

# Media Kit



**Your source for EEOC, VEVRAA/JVA and OFCCP compliance support!**

VetJobs is sponsored and partially owned by the Veterans of Foreign Wars

## **VetJobs.com, Inc.**

PO Box 71445  
Marietta, GA 30007-1445  
877-838-5627

[www.vetjobs.com](http://www.vetjobs.com)

**Our job is to make you look good in your job!**

VetJobs is a Service Disabled Veteran Owned Business

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## Meet Today's Military

The United States military is the **world's largest technical training school** with over 220 occupational specialties. Why is today's military so technical? In 1972 the military became an all volunteer force. Since then the active duty forces have been reduced from 3.8 million people to 1.4 million. **The military replaced bodies with education and technology!** The impact to America of an all volunteer military is staggering. In 1970, one in ten people working in America had served in the military. Today it is one in 250 and growing! America has had two generations of people who have had no association with the military. The majority of the American population does not truly understand what the military candidate has to offer. There are a total of 2.7 million people in the military defending the 309,472,000 American population, or roughly eight tenths of a percent (.8%) defending the other 99.2%.

**Relevant information about the military today includes:**

- **The military is the premier training ground for leaders with high ethical standards!**
- **In 1970, less than 1% of all the enlisted personnel on active duty had any exposure to college. Today, over 30% on active duty have a college degree (AS/BS) and 1% has a masters or doctorate! The number with a degree rises to 60% if you include the National Guard and Reserve!**
- **The military is the most drug free workforce in the United States!**
- **Military personnel receive the strongest training possible for a job to ensure success in their mission.**
- **92% of active duty military in the United States use computers at their places of duty and 40% of military personnel have job assignments that involve information resource management.**
- **The military is the most diverse workforce in America in terms of ethnicity and religion!**
- **80% of those working in the defense industry originally obtained their **security clearance** in the military!**
- **190,000 plus military personnel transition off active duty each year. Annually, over 200,000 National Guard personnel come back to the US from overseas deployments with a large percentage looking for a job.**

When once asked at a CEO conference why a company should hire veterans, VetJobs' president answered: **How many of the vice presidents in your company manage a \$50,000,000 budget, lead 12 people - that is a good ratio of people to money - go through three months of extensive training to learn their equipment, and if they make a mistake they will take the City of Jacksonville off the face of the earth? I just gave you the basic job description of a weapons officer on a frigate in Mayport, Florida, who also has several other collateral duty assignments. And by the way, she turns 24 next month!**

**Meet today's military. This is not the military of World War II, Korea or Vietnam. It is the most highly trained, technically capable; ethnically diverse and teamwork oriented work force in the world today!**

**That is why we say... *Veterans make the best employees!***



# Why Hire a Veteran

**Proven Leadership:** Veterans were put into leadership roles at early stages of their time in the service. The real world and often battle proven leadership developed in the military is well beyond that of a person in a civilian job.

**Mission Focused:** Every member of the military is used to working in an environment that is focused on the mission at hand. They are not clock watchers. They are focused on what it takes to be successful in their mission.

**Team Players:** All members of the military are used to working in a team environment. Some teams are small, others very large, but all members of the team know their individual efforts support the team in reaching the objective.

**Work Ethic:** The work ethic of veterans is unparalleled due to the need to depend on each other for their lives. Every military person knows that their life and success depends on their team mates. At a time when many employers are concerned that Generation Y candidates are self-absorbed, too Independent, want everything now and expect praise for little or no work, the same age candidates coming from the military are noted for their ability to take orders, manage tasks, lead others, are disciplined team players, technologically savvy, can be educated and are smart! As a result, the work ethic of veterans is vastly stronger than the normal civilian work ethic.

**Training and Education:** Today's military veteran has been trained in nearly every occupation imaginable, with a strong emphasis on technology. Most of the training schools of the military that teach technology, leadership, sales, management and operations surpass those available to civilians.

**Immediate Contributor:** Veterans, through their proven experiences in the military, become valuable contributors from day one of employment. Veterans are used to being challenged, encouraged to demonstrate initiative, think quickly on their feet and give recognition for performance to those who earn it.

