



# HIRING OUR HEROES™

QUARTERLY REPORT – SEPTEMBER 30, 2012



100 Years Standing Up for American Enterprise  
**U.S. CHAMBER OF COMMERCE**





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## Executive Summary

In March 2011, we launched Hiring Our Heroes to help veterans and military spouses find meaningful employment in hundreds of communities across America. In 18 months, this vision has become a reality.

- Through September 30, 2012, we hosted, with our partners, 299 hiring fairs in 49 states and the District of Columbia.
- Through these fairs, 14,100 veterans and military spouses landed jobs.
- More than 750 different businesses have hired from these fairs, with more than 200 new companies joining that list this quarter alone.

However, with national rates of unemployment in 2011 at 12.1% for post-9/11 veterans, 29.1% for veterans under 25, and 26% for military spouses, we knew that we needed to do more. That is why, with a three-year, \$4.5 million commitment from Capital One, we significantly grew our staff and, in partnership with them:

- We launched the Hiring 500,000 Heroes campaign to engage the business community in committing to hire half a million veterans and military spouses by the end of 2014.
  - Thus far, more than 800 businesses of all sizes have pledged to hire 182,000 heroes toward this goal, with 85,000 hired since March 2012.

We knew from the outset that in order to truly address the challenges of veteran and military spouse unemployment, it would take unprecedented collaboration between the public, private, and nonprofit sectors. And so in our first year, we pledged to conduct 100 hiring fairs. With the more than 30 private companies that have joined the U.S. Chamber of Commerce's Veterans Employment Advisory Council (VEAC), we have expanded our efforts with 400 hiring fairs in year two.

Across the public and nonprofit sectors, we have forged strong partnerships with the Department of Defense's Employer Support of the Guard and Reserve (ESGR) and Military Spouse Employment Partnership, the departments of Veterans Affairs and Labor, Joining Forces, The American Legion, Blue Star Families, the Community Blueprint, and many more.



With the Hiring 500,000 Heroes campaign as our overarching goal, we are implementing innovative programs to address the systemic challenges facing our nation's heroes. These include:

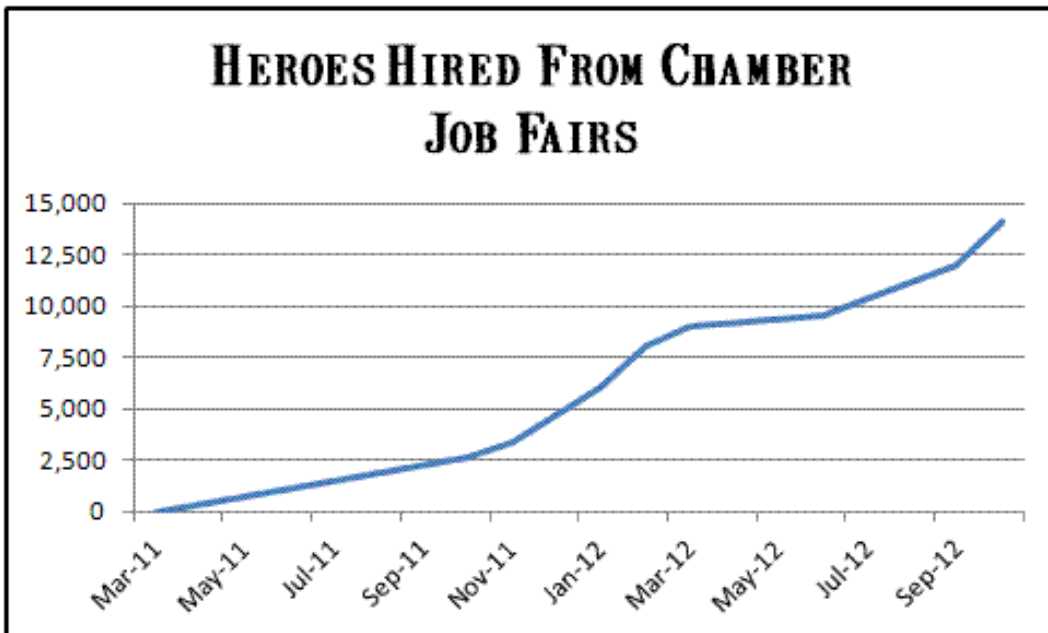
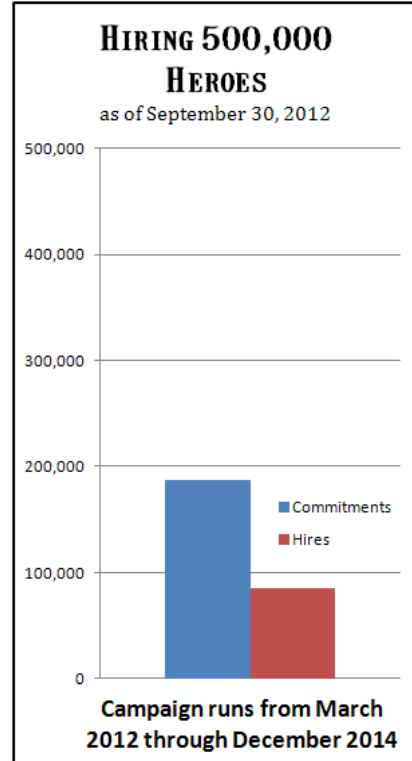
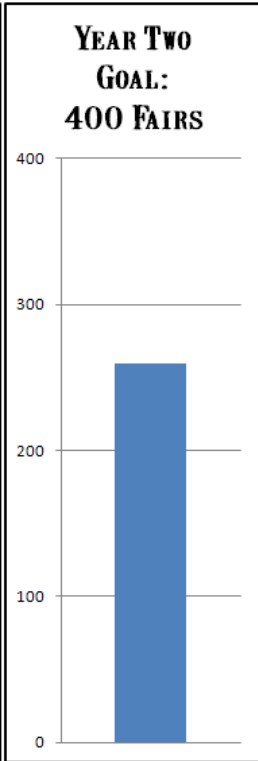
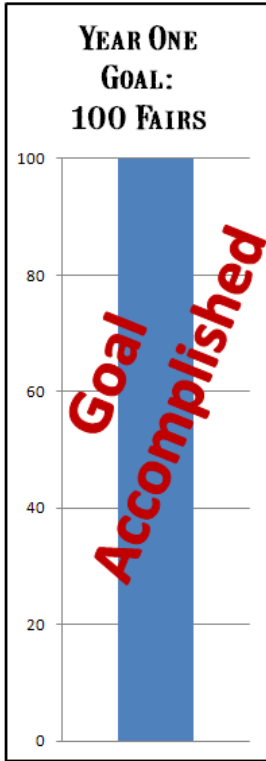
- Transition Assistance—GE has assisted 2,300 veterans with resumes and interview techniques at 33 fairs, with 17 additional cities planned through March 2013.
- Personal Branding—In August 2012, we launched the Personal Branding Initiative with Toyota and Medal of Honor recipient Sgt. Dakota Meyer, to help veterans and transitioning servicemembers better market themselves to employers.
- Fast Track—Working with the Institute for Veterans and Military Families at Syracuse University and others, we are developing Fast Track, a program that identifies America's 100 fastest-growing job markets and helps military families make informed decisions about education and employment opportunities.

