



MARINES IN TRANSITION

a publication of the Marine Executive Association

www.MarineEA.org



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April 2012

In This Issue

Message From the President	1
Richard H. Francis Leadership Award	2
MEA Celebrates 30 th Anniversary	3
MEA Participates in Philly Muster	4
MEA to Host Virtual Job Fair	4
Chapter News	7
Social Media and Job Interviews	9
Résumé Do's & Don'ts	11
Vow to Hire Heroes	12
Preparing for Transition	16
MEA 2012 Board Membership	17
Upcoming Events	18

MESSAGE FROM THE PRESIDENT

Max Wix, MEA President

On behalf of the Board of Directors of the MEA I thank you for your continued support of Marines in transition and one another. We welcome all of our new members and hope to see you at our breakfasts, luncheons and other transition support functions worldwide. Thank you for your service to our Marine Corps and to our Nation.

We continue to thank our Board Members for their devoting personal time to support Marines in transition. I also wish to express thanks for the many years of support our Executive Director Tim Murphy has devoted to the MEA and Marines in general.

Recent DOD budget activities continue to make the news. Reductions in consulting support contractors is already having an affect on our membership and add to the stress on Marines and their family members who have become used to steady income from those sources. The reduction in available employment opportunities is hitting home all around and will affect decisions being made by transitioning Marines, whether for the first transition or the next. We ask that you stay diligent in support of our Marine Corps brothers and sisters during this trying time. Fortunately, when you take a look at the numerous positions that continue to be posted on the MEA web site it is heartening to know that positions are available across the country and around the globe. These are for all magnitude and span all skill related functions, many of which all Marines possess. I want to again encourage Marines to actively devote as much time to furthering their education and building their skills for future employment.

Continued on page 4

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View the complete listing of MEA officers and committee members on MarineEA.org

COREY ALDERMAN AWARDED THE RICHARD FRANCIS MERITORIOUS SERVICE AWARD BY MARINE EXECUTIVE ASSOCIATION

Tim Murphy, MEA Executive Director

MEA member Corey Alderman was awarded the Richard H. Francis Leadership Award by the Marine Executive Association on behalf of his service supporting résumé posting and review to Marines in transition. Corey quickly cleared up the backlog of uploads at the web site and took over the daily resume support requests received through E-mail.

Marines and MEA board members recognized Corey's service, and his nomination by Webmaster Will Donaldson was approved by unanimous MEA board vote. The presentation was made during the MEA Job Networking Luncheon at MCB Quantico on February 10.



MEA President Max Wix, reads the Richard H. Francis award citation to Corey Alderman.

Lieutenant Colonel Richard H (Duke) Francis, USMC retired from active duty in 1969. Dick worked for the National Council for Independent colleges and Universities, the Department of Housing and Urban Development and served as the Executive Director of the Marine Executive Association, for over a decade. The Richard H. Francis award was established in 1999, in recognition of his dedicated service to the Marine Executive Association.

MEA CELEBRATES 30TH ANNIVERSARY

Max Wix, MEA President

The Marine Executive Association is celebrating its 30th Anniversary with Spring Socials and Networking Events in Arlington and Quantico Virginia and aboard Camp Pendleton. Come join us for networking and seeing old friends and making new ones too.

The Marine Executive Association is a national, volunteer, non-profit organization of former and current active duty Marines who provide assistance to Marines transitioning from active duty to reserve/retired status, leaving the Corps at the end of obligated service or moving from one civilian career/job to another. Transition assistance includes: Resume review; Job hunting and interview tips and techniques; Job posting by employers to the MEA web site; Resume posting by Marines for employer download; and resume and interview coaching by volunteer Marines.

The MEA provides a weekly E-Mail list of all jobs that have been posted during the previous week and resumes posted for employer download, review and screening. Sign up on-line <http://www.marineea.org/index.php/for-employers-menu/hotjobs-signup>.

Our membership is composed of Marines from all ranks and MOSs who have agreed to contribute their civilian job hunting and hiring experiences to fellow Marines of all ranks. MEA job networking events and transition assistance are held in the DC area at MCB Henderson Hall, MCB Quantico and NNMC Bethesda, Md. MEA Chapters provide job networking events and transition assistance at Camp Pendleton, CA. Austin, TX, Atlanta, GA, and New York City.

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MEA 30th Anniversary Spring Social & Networking Events

Arlington - April 20
Quantico - May 11
Camp Pendleton - May 16

The MEA is inviting active, reserve and former Marines and Marine-friendly employers to join us in celebrating our 30th anniversary.

All three events will be used for networking as well as camaraderie and esprit de corps. There is no cost to Marines or employers who participate in one or all of these events.