**Background Checks and Security Clearances:** Over 90% of those in the military have had background checks for various levels of security clearances. When you hire a veteran, they are less likely to become a risk to your operation. And if your company requires security clearances, a veteran can save you a great deal of money on special background investigations as a transitioning veteran can be transferred in status.

**Government Paid Relocation Assistance:** When leaving active duty, veterans are given government paid relocation.

**Tax Credits:** The Veteran Opportunity Tax Credit is available to employers that hire military veterans.

**Companies with Prior Military CEOs Perform Better:** *Military Experience and CEOs: Is There a Link?* published by Korn/Ferry and the Economist Intelligence Unit found companies lead by CEOs with a military background have outperformed the S&P 500 Index by as much as 20% over the past three, five and 10-year periods. Prior military CEOs tend to last longer in the job and ex-military CEOs provide an average annual shareholder return of 21% versus 11% for the S&P 500 Index during the same time frame.

**Attitude:** Military candidates have a **CAN DO** attitude!



# VetJobs Overview

## Background

VetJobs was founded in 1999 in a market with over 40 direct competitors and has grown to be the leading career site used by transitioning military, veterans and their family members seeking career opportunities as well as employers who want to hire veterans and transitioning military. VetJobs was launched on Veterans Day, November 11, 1999 at 11:00 AM. This harkens to Armistice Day marking the end of World War I on the 11<sup>th</sup> hour, of the 11<sup>th</sup> day of the 11<sup>th</sup> month. **There are many imitators, but only one VetJobs!**

Now in its twelfth year of operation, VetJobs is universally recognized as the leading Internet job board used by employers for reaching the 11.8 million military veterans currently in the work force, as well as the 190,000 plus active duty military personnel who transition each year, the 200,000 plus members of the National Guard and Reserve who rotate back to America each year, and their family members.

If you seek candidates with **diversity, leadership skills, technical skills, security clearances** and who have **verifiable work backgrounds**, you will find them in a military veteran. VetJobs is an excellent source for candidates in information technology, program and project management, sales, linguists, logistics, transportation, human resources, insurance, construction, manufacturing, engineering, finance, healthcare, accounting and senior executives.

## Recognitions

VetJobs has consistently been recognized as one of the top ten recruiting sites on the Internet out of 200,000 career sites. VetJobs has received the prestigious **WEDDLE's User's Choice Award**; selected as a **Top Ten Hot Recruiting Site** by Workforce Management Magazine; **AIRS** top recruiting site; the only military site to receive the **AOL 2010 Hot Job Site** and the only military site selected by **Reader's Digest** and **BusinessWeek**. **These recognitions clearly mark VetJobs as the dominant military related job board on the Internet!**

The military today represents the most diverse work force available. Consequently, VetJobs is a leading **diversity site** with highly trained, bi-lingual candidates. **VetJobs is an appropriate employment service delivery system for EEOC, VEVRAA/JVA and OFCCP compliance support!**

Since over 80% of the employees working in the defense industry originally obtained their security clearance while in the military, VetJobs is a major source for candidates with clearances, particularly at the **Top Secret, Special Compartmented Information (TS/SCI) with polygraph level**.

## Importance of Using a Niche Job Board

As on-line recruiting continues to move towards more specialized markets, the effectiveness of the comprehensive job boards and aggregator job boards continue to diminish. A survey of 3,900 human resources managers found that **84% identified their best candidates from niche job boards!** And a WEDDLE's survey found **69% of candidates expected to find their next job using a job board!** A Booz Allen Hamilton year long survey designed to determine the recruiting practices of 73 of the largest employers found that over half of the new hires came from the Internet! 51% of the employers intend to use niche job boards!



## **Benefits of the VetJobs Flat-Fee Approach**

VetJobs uses a flat-fee rate structure. This structure gives member employers **predictable expenses**, no matter how many candidates they hire, how many recruiters use the site or company locations. VetJobs does not have continual add-on fees or up-charges to increase your costs.