Recent positive trends are encouraging, and the monthly jobless data for veterans from the Bureau of Labor Statistics show unemployment for post-9/11 veterans dropping by nearly a fifth since 2011.

From the successes of the White House's *Joining Forces* initiative to the Department of Defense's 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, however, remain vigilant, as more than 1 million men and women are leaving active duty and entering the workforce over the next five years. If you're not already involved with Hiring Our Heroes, we hope that you will be inspired to join the movement.

## Charting Our Progress





## Hiring 500,000 Heroes

In March 2012, through a partnership with Capital One, we launched a nationwide initiative called Hiring 500,000 Heroes to help half a million heroes find work in every sector of our economy. Building on the momentum of our grassroots campaign and leveraging the U.S. Chamber's federation of 1,600 local chambers of commerce, together with Capital One, we are enlisting the support of thousands of small companies across America to achieve this goal. Recognizing that more than 1 million servicemembers and military families will leave active duty over the next five years, Hiring 500,000 Heroes is, by design, the largest scale, most aggressive effort of its kind in the private sector.

To ensure that we reach our goal, we are employing a three-pronged strategy to engage the business community at large:



- 1) We have asked 30 of America's biggest employers—members of our Veterans Employment Advisory Council—to call on their own vast networks of suppliers, clients, subcontractors, and vendors to hire veterans and military spouses.
- 2) We will look to the 600 trade associations in the Chamber's federation to follow the lead of the International Franchise Association, which made a commitment with more than 500 of its company members to hire 80,000 veterans and military spouses as part of our campaign.
- 3) We will leverage existing and new partnerships with national media outlets to raise awareness about the campaign and drive commitments from the 27 million small businesses in America.

More than 800 companies and organizations have made commitments as part of the Hiring 500,000 Heroes campaign.<sup>1</sup> Thus far, they have pledged to hire more than 182,000 veterans and military spouses by the end of 2014, with more than 85,000 being hired by these employers since March 2012.

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<sup>1</sup> Appendix 1 is a list of more than 800 companies and organizations that have made commitments as part of the Hiring 500,000 Heroes campaign



Interested employers can visit

[www.uschamber.com/hiringourheroes/hiring500000heroes](http://www.uschamber.com/hiringourheroes/hiring500000heroes)

and pledge to hire America's veterans and military spouses.



*Left to right: Hiring Our Heroes Executive Director Kevin Schmiegel; Vice Chair of the Joint Chiefs of Staff Admiral Sandy Winnefeld and his wife, Mary Winnefeld; Second Lady Dr. Jill Biden; New York City Mayor Michael Bloomberg; and Capital One General Counsel John Finneran, Jr.*

## Tracking Success

Since March 2011, 14,100 veterans and military spouses have found meaningful employment by connecting with committed employers at Hiring Our Heroes job fairs. Through our first 18 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.



These improvements helped track our hiring numbers more accurately. For example, from our series of fairs held as part of our one-year anniversary on March 28, 2012, we know the following:

- New York City—107 hires
- Chicago—91 hires
- Fort Hood, Texas—88 hires

In the final round of surveys and call centers that we conducted at the 180-day mark, a total of 286 veterans and military spouses landed jobs at these three fairs.

### **Partnerships: Public, Private, Nonprofit**

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

- Employer Support of the Guard and Reserve (ESGR)
- RecruitMilitary
- The American Legion
- Department of Labor Veterans' Employment and Training Service (DOL VETS)
- Military Spouse Employment Partnership
- U.S. Department of Veterans Affairs (VA)

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 14 hiring fairs, at which more than 600 veterans landed jobs. Other examples include:

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<sup>2</sup> 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 more than 30 of our hiring fairs. To date, our collaborative efforts in 90 communities account for more than 5,000 of the reported veteran and spouse hires, with 500 more estimated from the 1,300 offers extended at the Detroit VA fair. Appendix 2 is a list of our strategic partners.





