



HIRING OUR HEROES™

QUARTERLY REPORT – JUNE 30, 2012



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

NCF
NATIONAL CHAMBER FOUNDATION



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Overview

In March 2011, the U.S. Chamber of Commerce and the National Chamber Foundation launched *Hiring Our Heroes* – a sustained grassroots campaign to help veterans and military spouses find meaningful employment in hundreds of communities across America. As of June 30, 2012, we hosted 209 hiring fairs in 48 states, the District of Columbia, and Puerto Rico.

In our first 15 months, *Hiring Our Heroes* hosted 209 hiring fairs.

In our first year, *Hiring Our Heroes* pledged to host 100 hiring fairs with committed, private-sector employers who understand the value of hiring veterans and military spouses. However, with national rates of unemployment in 2011 at 12.1% for post-9/11 veterans, 29.1% for veterans under 25 years old, and 26% for military spouses – and with

We expanded our efforts in 2012 with 400 hiring fairs and additional programs for military spouses and transitioning service members.

one million more servicemembers and military families preparing to re-enter the civilian workforce over the next five years—we needed to do more. That is why we significantly expanded our efforts in 2012 with hiring fairs in 400 communities, the establishment of a stand-alone program for military spouses, and a sustained campaign to enlist the

commitments from the small business community to hire 500,000 veterans and military spouses over the next three years.



Left: On July 10, 2011 Hiring Our Heroes Los Angeles connected more than 1500 veterans and military spouses with 150 employers.



Tracking Success

Tracking *Hiring Our Heroes'* success stories is no easy task, but it is a critical element of our program. We recognize that success breeds success, and to measure our effectiveness, we electronically survey both employers and job seekers four times over a 90-day period following each of our hiring fairs. Starting with our one-year anniversary events in March 2012, we have also begun to survey close to 1,000 job seekers weekly via call centers to further gauge our effectiveness.

Many large companies that have participated in multiple *Hiring Our Heroes* events report an aggregate number of hires by pooling data from regional recruiters or through their applicant tracking systems. We also rely on several key partners who have played a lead role at a number of the hiring fairs to report jobs data.¹

10,000 Jobs Milestone

Less than 15 months after *Hiring Our Heroes'* inception, we reached the milestone of 10,000 hires.² At our 209 hiring fairs, lives have been changed – one job at a time.

Hire 10,000 was Cory Ketchum, a 24-year old Marine veteran, who was hired as a result of our April fair in St. Louis. Cory landed a job with Securitas Security Services as a flex officer, a position that involves checking IDs and patrolling perimeters at various work sites in greater St. Louis. Securitas called him the day after the hiring fair, and Cory began working one month later.



Cory represents the population of veterans who most need assistance in finding a second career. A majority of the veterans who attend our hiring fairs are men and

¹ 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 have co-hosted and led more than 60 of our hiring fairs in 23 states and the District of Columbia, accounting for more than 4,000 of the 10,000 veterans and military spouses hired over the first 15 months of our program.

² From April to June 2012, we held 87 hiring fairs, from which we are still collecting jobs data. In partnership with the USO and HireHeroesUSA, we have co-hosted 10 career opportunity days for wounded, ill, or injured servicemembers, their spouses and caregivers in Fort Belvoir, Fort Carson, and Fort Bragg. Of the 293 who attended since March 2011, 35 landed jobs.



women under the age of 25 who served in the enlisted ranks, and who have struggled to find work since leaving the military. Appendix (1) reflects demographic data from a sample size of nearly 5,000 veteran and military spouse job seekers who have attended our hiring fairs.

Partnerships

While reporting metrics from our local events is critical to our continued success, the greatest strength of *Hiring Our Heroes* has been our ability to coordinate a massive, public-private, grassroots campaign across America. Helping 10,000 veterans and military spouses find meaningful employment was a huge effort that required different groups and sectors coming together to make it happen. To enhance our hiring fairs and extend our reach, *Hiring Our Heroes* relies heavily on the Chamber’s network of 1,600 local chambers, 3 million businesses, and strategic partnerships within the public, private, and non-profit sectors.

Our partnerships with the Employer Support of the Guard and Reserve (ESGR), RecruitMilitary, The American Legion, the Department of Labor Veterans’ Employment and Training Service (DOL VETS), Military Spouse Employment Partnership, and the U.S. Department of Veterans Affairs (VA), to name just a few, have been invaluable to our mission. The VA’s recent efforts in Washington, D.C. in January and Detroit in June have been particularly successful, with more than 1,800 veterans being offered second careers with dozens of America’s biggest employers.