### **Benefits of a flat fee structure include:**

- Unlimited job postings
- Unlimited refreshing of jobs
- Unlimited editing of jobs
- Unlimited number of HR/recruiters (seats) within a company
- Unlimited access to the resume database
- Unlimited use of batch, FTP job loading systems

## **Benefits of Using VetJobs**

- VetJobs has the **strongest brand name** in the military and veteran community!
- **OFCCP** real time on-demand compliance support at no extra cost.
- With the closing of DOL's America's Job Bank, VetJobs is a clear alternative site that is an appropriate employment service delivery system to support **EEOC, VEVRAA/JVA** and **OFCCP** compliance!
- State-of-the-art job metric system that provides week-to-date, month-to-date and year-to-date metrics on job postings and banner advertisements.
- Free Batch Upload program and FTP server for large quantities of job postings.
- H1-b, F1-b free resume database.
- The resumes in the VetJobs database are from candidates actively searching for a job.
- The VetJobs system was designed with security as a priority. The system is hosted on dedicated VetJobs Internet servers, not shared in a public Network Operating Center. VetJobs has built in redundancy with a 99.999% up time.
- The targeted human capital solution that is offered by VetJobs gives you the largest reach into the transitioning military, veteran and National Guard and Reserve market place.

**With all this support, you can understand why the philosophy at VetJobs states:**

***Our job is to make you look good in your job!***

## **Please Note:**

**-VetJobs is an independent job board and has no obligations or fiduciary ties to media owners, portal sites or recruitment agencies. Thus, VetJobs does not compete with its member employers for the employment outcome of the candidates who use VetJobs!**

**-VetJobs does not aggregate traffic from affiliated sites, niche group sites, job board aggregators, parent sites, VFW sites or use any other means to artificially inflate traffic, jobs or resumes.**



## VetJobs Reach into the Military Candidate Market

### Direct Reach

-VetJobs averages over **140,000 visitors each month**.

-The VetJobs Early **Eagle monthly newsletter reaches 400,000 veterans** and family members on the first of each month. The newsletter is turned around by many of the readers and we estimate it may reach 1.8 to 2.0 million.

-VetJobs is **sponsored by the Veterans of Foreign Wars** and endorsed by eight veteran service organizations, such as the Vietnam Veterans of America, Military Order of the Purple Heart, US Army Warrant Officers Association, Association of the US Navy, etc. Through their publications and newsletters we **reach over three million veterans**.

### Active Duty Transitioning Military

-VetJobs has materials in the **206 DOD transition centers** for the Army, Navy, Air Force and Marine Corps. That covers the 180,000 to 190,000 that transition off active duty each year. The transition centers also assist military spouses looking for employment.

-VetJobs materials are used by the **54 state National Guard** groups returning from deployment overseas, about 350,000 per year. There are 1.37 million people in the National Guard and Reserve.

### Veterans

-VetJobs has materials and works with state and federal DOL offices nationwide reaching over three million a year.

-VetJobs has a very active press campaign that reaches millions of viewers and readers.

## TOTAL: VetJobs reach is in excess of 4.5 million

VetJobs has been recognized as the leading military job board by WEDDLE's, CareerXRoads, AOL, AIRS, Workforce Management Magazine, Internet Inc, Reader's Digest and BusinessWeek.



## **How VetJobs Reaches the Military Market**

**Targeted Advertising:** VetJobs uses targeted advertising to reach the military candidate market. Advertising includes military journals, base newspapers, veteran service magazines, etc. Additionally, VetJobs has partnered with several veteran service organization publications used by active duty military and veterans.

**Media Coverage:** VetJobs has an active press campaign that creates extensive coverage of VetJobs and its member employers in the national press. Being the leading military job board, VetJobs management is frequently sought out by print, radio and television programs as subject matter experts. This coverage benefits our members and drives candidates to the web site. Examples are 60 Minutes, PBS Frontline, Military Times, BusinessWeek, etc.