- Great Falls, Montana—Our fair in August resulted in more than 100 hires.
- Dearborn, Michigan—Through the strong local leadership of Dearborn Chamber President Jennifer Giering and Mayor John O’Reilly, 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.
- Lincoln, Nebraska—Under the leadership of the Lincoln Community Foundation, several government organizations and nonprofits worked together on a fair in April that cost \$6,000 to produce. More than 70 job seekers received offers, 41 landed jobs.

The three fairs resulted in a total of 221 veterans and military spouses landing jobs at a combined cost of less than \$20,000, which equates to less than \$100 per placement.

The private sector has also stepped up in unprecedented ways. From some of the nation’s largest employers, such as Capital One, General Electric, Union Pacific, CVS Caremark, and Prudential, to small businesses like Café 46 in Miami, Florida; Muth & Company Roofing in Columbus, Ohio; and Walker Automotive in Alexandria, Louisiana; employers of all sizes representing all sectors have embraced our mandate to have jobs available in order to participate in our events<sup>3</sup>. Employers are gaining a competitive advantage by utilizing our hiring fairs as part of their overall recruiting strategies:

- More than 750 different businesses have hired heroes from our job fairs since our program started 18 months ago.
- 220 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.

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<sup>3</sup> 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 Hiring Our Heroes 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)<sup>4</sup> 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 Hiring 500,000 Heroes. Examples include:

- Ryder has hired 630 veterans in the first nine months of 2012, with 67% more post-9/11 veterans hired this year.
- Comcast/NBCUniversal, which pledged to hire 1,000 veterans by the end of 2014 as part of the Hiring 500,000 Heroes campaign, has already hired 621.
- Chesapeake Energy pledged to hire 500 veterans in 2012. It achieved that goal by August and is on pace to double the number of veterans it hired last year.

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



## Way Ahead

As we expand our reach and conduct 400 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 Business Alliance (MSBA)**—With the support of Capital One, we launched a stand-alone program for military spouses on January 13, 2012, in Washington, D.C., with the largest hiring fair for military spouses ever held. More than 1,000 job seekers and 100 employers attended. At the fair, we announced the creation of the Military Spouse Business Alliance—a coalition of the top 10 military family nonprofits in the country. Since January 2012, the MSBA held 10 hiring fairs with built-in career forums for spouses, and 10 more are planned before Hiring Our Heroes’ two-year anniversary in March 2013.

We have also secured global partnerships with the Department of Defense’s Military Spouse Employment Partnership (MSEP), Installation Command of the U.S. Army, and the Installation Command of the U.S. Marine Corps. A partnership with the U.S.

Since January 2012, the MSBA held 10 hiring fairs with built-in career forums for spouses, and 10 more are planned before Hiring Our Heroes’ two-year anniversary in March 2013.

Air Force is pending. All of the services participate and are full partners in the career fairs.

We have held four mentoring events with MSBA member the U.S. Chamber’s Center for Women in Business. It

sponsors Blue Star Families’ resume tool kit, which is featured at all of our spouse events. Our eMentor program has over 200 active participants to date, and in 2013, eMentor will be the featured mentoring program of MSEP. All MSEP partners will be encouraged to provide mentors for spouses, and every spouse who signs up for MSEP’s job board will be invited to complete a profile and be matched with a mentor.

**Transition Workshops**—We have begun to offer transitional 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 2,300 veterans with resumes and interview techniques at 33 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 Hiring Our Heroes events across the country to help unemployed veterans and encourage the use of existing VA programs. Since March 2011, VA has attended 80 events as an employer or to speak to veterans about their available services.

With the help of GE's strong network of 10,000 veterans ... we have already assisted more than 2,300 veterans with resumes and interview techniques at 33 hiring fairs.

**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 Motor Corporation 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, Hiring Our Heroes and Toyota produced a guide outlining the basics of personal branding, including guidance to create an elevator pitch for prospective employers. As a follow-up to the launch of our high-touch program at Marine Corps Base Quantico in August, we are also working with Toyota to create a personal branding tool kit that will reside on our website. It will include an eMentor site for veterans, networking advice by industry, and a unique skills translator that encapsulates the tangibles and intangibles of military service.

**Fast Track**—Hiring Our Heroes 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.





## How Can Employers Get Involved?

- **Hire veterans and military spouses—join us for free as an employer at our hiring fairs.**
  - Go to [www.uschamber.com/hiringourheroes/events](http://www.uschamber.com/hiringourheroes/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 [www.uschamber.com/hiringourheroes/hiring500000heroes](http://www.uschamber.com/hiringourheroes/hiring500000heroes) to make the pledge.
- **Join our e-mentoring network for military spouses.**
  - You and your associates can go to [www.ementorprogram.org/p/milspouse/about](http://www.ementorprogram.org/p/milspouse/about) to sign up and mentor military spouses.
- **Join the Chamber's Veterans Employment Advisory Council (VEAC).**
  - Be a leader in hiring veterans and military spouses and earn recognition around the country as a member of the VEAC.
  - Go to [www.uschamber.com/hiringourheroes/veac](http://www.uschamber.com/hiringourheroes/veac) to learn more.