And within these great organizations are great people – leaders in every community who have stepped up to help us create a movement. They are people like Mike Flaherty, who chairs the ESGR in Montana; Terry Brennan representing Connecticut’s DOL; and Bob Looby, who kicked off our efforts with The American Legion in his role as the New Jersey State Commander last year. Mike, Terry, and Bob are at the forefront of veterans’ employment in their states, and with their help, we have conducted nine hiring fairs, placing more than 450 veterans in jobs.

Existing partners include, but are not limited to:

- American Legion
- AmeriCorps
- Blue Star Families
- Clinton Global Initiative
- Department of Labor VETS
- U.S. Department of Veterans Affairs
- Employer Support of the Guard and Reserve (ESGR)
- Got Your 6
- Joining Forces
- Military Spouse Employment Partnership
- NBCUniversal
- Panther Racing
- RecruitMilitary
- State and Local Chambers
- Veterans Employment Advisory Council



The support of local chambers of commerce on the ground has been at the heart of our success. For example, Dearborn Chamber President Jennifer Giering engaged Mayor John O'Reilly and the entire Michigan community surrounding Detroit to take part in our fair there in April. Through strong local leadership, 68 veterans and military spouses found work at a hiring fair that cost \$6,850 to produce, which equates to \$101 per job placement.

In the end, it is private sector employers – companies of all sizes and from all sectors of the economy – that make the difference. Thousands of them have committed to hire veterans and military spouses not only because it is the right thing to do, but because it is smart for their businesses. Last November, Mrs. Fields Cookies hired 21 veterans on the spot at our fair in Salt Lake City. And in March 2012, Orbitz/Budget Car Rental, and Walmart combined to hire 45 military spouses at our fair in Fort Hood.

Some companies are gaining a competitive advantage and realizing significant return on investment by accessing talented veterans at hiring fairs as part of their overall recruiting strategies. For example, Allied Barton Security Services and GameStop have hired nearly 1000 veterans at job fairs. In the first half of 2012 they attended dozens of *Hiring Our Heroes* events. Allied Barton employed more than 20 veterans in a single day at our fair in Fayetteville, NC, and GameStop hired 6 veterans on the spot in Atlanta.

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, FL; Muth & Company Roofing in Columbus, OH; and Walker Automotive in Alexandria, LA; employers have stepped up and recognized the value of hiring veterans and military spouses. And they have embraced our mandate for them to have jobs available in order to participate in our events. Appendix (2) is a list of *Hiring Our Heroes'* employers.

Veterans Employment Advisory Council

At the core of our efforts are some of America's biggest companies – employers who have joined forces with *Hiring Our Heroes* to hire veterans at dozens of hiring fairs across the country. In recognition of their shared commitment, *Hiring Our Heroes* launched a private sector national Veterans Employment Advisory Council (VEAC) on Veterans Day, 2011. The VEAC is comprised of more than 25 of America's biggest employers representing nearly every major industry. The council is committed to:

- Hiring veterans and military spouses
- Establishing best and next practices for veterans employment



- Reporting measures (job opportunities, interviews, placements)
- Providing mentors to help transitioning servicemembers and military spouses, with the support of the Chamber’s extensive grassroots network
- Enlisting the commitment of thousands of medium and small businesses across America to do the same

Appendix (3) shows the companies and organizations on the VEAC. Together, they represent more than 24 million jobs in America.

Virtual Hiring Fairs

In addition to the traditional hiring fairs, the *Hiring Our Heroes* campaign has co-hosted two virtual hiring fairs in partnership with Military.com, one of the world’s largest job boards that services 10 million active users from the military and veteran communities. Nearly 25,000 veterans from around the world joined us and connected with recruiters from 68 national employers for these online hiring fairs.



Creating a Movement

Along with being visible in hundreds of communities, *Hiring Our Heroes* frequently holds high-profile special events to help raise awareness and create a movement across America. On March 28, 2012, in partnership with NBC’s TODAY and NBC News, *Hiring Our Heroes* celebrated its one-year anniversary with a marquee hiring fair aboard the USS Intrepid in New York City. The event was honored with special guests Second Lady Dr. Jill Biden; New York City Mayor Michael Bloomberg; Vice Chair of the Joint Chiefs of Staff Admiral Sandy Winnefeld and Mrs. Mary Winnefeld; and Medal of Honor recipient Dakota Meyer. We also held simultaneous hiring fairs in Chicago, IL, Fort Campbell, KY, and a military spouse hiring fair in Fort Hood, TX.