**Transition Centers:** VetJobs maintains constant contact with the Department of Defense transition centers. The 206 worldwide Department of Defense transition centers and 13 USCG transition centers regularly use VetJobs' materials as a basis for their counseling to transitioning military. **Note: The DOD transition centers do NOT make alliances with any organizations but can only refer transitioning military to various resources.**

**Veteran Service Organization (VSO) Alliances:** VetJobs is exclusively sponsored and partially owned by the **Veterans of Foreign Wars of the United States (VFW)**. VetJobs is the only job board endorsed by the **Vietnam Veterans of America (VVA)**, (an important endorsement since 60% of the 11.8 million veterans currently in the work force are of the Vietnam era), **the Association of the US Navy (AUSN)**, the **Veterans of Modern Warfare** (OEF/OIF veterans), the **Military Order of the Purple Heart (MOPH)**, the **Student Veterans of America, United States Army Warrant Officers Association** and **Hope4Heroes**. **VetJobs has more VSO endorsements than any other job board!** Additionally, VetJobs maintains close relationships and alliances with other veteran organizations, intelligence organizations and military spouse networks who then promote VetJobs to their members.

**Newsletters:** Having been in business twelve years, VetJobs reaches hundreds of thousands of veterans and transitioning military through opt-in newsletters that are published monthly. The veteran newsletter is the Veteran Eagle. VetJobs also publishes the Early Eagle (employer newsletter) and the Agency Eagle (recruitment advertising agency newsletter). These newsletters help drive both traffic and customers to the site.

**VetJobs Posting Alert:** The VetJobs Posting Alert is an electronic broadcast of "hot" jobs listed by employers.

**Career Fairs:** VetJobs maintains an active presence at major military related job fairs and lists all military related job fairs, including those of competitors, on the VetJobs site.

**Department of Labor Coordination:** VetJobs maintains close constant contact with state and federal department of labor offices nationwide. VetJobs has an active newsletter campaign to support the LVOP and DVOP representatives in the various labor offices nationwide.

**Field Presence:** VetJobs maintains an active presence at military bases, functions and Department of Defense events in order to drive candidates to the site.

**NGB:** VetJobs has a unique relationship with the National Guard Bureau (NGB) and is cited as the resource for National Guard personnel looking for a job on the NGB site. This is important because while 190,000 plus people leave active duty each year, the National Guard transitions over 300,000 personnel returning to the United States!



## State-of-the-Art Metrics System

VetJobs offers a state-of-the-art metrics system that provides data regarding posted jobs on a week-to-date, month-to-date and year-to-date basis. The data displays how many times a job has been pulled up in a candidate job search, how many times it was opened and how many times a candidate clicked through to apply via email if appropriate.

The metric data is available to the member real time, on demand, affording the ability to analyze the data and create ratios for job performance analysis, but more importantly to have the data readily available during DOL audits.

The screenshot shows a web browser window displaying the VetJobs website. The page title is "VetJobs: America's Premier Job Board for Veterans". The browser address bar shows "http://vfw2.vetjobs.com/empJobList.jsp". The page content includes a navigation menu with links for VETERANS, EMPLOYERS, SPOUSE PORTAL, ABOUT VetJobs, MEDIA CENTER, CONTACT US, and HOME. Below the navigation menu is a "Job Selection" sidebar with filters for Job Folder (Active), Reference #, Keyword, Created Date, Refresh Date, and Sort By (Refresh Date). The main content area displays a table of job listings with 5 selected items. The table has columns for Ref #, Created Refreshed, Title / Location, Search, View, and Click. The data rows show job details for various locations including West Virginia, Delaware, Washington District of Columbia, Maryland, and Virginia Midatlantic.

	Ref #	Created Refreshed	Title / Location	Search	View	Click
1	Active	09/03/2009 09/27/2009	Technical/Support Technician West Virginia Midatlantic	WTD: 22 MTD: 206 YTD: 206	2 15 15	0 0 0
2	Active	09/03/2009 09/27/2009	Technical/Support Technician Delaware Midatlantic	WTD: 18 MTD: 191 YTD: 191	0 5 5	0 0 0
3	Active	09/03/2009 09/27/2009	Technical/Support Technician Washington District of Columbia...	WTD: 18 MTD: 189 YTD: 189	0 5 5	0 0 0
4	Active	09/03/2009 09/27/2009	Technical/Support Technician Maryland Midatlantic	WTD: 19 MTD: 201 YTD: 201	0 12 12	0 0 0
5	Active	09/03/2009 09/27/2009	Technical/Support Technician Virginia Midatlantic	WTD: 30 MTD: 255 YTD: 255	7 20 20	0 0 0

Please note in the third column, Click Through, there are zeros as the customer drove the candidates to an application URL.