Marines in transition, or who will be transitioning in the next 12 months, are encouraged to attend and bring résumés. They should also RSVP (see link below) and post their résumé on the MEA website.

Employers who wish to support the MEA are encouraged to attend. They should also RSVP and post any employment opportunities on the MEA website.

The venues will allow on-the-spot interviews and other networking in a relaxed atmosphere.

Please dress appropriately. Suit and tie are not required, but slacks and collared shirts are appropriate.

Hors d'oeuvres and a cash bar will be provided.

[View more details and register online.](#)

MEA CELEBRATES 30TH ANNIVERSARY CONTINUED

A MEA chapter is forming in the Camp LeJeune area to provide transition assistance in that locale. Chapters are forming near other Marine Corps Bases and Marine Corps Reserve Bases. Additional job networking and transition assistance events will be established as formal MEA chapters are established.

The MEA does not find nor place Marines in jobs; however, through our network of "Marines helping Marines" we assist transitioning Marines toward their future.

MEA TO HOST VIRTUAL JOB FAIR

The Marine Executive Association will host a "Marines only" Virtual Job Fair on July 18 and 19, 2012.

This Virtual Job Fair will focus on 1st tour transitioning Marines. **The first day (July 18) will be for jobs located east of the Mississippi; the second day (July 19) will be for jobs located west of the Mississippi.**

The MEA is working to identify veteran-friendly employers hiring in all states. There is no charge for Marines to participate. Marines will need Internet access to subscribe to the job fair, post their résumés, visit employer booths, apply for jobs, and connect for employer interview. If you would like to be notified when the MEA Virtual Job Fair is open, please contact the MEA Executive Director at ExecDir@MarineEA.org.

MEA PARTICIPATES IN PHILLY MUSTER

Tim Murphy, MEA Executive Director

The MEA participated in the Philly Muster on March 3, 2012. The Muster is coordinated through Marine Corps Individual Reserve Support Activity (MCIRSA) to Marines who have transitioned and are located in the Philly area. The muster was held to:

- Pull together Marines and provide info on health and stress levels, including what are stress signs.
- Identify Marines who will join the IRR.
- Provide local area employers who a chance to meet Marines who are unemployed, or under-employed, including the local MC Reserve units.
- Provide local vet groups a chance to tell why a Marine should join

1200 sets of permissive travel orders were sent out, and 710 Marines participated. I met with every employer, provided info on MEA, the website, job board, résumé download, and MEA history and chapter/job networking locations. I was introduced Marines to the services we provide in transition, résumé review, job networking, the newsletter, and chapter/networking locations. I told several Marines, if they had an interested group, MEA would again work to establish a Philly chapter.

MESSAGE FROM THE PRESIDENT CONTINUED

I continue to see far too many Marines leave the Service without a degree or having made significant progress toward a degree, while FREE Tuition Assistance is available. Veterans should take advantage of their GI Bill. Rules constantly change, but the Internet is full of information, so make sure you check out the real scoop with the Department of Veterans Affairs <http://www.gibill.va.gov/>.

I found five good tips at "<http://www.military.com/education/content/gi-bill/5-must-know-gi-bill-facts.html>" that focus on some salient points to remember. This is public information and I provide those below.

Fact #1 You have 10 - 15 years to use your GI Bill benefit

Once you have separated from the service you have 10 years to use all of your benefits under the Montgomery GI Bill and 15 years to use you Post-9/11 GI Bill benefits. Although separating from service "starts the clock" on your 10-year time limit, you should know that if you rejoin active-duty service for more than 90 days, during the 10- year period, your 10-year clock is reset. In other words, you get 10 years from your last discharge.

Lance Corporal Smith left the active duty and joined the Marine Corps Reserve. Three years later he returned to active duty with seven years remaining on the MGIB clock. At that point, the clock is reset at the 10-year mark when he leaves the active duty service again, at which point the 10 year clock will start ticking again. He now has a fresh 10 years left to use ALL of his benefits or he will lose his remaining balance, which then returns to Uncle Sam.

Fact #2 The GI Bill is not Federal Financial Aid

The GI Bill is not considered Financial Aid in the traditional sense. College and University financial aid departments do not consider the MGIB financial aid because it is normally paid directly to you, not the school. Most schools will require you to sign a promissory note or apply for student loans to pay them upfront. You will then be required to pay these loans - hopefully with your GI Bill payments.

This also means that you are eligible for student loans, scholarships, and Pell Grants along with the GI Bill.

Note: Although un-taxable, GI Bill benefit payments reduce the amount of student financial aid you are eligible to receive.