Email [hiringourheroes@uschamber.com](mailto: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 Employers

|   |                                       |
|---|---------------------------------------|
| @WORK Franchise, Inc.                                       | American Poolplayers Association      |
| @WORK HelpingHands Services                                 | American Prosperity Group (APG)       |
| @Work Medical Services                                      | American Red Cross                    |
| @WORK Personnel Services, Inc.                              | American Tech Consulting              |
| 1-800-DryClean, LLC   | AmeriSpec, Inc.                       |
| 1-800-GOT-JUNK?   | Anago Cleaning Systems                |
| 1-888-SCAN-VAN  | Annex Brands, Inc.                    |
| 7-Eleven, Inc.  | Anytime Fitness LLC                   |
| A Caring Home Care Services                                 | AppleOne Employment Services          |
| A&A Lighting Co   | Appleton Learning                     |
| AAMCO Transmissions, Inc.                                   | Araya Clean                           |
| Aaron's   | Arby's Restaurant Group, Inc.         |
| Aaron's   | Archadeck                             |
| Above Grade Level, LLC                                      | Arnold Stove & Fireplace Center       |
| Abrakadoodle Remarkable Art Education                       | Ascend Collection                     |
| ACFN Franchised, Inc.                                       | Asset Acceptance Capital Corp         |
| ActionCOACH USA, Inc.                                       | Assisting Hands Home Care LLC         |
| Advanced Appliance Services, Inc                            | Assurance Home Care                   |
| Advanced Mail   | ATAX                                  |
| Advanced Maintenance  | ATL International, Inc.               |
| AdvantaClean Systems, Inc.                                  | Atlas Advisors LLC                    |
| AdviCoach®  | Attendant Care Companies              |
| Aero Colors, Inc.   | Auntie Anne's, Inc.                   |
| AGC Automotive Americas                                     | aurionpro.com                         |
| Age Advantage Home Care Franchising, Inc.                   | Auto Physicians inc                   |
| Agro Landscape Consultants, Inc.                            | Auto-Lab Franchising, LLC             |
| AIM Mail Centers  | Automotive Technologies, Inc.         |
| Aire Serv Heating & Air Conditioning                        | AutoQual USA                          |
| Airstreams Renewables                                       | Baby Sensory Western USA              |
| AJM Packaging   | Back Yard Burgers, Inc.               |
| Alfred Angelo, Inc.   | Baltimore Police Department           |
| All American Ice Cream & Frozen Yogurt Shops                | Bananas                               |
| All American Moving Services                                | BannaStrow's Crepes and Coffee        |
| All American Specialty Restaurants, Inc.                    | Baskin-Robbins Incorporated           |
| All Team Franchise Corporation Home of Med Team & Food Team | Batteries Plus                        |
| Allegra Marketing-Print-Mail                                | Bearclaw Coffee Company               |
| Allegra Network LLC   | Beauty Supply Outlet                  |
| AlphaGraphics, Inc.   | Benetrends, Inc.                      |
| Alpine Access   | Bennigan's Franchising Company        |
| Alta Mere Window Tinting and Auto Alarms                    | Bevintel, LLC                         |
| Always Best Care, Inc.                                      | Big Al's Steaks                       |
| Amberjack Solar Energy, LLC                                 | Big Boy Restaurants International LLC |
| America's Music School, LLC                                 | Big O Tires, LLC                      |
| America's Taco Shop   | Billboard Connection                  |
|   | Bio-Med Devices                       |



BizCard Xpress  
 Blimpie America's Sub Shop  
 Bonus Building Care  
 Bookkeeping Express Enterprises, LLC  
 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®  
 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  
 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  
 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  
 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.  
 Decor&You®  
 Decorating Den Interiors  
 Delta Disaster Service  
 Dental Fix RX  
 Desjoyaux Pools USA, LLC  
 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  
 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  
 EMSA