## OFCCP Real Time On-Demand Compliance Support

VetJobs provides total OFCCP compliance support to those members who use the resume database. When a customer conducts a search on VetJobs, the data on the search criteria (date, time, search string, resumes returned and resumes viewed, etc) are **immediately** available for review. While DOL OFCCP regulations require the data be stored for two years, VetJobs will always have this data available for member employers. As it is a real time, on-demand system, you can pull your data instantly at any time.

Here is a sample of how the data is presented:

The screenshot shows a web browser window with the address `http://63.243.14.115/queryView.jsp`. The page header includes the VetJobs.com logo and a banner for 'TRANSITIONING?' sponsored by VFW. Below the header, there is a navigation menu with 'Admin Menu', 'View Query', and 'VetJobs Visitor'. The main content area displays search details:

- Employer User: Ted Daywalt
- Date: 2007-04-13 00:00:00.0
- Query: Keywords = 'oracle', State = 'New York'
- SQL Query: FROM RESUME JOIN VETUSER ON VETUSER.ID = RESUME.ID AND resume.hold <> 1 AND (CONTAINS (RESUME.\*, 'oracle') OR Contains(VETUSER.\*, 'oracle')) AND (VETUSER.STATE = 'New York')

Below the query details, there is a table of search results. The table has two columns: 'Full Name' and 'Viewed?'. The first row is highlighted in yellow and shows 'John Jensen' with 'yes' in the 'Viewed?' column. The other rows are in grey and show names like 'Jeremiah Dempsey, Jr.', 'Paul Santore', 'Dean Brooks', 'DOUGLAS GINNEGAR', 'Elizabeth Echevarria', 'Paul Franco Sr.', and 'Nicholas Garigliano'.

	Full Name	Viewed?
<a href="#">View</a>	John Jensen	yes
<a href="#">View</a>	Jeremiah Dempsey, Jr.	
<a href="#">View</a>	Paul Santore	
<a href="#">View</a>	Dean Brooks	
<a href="#">View</a>	DOUGLAS GINNEGAR	
<a href="#">View</a>	Elizabeth Echevarria	
<a href="#">View</a>	Paul Franco Sr.	
<a href="#">View</a>	Nicholas Garigliano	

**NOTE:** VetJobs stores jobs posted provided the customer archives the jobs. For those jobs uploaded through the FTP server, the customers should maintain a copy of batches sent via FTP servers for OFCCP audit purposes.

## VetJobs Customized Solutions for Employers



**Targeted E-mail Campaigns:** VetJobs has the ability to do targeted email campaigns for customers based on their selected criteria.

## Site Statistics

VetJobs average monthly site statistics are as follows:

- Average Monthly Visitors 140,000 plus
- Average Monthly Unique Visitors 80,000 plus
- Average Monthly Repeat Rate 57%
- Average Monthly Page Views 2,940,000 plus
- Average Page Views per visitor 21 plus

## VetJobs Candidate Resume Database

- 123,000 plus resumes in the database
- 21% transitioning from active duty, 79% currently in work force
- 88% enlisted, 12% officer
- 46.6% of candidates in the active resume database have or had a security clearance.
- **Diversity in both experience and people**
- **NOTE:** VetJobs counts only those resumes actually posted by the candidates. VetJobs does not count “registrants” or “profiles” as resume posters.
- VetJobs does not spider or scrape resumes from other sites.
- VetJobs maintains a **vett ed resume database**. This means the resume database is regularly culled of old resumes or resumes whose contact information is no longer valid. While VetJobs cannot guarantee that every resume is current, the company takes all measures reasonably possible to ensure a reliable resume database.

## Security Clearances

The majority of the people working in the defense industry and the intelligence community originally obtained their clearance while in the military. Consequently, VetJobs has become one of the leading sources for candidates with security clearances. With a tight labor market, most candidates with sensitive clearances do not post their resume but prefer to apply direct to employers. **There is no recession in the security clearance arena.**

One must understand that employees do not “own” security clearances. In the United States security clearance system, clearances are assigned to a “billet” and the employee is cleared to work at the security clearance level required by the specific job. Once an employee leaves the job, their ability to work at the security clearance level expires. Certain sensitive clearances can be re-instated to a candidate if they are within a certain time limit when they take another job. If the candidate was not unemployed between jobs, they can be transferred “in status”.