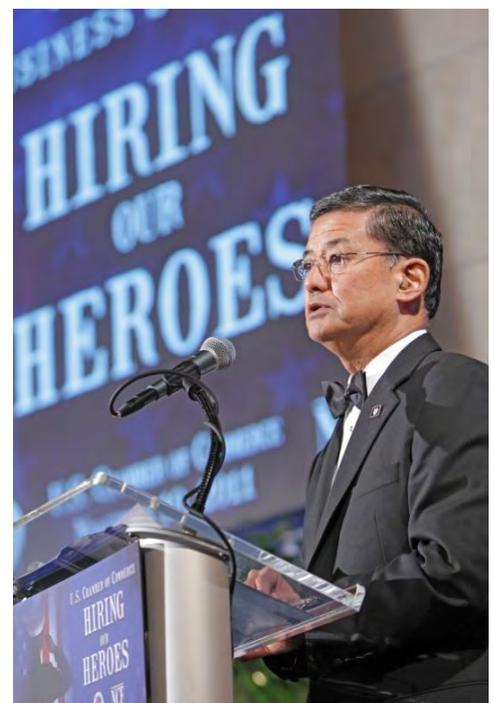
In November 2011, First Lady Michelle Obama joined us for our fourth annual *Business Steps Up: Hiring Our Heroes* event in Washington, D.C. Following the event, the Chamber hosted its first annual Lee Anderson *Hiring Our Heroes* Awards Dinner, which featured Secretary of Veterans Affairs Eric Shinseki, as well as General Martin Dempsey, making his first public address about veteran employment as the Chairman of the Joint Chiefs of Staff.



Left: First Lady Michelle Obama was the keynote speaker at the fourth annual Business Steps Up: Hiring Our Heroes event in the Hall of Flags at the U.S. Chamber of Commerce.



Chairman of the Joint Chiefs of Staff General Martin E. Dempsey (left) and Secretary of Veterans Affairs Eric K. Shinseki (right) at the Lee Anderson Hiring Our Heroes Awards Dinner at the U.S. Chamber.





Nationwide Media Exposure

In our effort to create a movement, *Hiring Our Heroes* has received nationwide media attention and attracted national and international dignitaries. Coverage has included CNBC, CNN, Fox Business, Fox News, MSNBC, NBC Nightly News, NBC's TODAY, ABC radio, AP, Bloomberg, Chicago Sun-Times, Chicago Tribune, LA Times, New York Times, Reuters, USA Today, U.S. News and World Report, and more. First Lady Michelle Obama joined us for our annual *Business Steps Up: Hiring Our Heroes* event in Washington, D.C., and for a hiring fair in Hawaii at Pearl Harbor. Their Royal Highnesses The Duke and Duchess of Cambridge joined us and others for a hiring fair in Los Angeles, CA, during their visit to the United States. Second Lady Dr. Jill Biden joined us for our launch event for military spouse employment in Washington, D.C., and for a hiring fair in New York City.



Left: Their Royal Highnesses The Duke and Duchess of Cambridge at the Hiring Our Heroes hiring fair in Los Angeles, CA



Right: Second Lady Dr. Jill Biden at the Military Spouse Employment Partnership Launch



NBCUniversal

Hiring Our Heroes partners with NBCUniversal to maintain a constant drumbeat and keep employment challenges for military families visible in the public’s eye. In addition to covering hiring fairs through its 212 local affiliates, NBCUniversal partnered with *Hiring Our Heroes* during the week of March 25-29, 2012 to promote our efforts across all of its news platforms nationwide. Over a four-day period, the issue of veteran unemployment received unprecedented coverage with TODAY, “Nightly News with Brian Williams,” “Rock Center,” MSNBC, CNBC, and Telemundo broadcasting numerous stories, including a comprehensive piece that featured Tom Brokaw, General Stanley McChrystal, and a veteran who landed a second career with VEAC Chairman’s Circle member Entergy.



Left: Second Lady Dr. Jill Biden speaking with Ann Curry on TODAY aboard the USS Intrepid at our hiring fair in New York City on March 28, 2012

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.





Way Ahead

As *Hiring Our Heroes* expands its reach and conducts 400 hiring fairs in hundreds of communities to include 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 to include:

Hiring 500,000 Heroes – Through a partnership with Capital One, *Hiring Our Heroes* launched a nationwide campaign to engage the business community to commit to hiring half a million veterans and military spouses by the end of 2014. Leveraging our VEAC members’ own supply of networks and the Chamber’s federation of 1,600 local chambers of commerce and 600 trade associations, we and Capital One are enlisting the support of thousands of small companies across America to achieve this goal.



Employers can visit www.uschamber.com/hiringourheroes/hiring500000heroes and pledge to hire America’s veterans and military spouses.

