport Institute
Pragaer Moving Storage
Praescient Analytics
Premier Insurance Partners, LLC
Premier Mentoring
Premier Staffing, Inc.
Prestige Group
Pride Group
Pride Industries
Pride Transport
Primerica Financial Services
ProAct Services Corporation
PRO EM
Pro-Fab, Inc.
Professional Education Services Group
Progrexion
Professional Tutors of America
Professional Software Engineering Inc.
Progressive Directions
Progressive Insurance
Progressive Nursing Services
Project Connect
Proper Solutions
Protection One
Prudential
PSG&E
Public Safety Training Association
Pure Power Technologies
QPS Employment Group
Quality Drivers
Quality Services Moving
Quality Transport Inc.
Quicken Loans
Randstad Corporation
Rapid-Line, Inc.
Ray Hyde Paint & Body Works
Ray Moving & Storage, Inc.
Raymour & Flanigan Furniture
RBS
ReadyLink Healthcare
Receivables Management Corporation
Recruiting Solutions
Red Gear Technologies



Red Rock College
Regions Bank
Reliance One
Reliant Park
Rent a Crane
Republic Steel
ResCare HomeCare
Resorts West
Restaurant Associates
Restaurant HR Group
Restaurants Resort Group
R.E. West Transportation
Rex Energy
RHA Health Services
Rhode Island Convention Center
Rite Aid Corporation
Rivers Casino
Riverhawk Company
RMC
Robert Half International
Roberts Truck Center
Rockwell Collins
Rodolph Brothers Inc.
Rolyn Companies, Inc.
RoofXpress by CRCS, Inc.
Rose International Contract Service
Royal Automotive Group
RPM Solutions
Rush University Medical Center
Ryder
S&C Electric Company
Saddle Peak LLC (dba Hardee's)
Safety Services Company
Sage Technical Services
SAIC
Saint Alphonsus Health System
Salient Federal Solutions
Sam's Club
Samuel Coraluzzo Company Inc.
Sands
Sapphire Technology Group
Scaled Composites, LLC
SC Field Technical Services
Schlumberger
Schneider National
SchoolsFirst Credit Union
Schottel, Inc.
Scottsdale Healthcare

Screen International Security Service Ltd.
Sears Holdings Corporation
SeatonCorps
SeaWorld San Diego
See The World Travel Agency
Security America Mortgage, Inc.
Security Consultants Group
Seton Medical Center Harker Heights
Security Service Federal Credit Union
Securitas Security Services, USA
Select Staffing
Septran Bus Company
Service Stars, LLC
SGS Tool Company
Shari's Management Corporation
Shell Oil Company
Sherwood Construction
Shoreline Sight Seeing
Showcase Restoration
Siemens
Silverleaf Resorts
Silver Legacy Resort Casino
SiteMaster, Inc.
Skipper Pools, LLC
Skydex
SkyWire Media
Slakey Brothers
Sleep Train, Inc.
Sloan
SmarTravel
SMG - Mercedes-Benz Superdome, New Orleans
SMG - Reliant Park, Houston
SmithBucklin
Smithfield
SMX/Staff Management
Snyder Environmental and Constructions
Social Security Administration
Sony Pictures Entertainment
South Carolina Credit Union
South Carolina Department of Motor Vehicles
South Carolina Department of Public Safety
South Carolina Department of Transportation
South Carolina Department of Veterans Affairs
South Carolina Emergency Management
Southern Chevrolet Cadillac
Southwest Airlines
Southwestern Energy
Southwestern Medical Center



Southwest Truck Driver Training
Special Metals Corporation
Specialized Loan Servicing LLC
Speedway, LLC
Spherion Staffing
Spiral Solutions
Splash Investment Group
SRA International
SRG Global
SSM Integrated Health Technologies
STAFFMARK
Starcon
Star Transportation Group
State Farm Insurance Company
State of Arizona Dept of Administration
State of Michigan
State of Utah
STG Inc.
St. Louis County Highway and Traffic
Storer Equipment Company
StoryCorps
St. Regis Deer Valley Resort
Summit Management
Sun County Airlines
Sunland Inc
Sun Trust Bank
Super Service, LLC
SuperValu / Jewel Osco
StudentScout
Swagelok
SWD, Inc.
Swift
Synergy Capital Associates
Tacoma Waste Recycling
Tarheel Challenge Academy
Tarheel Paper Company
Tax Centers of America
Techni-Core Engineering, Inc.
TEC Equipment
TEKsystems
TeleCycle
Teleperformance
TeleTech
TERI, Inc.
Texas Department of Agriculture
Texas Department of Public Safety
Texas Veterans Commission
The Exchange