Companies should be skeptical of job sites that claim to have inordinately large numbers of candidates with “current” clearances. Frequently they are counting as “cleared” candidates who have left a cleared position when in reality the candidate is not currently cleared.

## Demographics of Candidates in the Resume Database



The resume database reflects the diversity of our military (see below information). America's military is one of the most diverse workforces in the country. It represents men, women, and virtually every race and ethnic origin. About 20% of the resume database is transitioning military while the other 80% have been off active duty for one or more years. The educational level of the military is VERY high. For example, in the active duty enlisted ranks, 97.4% hold a high school diploma or GED, versus 82.8% of the civilian population. This percentage goes up dramatically if the Guard and Reserve were to be included.

Here are demographics of the United States military today:

**Age of Active Duty Personnel**

	<b><u>Active Duty</u></b>
18 to 25	45%
26 to 34	30%
35 plus	25%

**Force Composition**

Active Duty - 1.44 million  
 Selective Reserve and National Guard – 1.37 million  
 DOD Civilians – 596,920

**Marital Status of Active Duty Personnel**

53% of all military are married.

**Ethnicity of Veterans**

African American – 11.1%  
 Hispanic – 5.7%  
 Native Americans/Alaskan Natives – 0.8%  
 Asian/Pacific Islanders – 1.4%  
 Caucasian – 79.7%  
 Other – 1.3%

**Gender of Veterans**

Female – 8%  
 Male – 92%

**Educational Levels of Active Duty Personnel**

**Officers**

Below Baccalaureate Degree	5.85%
Baccalaureate Degree	49.57%
Advanced Degree	39.83%
Unknown	4.76%

**Enlisted**

No High School or GED	1.00%
High School or GED	99.0%
Other Education Credentials	.83%
1 - 4 Years College (includes AA/AS)	24.70%
Baccalaureate Degree	3.16%
Advanced Degree	.33%
Unknown	.87%

**Sources:** Defense Department Force Management Policy Office, DOD Almanac, DIOR-DIAD Active Duty Military Strength Report, Veterans Administration



# Case Study

Maid Brigade posted information on VetJobs, Military.com/Monster.com and other sites. Maid Brigade used **Google Analytics** to track their responses. After seven weeks, here are the responses the company received from the various sources:

Source/Medium	Visits
walletpop.com/referral	813
(direct)/(VetJobs)	556
vjw2.vetjobs.com/referral	257
maidbrigade.com/referral	251
maidbrigadefranchise.com/referral	110
mail.google.com/referral	110
Google/organic	61
franchise.org/referral	48
military.com/referral	44
vetjobs.com/referral	32

In the above information, the 556 direct applicants were attributed to flyers VetJobs distributed at various veteran service organization (VFW, VMW, VVA and AUSN) conferences. The flyers were the only advertised source where candidates had to type in a URL. The 257 vjw2.vetjobs.com and the 32 vetjobs.com were referral accessions directly from the VetJobs site to a Maid Brigade URL.

## RESULTS

**The combined total for VetJobs is 845. Military.com/Monster.com delivered only 44.**

In total, VetJobs delivered 19.2 more applicants than did Military.com/Monster.com.

On the direct site to site referrals where candidates clicked on a hotlink to go to the Maid Brigade promotional URL, **VetJobs delivered 289 versus Military.com/Monster.com 44.**

On site to site referrals VetJobs delivered 6.5 times more applicants that Military.com/Monster.com.

This case study confirms again the effectiveness of VetJobs and how VetJobs dominates the military and veteran market space.