Appendix (4) is a list of companies and organizations that have made commitments as part of the *Hiring 500,000 Heroes* campaign. Thus far, these employers have pledged to hire more than 155,000 veterans and military spouses by the end of 2014.

Military Spouse Business Alliance (MSBA) – Working with other prominent military family non-profits, *Hiring Our Heroes* established a stand-alone program for military spouses in January 2012 and pledged to host 20 hiring fairs and establish an eMentor network exclusively for military spouses. The MSBA is improving the lives of working spouses by: promoting job stability and portable careers; helping military spouses achieve upward mobility through networking, mentoring, and training opportunities; providing opportunities for entrepreneurial spouses to share best practices and pool resources for achieving profitable businesses; and easing challenges



for professional military spouses by supporting efforts to reduce or eliminate licensing and credentialing barriers.

Transition Workshops – *Hiring Our Heroes* has begun to offer transitional workshops and other services at many of our hiring fairs. With the help of General Electric’s strong network of 10,000 veterans and their pledge to host workshops in 50 cities, we have already assisted more than 1,500 veterans with resumes and interview techniques. Our hope is to find other private sector and non-profit partners to do the same in dozens of other cities where we are hosting hiring fairs. Additionally, the President and CEO of the U.S. Chamber of Commerce, Tom Donohue, and Secretary of Veterans Affairs, Eric Shinseki, recently signed a Memorandum of Understanding that will take advantage of *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 52 events as both an employer and to speak to veterans about their available services.

Fast Track – *Hiring Our Heroes* and the Institute for Veterans and Military Families at Syracuse University are collaborating on a program that is designed to show the critical paths to meaningful careers and guide veterans and transitioning servicemembers to make informed decisions about education and employment opportunities. Elements of the program include mapping careers by industry/sector to 100 metropolitan statistical areas (MSA) that are forecasted to have the fastest growing job markets; identifying the qualifications needed for employment opportunities within the MSAs; showing how to target the GI Bill for use at community colleges, vocational schools, apprenticeships; and credentialing programs to earn specific qualifications to land a job in a given MSA. *Hiring Our Heroes* will partner with dozens of major employers that are committed to hiring veterans who successfully meet the criteria of a pre-determined *Fast Track* in each of the identified MSAs.

Personal Branding Initiative – In the coming weeks, *Hiring Our Heroes* will launch a program designed to help recent veterans and transitioning servicemembers – particularly those under the age of 25 – do a better job of branding themselves. This initiative builds on several 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, schools, and leadership billets. Our approach will have three main components. They include:



1) a prominent younger veteran who will relate his own transition and employment challenges as a spokesperson at a number of our hiring fairs; 2) a tri-fold guide that outlines the basics of personal branding and provides suggestions on how to create an “elevator pitch” for prospective employers; and 3) a personal branding toolkit that will reside on the *Hiring Our Heroes* website.

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 to see when we are in your community next
- **Commit to hire veterans and military spouses as part of the *Hiring 500,000 Heroes* campaign**
 - Go to www.uschamber.com/hiringourheroes/hiring500000heroes to make the pledge
- **Join our e-mentoring network for military spouses**
 - You and your associates can go to <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 Veterans Employment Advisory Council
 - Go to www.uschamber.com/hiringourheroes/veac to learn more



Email hiringourheroes@uschamber.com to learn more about these opportunities.



Summary

In close collaboration with a host of government, non-profit and veteran services organizations,³ the strength of *Hiring Our Heroes* remains our ability to positively influence the employment of veterans and military spouses at the local level in hundreds of communities across America. Our grassroots efforts have been strengthened by complementary programs in the public and private sectors. And many of the companies taking part in these initiatives have connected with and hired veterans and military spouses at our 209 fairs.

Since April 2011, employers who have committed to the White House's *Joining Forces* initiative have hired more than 90,000 veterans and military spouses; and the Military Spouse Employment Partnership at the Department of Defense has helped more than 27,000 military spouses find jobs since June 2011 through its online platform.

The business community has also stepped up in unprecedented ways. The International Franchise Association has made great progress toward its commitment to hire 80,000 veterans and military spouses by the end of 2014; JPMorgan Chase's *100,000 Jobs Mission* has seen more than 18,000 veterans find jobs since November 2011; and Veterans Employment Advisory Council member, PeopleScout, has formed an alliance of more than 20 companies who have committed to hiring 10,000 veterans during 2012. More than 1,000 veterans landed jobs through this initiative during the month of June alone.