The Industrial Company
The Limited Brands.
The Major Group
The Mather Company
The Mission Continues
The Northern Company
The Pantry Inc. / Kangaroo Express
The Suddath Companies
The Trolley Company
Thomas and King, Inc.
Thompson Construction Group, Inc.
ThyssenKrupp Aerospace NA/TMX Aerospace
TIC
Tigua, Inc.
Time Warner Cable
Titan Security
TKSP, Inc.
TMC Transportation
TMX Finance
Top Guard Security
Total Events and Management
Total Quality Logistics, Inc.
Total Quality Systems
Total Transit
Townsend Brothers Chevrolet
TOX Pressotechnik
Toyota
Toys R' Us
TPGS
Tradesman International
Trane
Transamerica Financial Advisors
TransNational Bankcard
Transportation Security Administration
Trans-System, Inc
Travelers Insurance
Tri-County International Trucks, Inc.
Triple Canopy
Triton Marin Construction
Triton Security
TriWest Healthcare Alliance
Troops to Teachers
Troy Belting and Supply Co.
Tucson Moving & Storage
Turbo Combustor Technology Inc.
Turkey Hill
Tucson Medical Center
Tuthill Corp, Plastics Group



Two Men and Truck
Tyco International
Tyson Foods
UGI Utilities, Inc.
U-Haul International Inc.
UL
Union Pacific
United Blood Services
United Electric Power
United Foods International
United Precision Products
United Road
United Security
University of Phoenix
Universal Protection Service
UCLA Nathanson Family Resilience Center
University of Chicago Medicine
University of Missouri Health Care
University of Nebraska - Lincoln
(Human Resources)
University of Pennsylvania Catering Service
University of Texas Health Science Center at
Houston
University of Washington
University of Wisconsin Medical Foundation
United Road
Upper Limit Aviation
UPS
URS Federal Services
U.S. Airways
U.S. Army Corps of Engineers
U.S. Army Glendale Heights Recruiting Center
U.S. Bank
U.S. Capital Funding
U.S. Cellular
U.S. Chamber of Commerce
U.S. Citizenship and Immigration Services
U.S. Foods
U.S. Foods Corona
U.S. Forest Service
U.S. Infrastructure Corps
U.S. Tower Services, Inc.
U.S. Trucking
U.S. Postal Service
Utah Department of Workforce Services
Utah Transit Authority
VA for VETS
VA Salt Lake City HCS

VA Southern Nevada Healthcare System
VA Stratton H&R
Valley Proteins, Inc.
Varian Medical Systems
Vector Security
Vehicle Lighting Solution
Verizon
Vertical Limit Construction, LLC
Veterans Green Jobs
Veterans Inc
Veterans Security, Inc.
Veterans Task Force
Veteran Tech Brigade
Vets Caring for Vets
Virginia Asset Management
Viola
ViSalus Sciences
Vista College
Volkswagen
Volunteers of America - Los Angeles
Volt Workforce
Volvo Rents
Voss Industries, Inc.
Wagner Equipment Co
Walker Automotive
Walmart
Warner Bros. Entertainment
Washington Redskins
Washington State Patrol
Waste Industries
Waste Management
Waukesha Pearce Industries
WellCare Health Plans
Wells Fargo
Wells Fargo Advisors
Werner Enterprises
West Corporation
West Business Services
West Sanitation Services, Inc.
Westerchill Construction
Western and Southern Financial Group
Western & Southern Life Insurance
Western States Equipment (CAT)
West Virginia Division of Corrections
Westway Coach DG
Whelan Security
Whirlpool
Whitaker Construction Company



Williams Gas Pipeline, Northwest
Will-Trans Transportation
Windermere Professional Partners
Wisnieski Insulation Inc.
Wittenberg Weiner Consulting, LLC
Woods Services
Workforce Solutions Upper Rio Grande
World Financial Group
Wyle

XLC Services
Western States Fire Protection Co.
Workforce Network
Work Force Staffing
Wounded Warrior Project
Yulista
ZF Boge Elastemettall
Zimmer, Inc.
Zions Bank



Appendix 4: Hiring Our Heroes Veterans Employment Advisory Council

Chairman's Circle

APi Group
Capital One
CVS Caremark
Entergy
FedEx
General Electric
General Motors
Prudential
Toyota
TriWest Healthcare Alliance

National Advisory Circle

3M
Caterpillar
Call of Duty Endowment
Chesapeake Energy Corporation
Citigroup
Dow Chemical
First Command
Fluor
Google
Hospital Corporation of America (HCA)
Institute for Veterans and Military Families (Syracuse University)
International Franchise Association
Johnson & Johnson
Lockheed Martin
Monster/Military.com
Navistar
NewDay USA
PeopleScout
RecruitMilitary
Ryder System
SAP
SunTrust
Union Pacific
USAA
Verizon
Walmart

HIRING OUR HEROES[®]

U.S. CHAMBER OF COMMERCE FOUNDATION



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