Executive Care  
 Exhibit CONTROL  
 Expedia® CruiseShipCenters®  
 Expense Reduction Coaching®  
 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.  
 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  
 First Command Financial Services  
 FirstLight HomeCare  
 Fish Window Cleaning Services, Inc.  
 Fitness Together Holdings, Inc.  
 FixRim Mobile Wheel Repair  
 Fl.Crystal Clean Services, Inc.  
 Flexicrew  
 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  
 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  
 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  
 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  
 House Doctors & House Medic  
 HouseMaster Home Inspection Services  
 Houston Precision Fasteners  
 Huddle House, Inc.  
 Hungry Howie's Pizza  
 i9 Sports  
 Ibis Bay Resort, Key West Florida  
 Ice House America  
 IKOR@USA Incorporated  
 Impress Digital Technologies  
 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  
 Intuit, Inc.  
 Irontech Satellite  
 iTech  
 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  
 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.
- Kinetx Rehab
- Kinzler Construction Services
- Kitchen Craft Cookware
- Kitchen Solvers
- Kitchen Tune-Up
- Kloke Group
- Kubena Completion X?perts, LLC
- Kwik Kopy Business Centers
- Landmark Residential
- Lawn Army
- Lawn Doctor, Inc.
- Learning Express, Inc.
- LearningRx Franchise Corporation
- LegalShield
- Lemon Heaven International Inc.
- Lenny's Franchisor, LLC
- Liberty Tax Service
- LifeChange Solutions, LLC
- 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 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.
- Magcuts
- Maid Brigade, Inc.
- Maid to Perfection Global, Inc.
- MaidPro Franchise Corporation
- 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
- Miracle Method Surface Refinishing
- 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  
 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  
 My Web Portal, Inc.  
 N2Shape, Inc.  
 NAA  
 National Distributors Leasing  
 National Maintenance Contractors, LLC  
 National Military Family Association  
 Navis Pack & Ship  
 NeuGrowth Center for Brain-Training  
 New Horizons Computer Learning Center of St. Louis  
 New Image Building Services, Inc.  
 New Mexico Corrections Department  
 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.  
 Old School Transportation, LLC  
 O'Neal Industries  
 OneClick Cleaners  
 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 Gas and Electric Company  
 Packaging Store  
 Padgett Business Services  
 Paint and Lacquer Company  
 Pak Mail Centers  
 Papa Gino's Inc.  
 Papa John's International, Inc.  
 Papa Murphy's International, Inc.  
 Parcel Plus  
 PAT USA, Inc.  
 Patrick Cudahy, LLC  
 Paul Davis Restoration / Paul Davis Emergency Services  
 PeopleScout  
 PepsiCo  
 Pet Butler  
 Pet Supplies Plus  
 Pillar To Post  
 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  
 PMD Furniture Direct  
 Pollo Campero  
 Pop-A-Lock  
 Popeyes Louisiana Kitchen  
 Port City Inc  
 Port of Subs, Inc.  
 PostNet International Franchise Corp.  
 Power Component Systems, Inc.  
 Power Consulting Associates, 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  
 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  
 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.  
 RPM Solutions LLC  
 Russo's New York Pizzeria  
 Ryder  
 S&D LLC (Ski's Adult Family Home)  
 Salsarita's  
 Sam's Cellar Bar & Oven  
 Samurai Sam's Teriyaki Grill  
 Sandler Training  
 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  
 ServiceMaster Company  
 Sgt C Tattoos  
 Shalimar Motel  
 ShelfGenie  
 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
- 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 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 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.
- Vetcorps Landscaping
- Veteran Tech Brigade
- 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.  
Weed Man  
Welcomemat Services  
West Sanitation Services, Inc.  
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  
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  
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  
Department of Veterans Affairs  
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  
Military Spouse JD Network  
National Guard  
National Military Family Association  
NBC News  
Panther Racing  
Points of Light Institute  
ServiceNation  
Student Veterans of America  
The American Legion  
USA Cares  
USO





### Appendix 3: Employers Who Have Hired at Chamber Job Fairs

- 24 Hour Fitness
- 3M
- Aaron's
- AAFES (Army and Air Force Exchange Services)
- AAA Southern New England
- Able Network Restaurant
- Academi
- Access Property Management Group
- Access Worldwide
- accountemps.com
- ACS
- ACS Claims
- Action Couriers, Inc.
- Acts, Inc.
- Acument
- Adecco Group
- Advanced Language Access, Inc.
- Advance Services, Inc.
- Advance Staffing Solutions
- Aerotek
- AFLAC
- AFLAC NY
- Airgas, Inc.
- All Star Automotive Group
- AlliedBarton
- Allied Door Systems
- Allied Technology Group
- Allsup, Inc.
- Aloha Contract Services
- Alpha Wrecking
- Al Smith Trucking
- Alternative Entertainment, Inc.
- Amazon
- American Academy of Physical Medicine and Rehabilitation
- American Airlines
- 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 Savings Bank
- AmeriCorps (Corporation for National Service)
- Amotec
- AMVETS
- Angels of Care Pediatric Home Health
- APEC
- API Group
- AppleOne Employment
- APP Pharmaceuticals
- Apriva, LLC
- Aramark
- Arclabs Welding School
- AREVA, Inc.
- Arise
- Arizona Department of Economic Security
- Arkansas Stone Company
- Armed Forces Bank
- Armed Services YMCA Hampton Roads
- Arthur Patterson
- Asplin Excavating Company
- Asset Control Services (ACS), Inc.
- Asset One
- Assurity Insurance
- ATAMIR-WSMR
- AT&T
- Audobon Engineering
- Auto Nation
- Autonomy Capital
- Avago Technologies
- Averitt Express
- Avery Studios
- Avis Budget Group
- Avon
- BAE Systems
- Bank of America/Merrill Lynch
- Bank of Hawaii
- Banner Health
- Baptist Health
- Bed, Bath, and Beyond
- Berry Petroleum
- Best of Care Hospice 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
- BMO Harris Bank
- Bobby Dot Enterprises
- Bon Secours Health Systems
- Bolthouse Farms
- Booz Allen Hamilton
- Borets Weatherford
- Boy Scouts of America
- Bradley-Morris
- Bridgestone Americas
- Bridgestone Retail Operations
- Broadband Specialists
- Brighton Center, Inc.
- Brookfield Office Properties
- Bureau of Safety Environmental Enforcement
- Cabela's
- CACI
- Café 46
- Caldwell/Nampa Plants
- Canyon Resort
- Capital Buick GMC
- CapitalCityTLC
- Capital One
- Card Protection Group
- Care.com
- Cargill
- Catholic Charities of Chicago
- Cassell and Associates
- Caterpillar
- CBS Radio Pittsburgh
- CDL School
- Cedar Crest Hospital & RTC
- Celgard, LLC
- Central Environmental Services, LLC
- Central States Industrial
- Central Valley Ag
- Centric Group
- CGI Federal
- Charles F. Day and Associates
- Charlotte Truck Driver School
- Charter One
- CHCI
- Chesapeake
- Chevron USA, Inc.
- Chicago Carriage Cab Company
- Choice Staffing
- Cintas Corporation
- Citizens Equity First Credit Union
- Chili's Bar and Grill
- Chrysler Group
- Cigar Shop
- Citigroup
- City of Berkeley, MO
- City of Charlotte, NC
- Clark Grant
- Cleveland Clinic
- Climax Molybdenum
- Cloud Computing Technologies
- Coca-Cola Bottling Company United
- Coca-Cola Refreshments
- Colonial Life & Accident Insurance Company
- Colorado Springs Utilities
- Combined Insurance
- Comcast
- ComEd
- Compass Group
- Compass Point
- Computer Training Institute of Chicago
- Coniser
- Conoco Phillips
- Consolidated Construction Company, Inc.
- Continental Labor Staffing Coordinator
- Convergys
- CORE Health Care
- Courtesy Chevrolet
- Courtyard Marriot
- Cox Communications
- C. Truck Driving School
- Creative Choices/MELA
- Creative Human Resources Concepts, LLC
- Crescent Plumbing Supply Company
- Crete Carrier Corporation
- C.R. England
- Crossroads Hospital
- CRTS
- CSX Transportation
- Custom Companies
- CVS