While many of these hires have come from big employers, small businesses will play a vital role in "moving the needle" on veteran unemployment. Appendices 2 and 4 are a testament to the great potential to connect military families with job opportunities in the small business community at large. In partnership with Capital One, the *Hiring 500,000 Heroes* campaign will educate small companies about the value of veterans and military spouses and garner the support of the 27 million small businesses in America to hire our nation's heroes.

Working together with all of our partners, we are creating a movement and striving to make a difference in the lives of veterans and military families across the country every day.

³ Please see Appendix 5 for a complete list of strategic partners.



Appendix 1: Demographics for *Hiring Our Heroes* Job Seekers

11.1% of the veterans who attended our hiring fairs are student veterans about to graduate.

55.8% < 24 years old.

92% are enlisted.

8% are officers.

82% have been unemployed < 1 year

18% have been unemployed > 1 year.

34% reported some college

15% reported a bachelor's degree

2% reported a masters degree or higher.

(Almost 100% of veterans have high school degrees or equivalent)

Breakdown by Service	
Air Force	22.87%
Army	40.69%
Coast Guard	1.30%
Marine Corps	14.31%
Military Spouse	3.58%
Navy	17.25%

Of the veterans who attended, they reported the following regarding their willingness to relocate for employment opportunities.

Stay Local	71%
Willing to Relocate	29%

Of the veterans who attended, they reported a primary interest in the following occupational fields:

Drivers/Mechanics	5%
Utilities Industry	2%
Construction Industry	3%
Manufacturing Industry	3%
Wholesale Trade Industry	2%
Retail Trade Industry	8%
Information Industry	2%
Finance & Insurance Industry	4%
Real Estate	3%
Scientific/Technical	7%
Management	14%
Administrative Support	8%
Education	6%
Health Care/Social Services	7%
Arts Entertainment Recreation	4%
Accommodation Food Service	3%
Security	8%
Public Service - Police/Fire	11%



Appendix 2: List of *Hiring Our Heroes* Employers

24 Hour Fitness	Avago Technologies
3M	Averitt Express
AAFES (Army and Air Force Exchange Services)	Avery Studios
AAA Southern New England	Avis Budget Group
Able Network Restaurant	Avon
Access Property Management Group	BAE Systems
Access Worldwide	Bank of America / Merrill Lynch
ACS	Bank of Hawaii
ACS Claims	Banner Health
Action Couriers, Inc.	Baptist Health
Acts, Inc.	Bed, Bath, and Beyond
Adecco Group	Berry Petroleum
Advanced Language Access, Inc.	Beyond Paint
Advance Staffing Solutions	Big Lots Distribution Center
Aerotek	Bi-Tech
AFLAC	Bios Life Slim
Airgas Inc.	Blackboard Student Services
All Star Automotive Group	BlueCross BlueShield
Allied Barton	BlueCross BlueShield of Illinois
Allied Technology Group	BlueCross BlueShield of South Carolina
Allsup Inc	BLM
Al Smith Trucking	BMO Harris Bank
Alternative Entertainment, Inc	Bon Secours Health Systems
Amazon	Bolthouse Farms
American Academy of Physical Medicine and Rehabilitation.	Booz Allen Hamilton
American General Life and Accident	Borets Weatherford
American Italian Pasta Company	Bridgestone Americas
American Life Insurance	Broadband Specialists
American Red Cross	Brookfield Office Properties
American Red Cross Blood Services	Bureau of Safety Environmental Enforcement
American Savings Bank	CACI
AmeriCorps (Corporation for National Service)	Café 46
AMVETS	Caldwell/Nampa Plants
Angels of Care Pediatric Home Health	Canyon Resort
API Group	Capital Buick GMC
APP Pharmaceuticals	Capital One
Apriva, LLC	Card Protection Group
Aramark	Care.com
Arizona Department of Economic Security	Cargill
Arthur Patterson	Catholic Charities of Chicago
Asset Control Services, Inc. (ACS)	CBS Radio Pittsburgh
AT&T	CDL School
Audobon Engineering	Cedar Crest Hospital & RTC
Auto Nation	Celgard, LLC
	Central States Industrial