Fact #3 You can stop and start using the GI Bill as needed

Unfortunately, many people believe that once you apply for benefits you have to remain enrolled in school to get the full benefit. Thankfully that's not true; you can use the GI Bill for any period of time, take time off and re-apply to use it again at a later date. (Keeping in mind fact number one)

You can also use it as you progress to your education goal. If you use your benefits wisely your GI Bill benefits can help you finish your associates, and work on your bachelor's, and later complete your master's degree.

Continued on next page

MESSAGE FROM THE PRESIDENT CONTINUED

Fact #4 A "month" of benefits doesn't always mean a month

The GI Bill benefit provides 36 months of education benefits. The term "months" can often be confusing. The "36 months" of benefits does not mean you have only 36 months to use it, nor does it mean you must use it all in one 36 month period.

There are two ways the term month is used. One way for active duty and the other for veterans. The following should help you to better understand this aspect of the Montgomery GI Bill.

For Veterans: Every time you use the current maximum "payment rate" of MGIB benefits you use a month of your 36 months of benefits. In this example a "month" doesn't really mean a month.

Here is what the VA says:

"If you are a veteran and you receive \$5,284, and your full-time MGIB rate is \$1,321, divide \$5,284 by \$1,321. Your entitlement charge is four months.

However for active duty:

If you are on **active duty** and you go to school full-time for four months, but your tuition is only \$1,000, you will still be charged for four months of your 36 month entitlement. In this example a "month" actually does mean a month.

Fact #5 The GI Bill pays according to the number of credits you take

The GI Bill payment rates are based on several factors, the biggest being your credit load. For example a full-time student will get up to \$1426 a month while a half-time student will only get half that amount. Learn more about how Montgomery I Bill Payment Rates work.

It is also important to know that the MGIB Payment rates increase every year. See the current GI Bill payment rate tables to view the details and this year's payment rate.

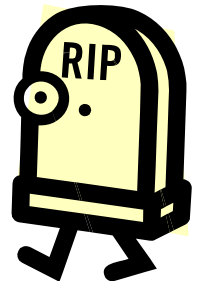
You can apply for the GI Bill by filling out and following the instructions on VA Form 22-1990, Application for Education Benefits. For more details, see the Post-9/11 GI Bill Application Process and get started using your benefits today!

Very Respectfully and Semper Fidelis,

Max Wix"

What is Your Life Expectancy?

Developed by Northwestern Mutual Life, this calculator estimates your life expectancy.



<http://media.nmfn.com/tnetwork/lifespan>

CHAPTER NEWS: MEA STANDS UP NE OHIO CHAPTER

Frank Wickersham, MEA Chapter Chair

On 1 April 2012, MEA stood up a new chapter in the critically important area of Northeastern Ohio (NEO). The founding members of this new chapter include (pictured below): Tim Gurgol, Kim Boskovitch, Doug Bowser, Matt Wojtecki, and Matt Shriver.



When asked why they felt the need to start a MEA Chapter, they all agreed it was their duty. NEO Marines Matt Wojtecki and Tim Gurgol both stated that since their return from Iraq in 2005 they have felt the need to give back and now they are in a better position to assist. According to Matt and Tim, the newly formed Northeastern Ohio (NEO) Chapter of the MEA is willing, ready and excited to provide support and assistance to disabled, needy veterans; veterans of the US Armed Forces and their families; and to the widows and orphans of deceased veterans. The NEO MEA is committed to establishing strong, long-lasting, professional and social relationships amongst veterans, employers, businessmen and tradesmen in the Northeastern Ohio area.

Continued on page 10

Veteran Entrepreneur Training Symposium

June 11-14, 2012 • Reno, Nevada

COME TO VETS2012!

A symposium focused on the success of veterans.

"Can doing business with the government be frustrating, difficult and tedious? You bet."

"Is it worth the trouble? Absolutely, and here is what you need to know..."

VETS2012 brings government agencies, industry leaders and Veteran entrepreneurs together in a small, intimate forum to discuss issues affecting Veteran-owned companies. CONTRACTING. FINANCES. SALES & MARKETING. VERIFICATION. Whether in a class or over a cup of coffee, VETS2012 provides the opportunity to sit down and ask the questions you need answered.

[View more details and register online.](#)



Frank Wickersham, MEA Member-at-Large responsible for chapters and Vice President Corporate Responsibility for VSE Corporation, will be presenting at the Symposium.

CHAPTER NEWS: MEA WEST (CAMP PENDLETON)

Steve Fisher, Chair, MEA Camp Pendleton Chapter

2012 has been a year of expansion and new programs for the MEA Chapter - West (Camp Pendleton Chapter).