- D&W Fine Pack
- DACO Industries
- Dane County Sheriff's Office
- DataLink Corporation
- DaVita, Inc.
- Defender Security
- Defense Logistics 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 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
- Devon Energy
- Dex One
- DeWys Manufacturing
- DH Pace Company
- DialAmerica
- Dialogue Marketing
- Diesel Power Equipment Company, Inc.
- Digital Information Systems
- Dish Network
- Dollar General
- Dovenmuehle Mortgage, Inc.
- Dow Chemical Company
- Dr. Pepper Snapple Group
- DS Information System Corp
- DSW
- Depository Trust & Clearing Corporation
- Dunkin Donuts
- E\*Trade Financial
- Eaton Steel Corporation
- Eaton Corporation, Middlesex
- Embassy Suites
- Embry-Riddle Aeronautical University
- EcoLab
- Ecolab Pest Elimination
- EduTrek
- Effner Financial Group
- Edward Jones Investments
- Elite Craft Support
- Embry Riddle Aeronautical University - McChord Campus
- Emerald Communities
- Emerson Electric Company
- Empire Southwest (Cat), LLC
- Encorps Food Services
- Entergy
- Enterprise
- Ent Federal Credit Union
- Enterprise Health Care Services
- Enterprise Holdings
- ERMC - Outlet Shops at Oklahoma City
- Essential Knowledge
- Express
- Express Employment Professionals
- Express Scripts, Inc.
- Family Fare Supermarket
- Farm Bureau Financial Services
- Farm Service Agency - Caguas Service Center
- 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
- Fifth Third Bank
- First Choice Group CNY, Inc.
- First Command
- First Command Financial Planning
- First Student
- Flint & Walling, Inc.
- Flowers Bakery of Montgomery
- FMC Technologies
- FMT Tech
- Ford Motor Company
- FPL Food, LLC
- Frito-Lay, Inc.
- Fort Hood Civilian Personnel Advisory Center
- Four Star Transportation
- G4S Secure Solutions (USA), Inc.



GameStop  
 Garda Cash Logistics  
 Gardner-White  
 Gateway Foundation  
 GC Services  
 GE Healthcare  
 General Atomics Aeronautical  
 General Electric  
 GEO Care Columbia Regional Care Center  
 George Mason University  
 Gerdau  
 Give an Hour  
 GKN Aerospace  
 GLP & Associates  
 GMC  
 Go Group  
 Golden Eagle Distributors  
 Goodfellow Bros., Inc.  
 Good Samaritan Hospital  
 Good Temps  
 Goodwill Industries  
 Goodwill Industries - Lincoln  
 Goodwill Industries NYNJ  
 Goodwill Industries of Central Virginia  
 Goodwill of Southwestern Pennsylvania  
 Goodyear Tire and Rubber Company  
 Grand Canyon University  
 Graphic Packaging International, Inc.  
 Great Driver Training  
 Greater Cleveland Regional Transit Authority  
 GSA  
 Guardian Security Services  
 Guardsmark, LLC  
 Habitat for Humanity MS Gulf Coast  
 Halliburton Energy Services  
 Hallmark  
 Hampton Inn & Suites  
 Hampton Roads Transit  
 Hardees  
 Harding Financial Partners, Inc.  
 Hartman NU  
 Hawaiian Telcom  
 HCA  
 Health Care Systems, Inc.  
 Health Services Advisory Group, Inc.  
 Healthcare Services Group, Inc.  
 Healthsouth Southern Hills  
 Hecht Trailers

Henry Schein, Inc.  
 Hertz  
 Hewlett-Packard  
 Hilton  
 Hooters of America  
 Home Depot  
 Home Nursing Services  
 HomeSmart  
 Horizons Vocational & Technical Consultants  
 Hospitality Staffing Solutions  
 Howden Compressors, Inc.  
 Humana  
 Huntsville City Schools  
 Huntsville Prison Construction  
 Hutchens Center  
 Hyatt Hotel Hawaii  
 Hyatt Hotels Corporation  
 IBEW Local 100  
 Idaho Dept. Health & Welfare  
 International Franchise Association  
 Intergety  
 Inova Hospital  
 Insignia Technology Services, LLC  
 Internal Revenue Service  
 International Marine & Industrial Applicator  
 Interlock Pharmacy Systems  
 Innotec  
 Insphere Insurance Solutions  
 International Battery  
 Interstate Batteries  
 Intertech  
 Intrepid Sea, Air, and Space Museum  
 Island Operating, Inc.  
 Jacobs Technology  
 J.A. White & Associates, Inc.  
 J. R. Simplot Company  
 Jet Air Group  
 Jet Blue Airways  
 Jim Click and Holmes Tuttle Automotive Team  
 JM Test Systems, Inc.  
 Johnson & Johnson  
 Johnson Controls, Inc.  
 John Q. Hammons Hotels  
 JP Morgan Chase  
 K3 Enterprises, Inc.  
 Kellogg's  
 Kelly Services, Inc.  
 Kennametal, Inc.