Central Valley Ag
Centric Group
CGI Federal
Charles F. Day and Associates
Charter One
Chesapeake Energy
Chevron USA Inc.
Chili's Bar and Grill
Chrysler Group
Cigar Shop
Citigroup
City of Berkeley, MO
City of Charlotte, NC
Cintas Corporation
Climax Molybdenum
Cloud Computing Technologies
Coca-Cola Refreshments
Colonial Life & Accident Insurance Company
Combined Insurance
Comcast
ComEd
Compass Group
Consolidated Construction Company, Inc.
Continental Labor Staffing Coordinator
Convergys
CORE Health Care
Courtesy Chevrolet
Courtyard Marriot
Cox Communications
C. Truck Driving School
Creative Human Resources Concepts, LLC
C.R. England
CSX Transportation
CVS Caremark
D&W Fine Pack
DACO Industries
Dane County Sheriff's Office
DataLink Corporation
DaVita, Inc.
Defender Security
Defense Logistic Agency-DLA Land and Maritime
Dennis Dillon Auto Group
Department of Agriculture
Department of Energy
Department of Homeland Security
Department of State
Department of Veterans Affairs

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
Dex One
DialAmerica
Dialogue Marketing
Dish Network
Dollar General
Dr. Pepper Snapple Group
DSW
Depository Trust & Clearing Corporation
Dunkin Donuts
E*Trade Financial
Eaton Steel Corporation
Eaton Corporation, Middlesex
EduTrek
Edward Jones Investments
Entergy
Enterprise
Enterprise Health Care Services
ERMC - Outlet Shops at Oklahoma City
Essential Knowledge
Express Employment Professionals
Express Scripts, Inc.
Farm Bureau
Fayetteville Public Works Commission
Federal Bureau of Investigations (FBI)
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
- 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
- Good Samaritan Hospital
- Goodwill Industries
- Goodwill Industries - Lincoln
- Goodwill Industries NYNJ
- Goodwill Industries of Central Virginia
- Goodwill of Southwestern Pennsylvania
- Grand Canyon University
- Graphic Packaging International Inc.
- Graphic Packaging International Inc.
- GSA
- Guardian Security Services
- Guardsmark, LLC
- Habitat for Humanity
- Hallmark
- Harding Financial Partners, Inc
- Hawaiian Telcom
- Hospital Corporation of America (HCA)
- Health Care Systems, Inc.
- Health Services Advisory Group, Inc.
- Healthcare Services Group, Inc.
- Hecht Trailers
- Hertz
- Hewlett Packard
- Hooters of America
- Home Depot
- Home Nursing Services
- Horizons Vocational & Technical Consultants
- Hospitality Staffing Solutions
- Howden Compressors, Inc.
- Humana
- Huntsville City Schools
- Hutchens Center
- Hyatt Hotel Hawaii
- Hyatt Hotels Corporation
- Idaho Department of Corrections
- Idaho Dept. Health & Welfare
- International Franchise Association
- Inova Hospital
- Internal Revenue Service
- International Marine & Industrial Applicator
- Interlock Pharmacy Systems
- Innotec
- 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 and Johnson
- John Q. Hammons Hotels
- JP Morgan Chase
- K3 Enterprises, Inc.
- Kellogg's
- Kelly Services, Inc.
- Kennebec County Office
- KISS
- K-Mart
- Konecranes, Inc.
- Konica Minolta
- Kwik Trip, Inc
- Lactalis American Group (Sorrento Cheese)
- Landry's
- Launch Leads
- Levy & Associates, LLC
- Levy Security Corporation
- Liberty Moving and Storage
- Lids Locker Room and Lids
- Linc Government Services
- Lincoln Financial Group
- Lockheed Martin
- Lowe's Home Improvement
- Louisiana Department of Veterans Affairs
- Lyons HR
- Malace HR
- Mandex



Manpower
Markham Group
Marriott International
MassMutual/Financial Designs Inc
Mastronardi Produce
McDonalds
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
Michigan Department of Corrections
Michigan Turkey Producers
Military.com
Military Sealift Command
Montage Deer Valley
Mosaic
Mrs. Fields Cookies
MSC Industrial Supply Company
MTM-Inc
Murphy Business & Financial Aid
Mustang Cat
Muth & Co. Roofing Inc.
N & M Transfer Co., Inc.
NAF Human Resources
National Federation of Independent Business
Naval Surface Warfare Center
Navistar
NAVSUP
Navy Federal Credit Union
Nebraska Department of Correctional Services
Nebraska National Guard
New York Life
Nexus Resource Group
NJ Transit
Nordson EFD
Nordstrom
Northstar Aerospace
Northwest Medical Center & Oro Valley Hospital
Northwestern Mutual Financial Network
Office Depot
Old Navy
Orbitz / Budget Rental
OshKosh Corporation
Oxford Healthcare
Ozarks Coca Cola Dr Pepper Bottling Company
Panelmatic St. Louis
Panera Bread
Pantex
Paralyzed Veterans of America
Park City Mountain Resort
Pathways to Housing PA, Inc.
Peacock Engineering Company, LLC
PeopleScout
Peyton's Northern/Kroger
Piedmont Plastics
Planet Automotive
Porter Airlines
Pride Transport
Prager Moving Storage
Praescent Analytics
Premier Staffing, Inc.
Primerica Financial Services
ProAct Services Corporation
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
Recruiting Solutions
Regions Financial
Reliance One
ResCare HomeCare
Resorts West
Restaurant Associates
Restaurants Resort Group
R.E. West Transportation
RHA Health Services
Rivers Casino
Robert Half International