## VetJobs Success Stories

### **Success story from BNSF Railway, Fort Worth, TX**

BNSF Railway considers VetJobs to be is an outstanding and essential source of transitioning military and veteran candidates for our hiring pipeline. We have successfully used VetJobs for years and recommend it to anyone looking for quality candidates! - Connie McLendon, Director of Recruiting, BNSF Railway

### **From Michaels Wilder, Plano, TX**

Michaels Wilder considers VetJobs to be a highly reliable and successful site for our many clients. We regularly recommend VetJobs as a career site for clients seeking leaders, managers and individuals with clearances in every conceivable industry. VetJobs has proven itself to be an great resource for our clients! - Mary Chaney, Client Coordinator

### **Success story from Condition Analyzing Corp, New Jersey**

I am sold! We hired our first VetJobs employee in 2003 he is still with us and loves his job. We love working with him and has become a valuable member of our team. Since then we have hired several more from VetJobs each with their own special skills and talents. These folks present to our clients maturity, credibility and a work ethic we seldom see in the commercial world. They in turn receive respect for these qualities and their service to our country. We are pleased that we are able to provide a job where they can expand upon their military training and keep up with technology. I am proud have them represent my company. Put simply this is a good fit between CAC and the ex-navy personnel we have hired from VetJobs. - John McNeil, President, Condition Analyzing Corp

### **Success story from Rogers Machinery Corporation, Portland, OR**

Recently we placed an ad on VetJobs and hired an excellent candidate, Peter J. Noll. We initially interviewed him via telephone as he was transitioning out of the Navy at Norfolk, VA. He came to Portland, OR, in July to finish the interviewing and we hired him. His background is well suited for our Production Technician opening and we expect him to quickly grow into other areas of the company. Thank you for such a fine candidate! Using VetJobs greatly reduces our cost-per-hire and we receive outstanding candidates from your site. We will continue to use VetJobs as it is one of the best and most reasonable sources of quality candidates available! - Martye Haugstad, Technical Training & Recruitment Manager

### **Success story from Scientific & Commercial Systems Corporation, Falls Church, VA**

This is to say thank you for the level of interest from VetJobs candidates generated from our last job posting. We hired a person from the 20 plus responses that we received. As expected, some were more qualified than others, but overall, the quality of resumes submitted by candidates responding through VetJobs was superb! We will definitely continue to use VetJobs! - Lonnie B. Williams, Senior Vice President

### **Success story from NCI Information Systems, McLean, VA**

NCI Information Systems views VetJobs as an integral part of our candidate sourcing. As we need strong candidates with leadership and technical experience as well as candidates with high end security clearances, VetJobs has proven itself to be one of our top sources of candidates. Anyone seeking top candidates with military experience should use VetJobs! - Karen Teele, Senior Corporate Staffing Manager



# VetJobs Members

**VetJobs has thousands of employers who have used the site. Representative companies include:**

- Akamai
- American Commercial Lines
- American Eagle Airlines
- American Red Cross
- ARINC
- Blue Cross/Blue Shield – Anthem
- BNSF Railway
- Boeing
- British Petroleum
- CACI
- California Department of Corrections
- Cape Environmental
- Caterpillar
- Central Hudson Gas & Electric
- Central Intelligence Agency
- ChevronTexaco
- Citigroup
- City of Marietta
- CSX Transportation
- Defense Intelligence Agency
- Dow Jones
- DynCorp International
- Earth Tech
- Eli Lilly
- EnSafe Environmental
- GE Aircraft Engines
- General Dynamics
- Genuine Parts
- Georgia Pacific
- Government Services Administration
- Harris Corporation
- Home Depot
- Humana
- Internal Revenue Service
- Johns Hopkins University
- Keane, Inc
- Kellogg Brown & Root (KBR)
- KIA Automotive
- Kraft Foods
- Lee Memorial Healthcare
- Matson Navigation
- ManTech International
- Military Sealift Command
- National Geospatial-Intelligence Agency
- NavMar Applied Science Group
- NCI Information Systems
- Nextel
- Nokia
- Northrop Grumman
- Oracle Consulting
- Olgoonik Logistics
- Owens Corning
- Phillip Morris
- RR Donnelley
- Raytheon
- Rockwell Automation
- Rogers Machinery Company
- SAIC
- Scientific & Commercial Systems Corporation
- Schneider National
- SGT
- T-Mobile
- TRW – Vinnell Corporation
- Turner Properties
- Unisys
- United Airlines
- United Parcel Service
- USIS
- US Air Force
- US Army Recruiting Command
- US Customs Service
- US Immigration & Customs
- US Navy Recruiting Command
- US Secret Service
- US State Department
- Waldorf Astoria Hotels
- Walmart
- World Wildlife Fund