Kennebec County Office  
 Keystone Clearwater Solutions  
 KEYW Corporation  
 KISS  
 Kittle's Garage  
 K-Mart  
 Konecranes, Inc.  
 Konica Minolta  
 Kraft Foods  
 Kwik Trip, Inc.  
 Lactalis American Group (Sorrento Cheese)  
 L-3 Unidyne, Inc.  
 LA Marsh & Associates  
 Labor Finders  
 Landry's  
 Launch Leads  
 LA Utility Service  
 Legal Shield  
 Legion Logistics  
 Levy & Associates, LLC  
 Levy Security Corporation  
 Lexington County (South Carolina)  
 Liberty Moving and Storage  
 Lids Locker Room and Lids  
 Linc Government Services  
 Lincoln Financial Group  
 Livernoise Auto  
 Lloyd N. Moreau, LLC  
 Lockheed Martin  
 Lowe's Home Improvement  
 Louisiana Department of Veterans Affairs  
 Lyons HR  
 Malace HR  
 Mac Tech  
 Mandex  
 Manpower  
 ManTech International  
 Marianna Industries  
 Markham Group  
 Markum Public Works  
 Marriott International  
 MassMutual/Financial Designs, Inc.  
 Mastronardi Produce  
 Matheny Motors  
 McDonalds  
 McKesson  
 McMaster-Carr Supply Company  
 MD Anderson Cancer Center

Medical Office Management II, LTD  
 MediConnect Global  
 Mega Holiday  
 Methodist University  
 Metro  
 Metro St. Louis  
 Micron Technology  
 Michelin Tire Corporation  
 Michigan Department of Corrections  
 Michigan Turkey Producers  
 Military.com  
 MilitaryOneClick  
 Military Sealift Command  
 Miratek Corporation  
 Mistequay Group, LTD  
 Morgan Crane  
 Morgan Stanley  
 Montage Deer Valley  
 Morton Buildings  
 Mosaic  
 M. Price Distributing Company  
 Mrs. Fields (SLC)  
 MSC Industrial Supply Company  
 MTM-Inc  
 Multiband Corporation  
 Murphy Business & Financial Aid  
 Mustang Cat  
 Muth & Company Roofing, Inc.  
 N & M Transfer Company, Inc.  
 NAF Human Resources  
 National Federation of Independent Business  
 National Institutes of Health  
 Naval Surface Warfare Center  
 Navistar  
 NAVSUP  
 Navy Exchange Service Command  
 Navy Federal Credit Union  
 NCO Customer Management  
 Nebraska Department of Correctional Services  
 Nebraska Department of Labor  
 Nebraska Department of Veterans Affairs  
 Nebraska National Guard  
 Newport News Shipbuilding  
 New York Board of Elections  
 NYC Metro Transit Authority  
 New York Life  
 Nexus Resource Group  
 NJ Transit



Nordson EFD  
 Nordstrom  
 Norfolk Naval Shipyard  
 Norfolk Southern  
 Northampton County Public Schools  
 Northstar Aerospace  
 Northwest Medical Center & Oro Valley Hospital  
 Northwestern Mutual Financial Network  
 Oceanaires  
 Oceanering International, Inc.  
 Office Depot  
 Ohio Technical College  
 Oil Capital and Electric  
 Old Navy  
 Olson Construction Company  
 Orbitz/Budget Rental  
 Orlando Baking Company  
 Orion International  
 OshKosh Corporation  
 Oxford Healthcare  
 Ozarks Coca Cola Dr Pepper Bottling Company  
 PA CareerLink Butler County  
 Panelmatic St. Louis  
 Panera Bread  
 Panomatic  
 Pantex  
 Paralyzed Veterans of America  
 Paramount Staffing  
 Park City Mountain Resort  
 Parton SOS  
 Pathways to Housing PA, Inc.  
 P.B. Industries  
 Peacock Engineering Company, LLC  
 Pentagon Federal Credit Union  
 PeopleScout  
 Personal Assistance Options  
 Personnel Staffing, Inc.  
 Peyton's Northern/Kroger  
 Physician's Mutual  
 PI & I Motor Express  
 Piedmont Plastics  
 Pizza Hut  
 Planet Automotive  
 Plastipak  
 PNC Bank  
 Porter Airlines  
 Power Sport Institute  
 Pride Transport