Rockwell Collins
RPM Solutions
Rush University Medical Center
Ryder System
S&C Electric Company
Saddle Peak LLC (dba Hardee's)
SAIC
Saint Alphonsus Health System
Salient Federal Solutions
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
Securitas Security Services, USA
Service Stars, LLC
Shell Oil Company
Shoreline Sight Seeing
Showcase Restoration
Siemens
Silverleaf Resorts
Skipper Pools, LLC
Skydex
Slakey Brothers
Sleep Train, Inc.
SmithBucklin
Smithfield
Social Security Administration
Sony Pictures Entertainment
South Carolina Credit Union
South Carolina Department of Veterans Affairs
South Carolina Emergency Management
Southern Chevrolet Cadillac
Southwestern Energy
Specialized Loan Servicing LLC
SRA International
SRG Global
STAFFMARK
Star Transportation Group
State Farm

State of Arizona Dept of Administration
State of Michigan
State of Nebraska Department of Labor
State of Utah
STG Inc.
Summit Management
Sun County Airlines
Swift
Synergy Capital Associates
Tax Centers of America
TEKsystems
TeleCycle
TeleTech
The Exchange
The Limited Brands.
The Major Group
The Mather Company
The Pantry Inc. / Kangaroo Express
The Suddath Companies
Thomas and King, Inc.
Time Warner Cable
Titan Security
TKSP, Inc.
TMX Finance
Top Guard Security
Total Events and Management
Total Quality Logistics, Inc.
Toyota
Toys R' Us
TransNational Bankcard
Tri-County International Trucks, Inc.
Trane
Travelers Insurance
Triple Canopy
Triton Marin Construction
TriWest Healthcare Alliance
Troy Belting and Supply Co.
Tucson Moving & Storage
Tuthill Corp, Plastics Group
U-Haul International Inc.
UL
Union Pacific
United Foods International
United Precision Products
United Security
Universal Protection Service
University of Chicago Medicine



University of Missouri Health Care
University of Nebraska - Lincoln (Human Resources)
University of Pennsylvania Catering Service
University of Wisconsin Medical Foundation
United Road
UPS
URS
U.S. Airways
U.S. Army Corps of Engineers
US Cellular
U.S. Chamber of Commerce
United States Infrastructure Corps
U.S. Trucking
US Citizenship and Immigration Services
US 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 Task Force
Virginia Asset Management
Violia
Volkswagen
Walker Automotive
Walmart
Waste Management
WellCare Health Plans
Wells Fargo
West
West Business Services
West Sanitation Services, Inc.
Westerhill Construction
Western & Southern Life
Western States Equipment (CAT)
Whelan Security
Will-Trans Transportation
Wittenberg Weiner Consulting, LLC
Work Force Staffing
Zions Bank



Appendix 3: *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
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
Verizon
Walmart



Appendix 4: *Hiring 500,000 Heroes* Campaign – Committed Employers

1-888-SCAN-VAN
 Aaron's
 AGC Automotive Americas
 Agro Landscape Consultants, Inc.
 AJM Packaging
 Alfred Angelo, Inc.
 Amberjack Solar Energy, LLC
 American Tech Consulting
 Atlas Advisors LLC
 Attendant Care Companies
 Auto Physician Inc
 Baltimore Police Department
 Bio-Med Devices
 Buckman, Buckman & Reid, Inc.
 Capital One
 Cape Cod Savings for a Cause
 CareMore Moving & Storage, LLC
 CCTV Camera Pros
 CHR Solutions
 Cintas
 Ciro's Pizzeria
 CloseWatch Services, LLC
 Combined Insurance Company of America
 Comcast/NBCUniversal
 Commercial Drivers License School
 Computer Design & Integration LLC
 Converse Conditioned Air
 Corporate Auto Resource Specialists
 Covered 6 LLC
 CSC
 D & M LaPlant Contractors LLC
 DialAmerica
 DigTec, LLC
 Diner 54
 Dontje Agency NAA
 Double J Animal Hospital
 Dover Downs Hotel & Casino
 Drakes & Associates, Inc
 Eagle Security Solutions, Inc
 East Kentucky Power Cooperative
 East Texas Poultry Supply
 Exhibit CONTROL
 Eyewitness Surveillance
 Financial Education Services
 First Command Financial Services
 Fl.Crystal Clean Services, Inc
 Forest Security, Inc.
 Fraser Financial Group, MassMutual
 Fry-Wagner Mid-Missouri
 Fry-Wagner Moving & Storage
 Gem Equipment of Oregon, Inc.
 Gem Financial Services Inc
 General Die Casters, Inc
 General Electric
 Global Enterprises
 Goatlocker Underway LLC
 Goodyear
 Googolplex It LLC
 Grand Island Express
 Greater Boston Chamber of Commerce
 High Seas Technology
 Hire A Vet Remodeling
 Hiring Our Heroes (U.S. Chamber of Commerce's
 National Chamber Foundation)
 Hokukano Ranch, Inc.
 Hoosier Park Racing and Casino
 Hooters of America, LLC
 Houston Precision Fasteners
 Ibis Bay Resort, Key West Florida
 Impress Digital Technologies
 International Franchise Association
 Irontech Satellite
 Joy Accessories, Inc
 JTEK Enterprises, LLC DBA HandyPro of The
 Valley
 Keller Williams Realty & Frank Kenny Real Estate
 Team
 Kinzler Construction Services
 Kitchen Craft Cookware
 Kloke Group
 Kubena Completion Xperts, LLC
 Landmark Residential
 Lincoln Heritage Life Insurance/ SEG Fidelity
 Group
 LMI Landscapes Inc
 Lowe's Home Centers, Inc. of Tarentum PA
 LumaTherm, Inc.
 Magic Falls Rafting Co.
 Majestic Star Casino and Hotel
 Malace | HR



MANNA Capital Management
Mark Rzepka Agency
Martek of Maryland, Inc.
Martin Outdoor Media
McCormick Motors, Inc.
McCutcheon Enterprises, Inc.
Medical Information Technology, Inc.
(MEDITECH)
Merrells Auto Dismantling, Inc.
Metals Service Center Institute
MHA LLC
Michael Zimet LLC
Michigan Turkey Producers
Mid-Atlantic Renewables
MidSouth Geothermal LLC
Mike Haldas
Millennium Digital Technologies
Morgan Stanley Smith Barney
My Web Portal, Inc.
N2Shape, Inc.
National Distributors Leasing
New Image Building Services, Inc.
New Mexico Corrections Department
Old School Transportation, LLC
O'Neal Industries
P.J.E. Lawn Care & Landscaping
Pacific Gas and Electric Company
Paint and Lacquer Company
Patrick Cudahy, LLC
PeopleScout
Port City Inc
Power Component Systems, Inc.
Purple Shovel, LLC
Rainbow Pools and Spas
Re/Max Bayshore Properties
Republic Services
RJN Investigations
RPM Solutions LLC
Ryder System
Sam's Cellar Bar & Oven
Satellite Source LLC
SBCA
Schneider National, Inc
SDLC Partners
Seaworthy Marine Supply
Select Energy Services
Select Van Mayflower
Sgt C Tattoos

Shalimar Motel
Sierra Solutions LLC
Skyline Security Management
Skylink, LTD
Solco Plumbing Supply
South Hills Movers
Sportfolio, LLC
Stallings Refrigeration Company Inc
Sterling Computers Corporation
Stringer Management Inc
Stripe it Rich, LLC
Tax Centers Of America
TeamEliteAdvantage Employment Services, LLC.
The Center for Education Reform
The Los Angeles Film School
The Markham Group
Tiber Creek Consulting
TMC Transportation
Total Quality Logistics
Triangle Services Inc
Trinity Crème Brûlée
Trinity Roof Cleaning
TriTech Corporation of America
Triton Power Wash
Tri-West
Trotter & Morton Seattle
Turin Bicycles LTD.
Two brothers Construction Inc
Uncle Ed's Oil Shoppe
United Shade, LLC
UPMC
US Foods
US Solar Roof
Utility Truck Equipment
Value Place Hotels
Valveworks USA - WI MFG Operation
Vetcorps Landscaping
Votze Butler Associates, Inc.
W&W Glass, LLC
Walsingham Group
Weaver Popcorn Company, Inc.
Western & Southern Life Insurance
Whispering Pines Pet Clinic
Wintergreen Fire & Rescue
Yankee Fishing and Rentals, Inc.
Zeiders Enterprise



Appendix 5: 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
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
U.S. Department of Veterans Affairs
USA Cares
USO

NCF

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