Pragaer Moving Storage  
 Praescient Analytics  
 Premier Staffing, Inc.  
 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 Nursing Services  
 Prudential  
 PSG&E  
 Pure Power Technologies  
 QPS Employment Group  
 Quality Services Moving  
 Quality Transport, Inc.  
 Quicken Loans  
 Randstad Corporation  
 Rapid-Line, Inc.  
 Ray Hyde Paint & Body Works  
 Raymour & Flanigan Furniture  
 RBS  
 Receivables Management Corporation  
 Recruiting Solutions  
 Red Rock College  
 Regions Financial  
 Reliance One  
 Rent a Crane  
 ResCare HomeCare  
 Resorts West  
 Restaurant Associates  
 Restaurant HR Group  
 Restaurants Resort Group  
 R.E. West Transportation  
 Rex Energy  
 RHA Health Services  
 Rivers Casino  
 Riverhawk Company  
 Robert Half International  
 Rockwell Collins  
 Rose International Contract Service  
 RPM Solutions  
 Rush University Medical Center  
 Ryder  
 S & C Electric Company



Saddle Peak, LLC (dba Hardee's)  
SAIC  
Saint Alphonsus Health System  
Salient Federal Solutions  
Sam's Club  
Sands  
Sapphire Technology Group  
Scaled Composites, LLC  
Schlumberger  
Schneider National  
Schottel, Inc.  
Scottsdale Healthcare  
Sears Holdings Corporation  
SeatonCorps  
Security America Mortgage, Inc.  
Security Consultants Group  
Seton Medical Center Harker Heights  
Security Service Federal Credit Union  
Securitas Security Services, USA  
Select Staffing  
Service Stars, LLC  
Shari's Management Corporation  
Shell Oil Company  
Sherwood Construction  
Shoreline Sight Seeing  
Showcase Restoration  
Siemens  
Silverleaf Resorts  
Skipper Pools, LLC  
Skydex  
Slakey Brothers  
Sleep Train, Inc.  
Sloan  
SmarTravel  
SMG New Orleans  
SMG Reliant Park  
SmithBucklin  
Smithfield  
SMX/Staff Management  
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

Southwestern Energy  
Special Metals  
Specialized Loan Servicing, LLC  
Spherion Staffing  
Spiral Solutions  
SRA International  
SRG Global  
STAFFMARK  
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  
Summit Management  
Sun County Airlines  
Sun Trust Bank  
Super Service, LLC  
SuperValu/Jewel Osco  
StudentScout  
SWD, Inc.  
Swift  
Synergy Capital Associates  
Tacoma Waste Recycling  
Tax Centers of America  
TEKsystems  
TeleCycle  
TeleTech  
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 Northern Company  
The Pantry, Inc./Kangaroo Express  
The Suddath Companies  
Thomas and King, Inc.  
ThyssenKrupp Aerospace NA/TMX Aerospace  
TIC  
Tigua, Inc.  
Time Warner Cable  
Titan Security



- TKSP, Inc.
- TMX Finance
- Top Guard Security
- Total Events and Management
- Total Quality Logistics, Inc.
- Toyota
- Toyota Rick Hendrick
- Toys “R” Us
- Tradesman International
- TransNational Bankcard
- Trane
- Travelers Insurance
- Tri-County International Trucks, Inc.
- Triple Canopy
- Triton Marin Construction
- TriWest Healthcare Alliance
- Troops to Teachers
- Troy Belting and Supply Company
- Tucson Moving & Storage
- Tuthill Corp., Plastics Group
- Tyson Foods
- U-Haul International, Inc.
- UL
- Union Pacific
- United Electric Power
- United Foods International
- United Precision Products
- United Road
- United Security
- University of Phoenix
- Universal Protection Service
- University of Chicago Medicine
- University of Missouri Health Care
- University of Nebraska - Lincoln (Human Resources)
- University of Pennsylvania Catering Service
- The University of Texas Health Science Center at Houston
- University of Wisconsin Medical Foundation
- United Road
- UPS
- URS Federal Services
- U.S. Airways
- U.S. Army Corps of Engineers
- US Cellular
- U.S. Chamber of Commerce
- US Foods
- U.S. Forest Service
- United States Infrastructure Corps
- U.S. Trucking
- U.S. Citizenship and Immigration Services
- 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
- Verizon
- Veterans Security
- Veterans Task Force
- Virginia Asset Management
- Viola
- Vista College
- Volkswagen
- Volvo Rents
- Walden Security
- Walker Automotive
- Walmart
- Warner Bros. Entertainment
- Waste Industries
- Waste Management
- WellCare Health Plans
- Wells Fargo
- Wells Fargo Advisors
- 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
- Whelan Security
- Whirlpool
- Will-Trans Transportation
- Wittenberg Weiner Consulting, LLC
- Workforce Solutions Upper Rio Grande
- Wyle
- XLS Services
- Work Force Staffing
- ZF Boge Elastometall
- Zions Bank





## **Appendix 4: Hiring Our Heroes Veterans Employment Advisory Council**

### **Chairman's Circle**

APi Group  
Call of Duty Endowment  
Capital One  
CVS Caremark  
Entergy  
General Electric  
General Motors  
Prudential  
Toyota  
TriWest Healthcare Alliance

### **National Advisory Circle**

3M  
Caterpillar  
Chesapeake Energy Corporation  
Citigroup  
FedEx  
Fluor  
Hospital Corporation of America (HCA)  
Institute for Veterans and Military Families (Syracuse University)  
International Franchise Association  
Johnson & Johnson  
Las Vegas Sands Corp.  
Lockheed Martin  
Monster/Military.com  
Navistar  
PeopleScout  
RecruitMilitary  
Ryder System  
Siemens  
Union Pacific  
USAA  
Verizon  
Walmart

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