2012 Board of Directors

The Board of Directors now includes Colonel Hank Donigan, Sergeant Major Frank Pulley, Master Gunnery Sergeant Sonny Gambrell, Colonel Rob Clark, Marine Chuck Heiser, Lieutenant Colonel Mike Collier, Major Sean Moore, Lieutenant Colonel Kevin Leahy, Colonel Dave Harlan, Major Frank Shelton, Master Gunnery Sergeant Brad Lee and Colonel Steve Fisher.

25+ Seminar

The Camp Pendleton 25+ Seminar, organized and developed by Chuck Heiser, at the request of the Base four years ago, convened from 12-15 March to rave reviews. Aply assisted by Mike Collier, a plank holder at MEA - West, this three and a half day focused session included retiring SNCOs, Warrant Officers and officers up to the grade of Colonel. Camp Pendleton is the only Marine Corps Base to offer this executive level transition seminar to all retiring Marines.

We hope to expand the program to other bases. Let your Base transition coordinators know about this unique opportunity and let me hear from you if your Base is interested in a similar effort in your area.

Monthly Networking Meetings

Our monthly networking meetings are still conducted on the third Wednesday of the month. We meet in the Iron Mike Room of the Camp Pendleton South Mesa Club.

We gather at the bar at 1730, introduce our speaker at 1800, followed by member introductions, and adjourn no later than 2030.

Our March speaker was Marine David Dickey, the CEO and founder of The Patriot Group, Inc., David is a two time Iraqi combat Veteran and Bronze Star recipient. He has become a highly sought after speaker and advisor for Veteran causes such as Disabled Veteran small businesses issues. Prior to becoming the CEO of The Patriot Group, Inc. he was the President & COO of Alpha Ten Technologies, Inc.

Marine Seniors

Finally, we have recently partnered with four senior business executives from Orange County who are interested in assisting transitioning Marines.

Rick Lamprecht is a "business doctor" who is the architect of several business recoveries from near bankrupt situations. Tom Faust is an owner and senior executive in both entrepreneurial and large corporations with experience in manufacturing, marketing, and leadership of firms in commercial, military, and aerospace markets. Ed Johnson is a well regarded career human resources executive with particular skills related to the challenges of medium to large high-tech and manufacturing enterprises. And, Gerry DuBois is a small business entrepreneur.

This team of business executives has proposed establishing a week long "language of business" course to assist transitioning Marines and enable them with skills and the ability to readily translate their professional skills to the civilian business world.

Stay tuned for updates.

Continued on page 8

SOCIAL MEDIA AND JOB INTERVIEWS

Dan McLean, MEA Editor Newsletter

In a recent Fox News report (20 March 2012), originally reported by the Associated Press (AP), the subject was proposed laws that would forbid employers from asking for job applicant's social media passwords. The MEA newsletter from a couple of quarters ago also warned of the type of postings you put onto your social media pages as employers do look.

However this is a slightly new twist and the lawyers are discussing the legality of asking for a person's user name and passwords so that Human Resources (HR) managers can look at your social activities. Below are a few examples from the article:

- A state public safety and correctional services organization asked an employee returning after a long medical leave for access to his social media site to check on any gang affiliations. The employee was "stunned by the request but complied." The result was the ACLU complained and the organization changed to asking applicants to log into their accounts to allow HR personnel to look. ACLU contents it is still an invasion of privacy.
- A sheriff's department has a long-standing policy of asking applicants for their login information so they can be screened. Applicants have complied which according to the sheriff "speaks well of the people we have apply."

- Another sheriff's department asks that applicants "friend" the HR office so that their social media pages can be screened. They contend it is not much different from asking friends and neighbors about an applicant in a background investigation.

So what are employers looking for you may ask. Primarily they are looking for disparaging remarks about former or current employers or behavior that may bring discredit upon the organization the individual is applying to. For instance in recent YouTube videos we have seen Marines doing questionable things while on patrol, we have seen others pictured in front of a flag with SS runes emblazoned on them and there have been other items published on social media sites that bring discredit upon the individuals and their Service regardless of whether it was Army, Marine Corps, Navy, Air Force or Coast Guard.

As an HR manager would you hire one of the people on those aforementioned examples or be a bit hesitant as to their judgment, character, etc. How about hiring a person that constantly rants on their social media pages about how idiotic their boss, company, project, etc. is? Would you think twice about a person that posts pictures of themselves at events and alcohol is present at every one?

According to a radio news item I heard the other day, this concern about employers or potential employers checking on a person via social media sites was a primary factor in why this year's spring breaker college students were watching their behavior as a means of avoiding having embarrassing or questionable material posted.

Continued on next page

CHAPTER NEWS: NE OHIO CHAPTER CONTINUED

Furthermore, NEO MEA plans to affiliate the Northeastern Ohio chapter with various professional groups, specifically the local area chambers of commerce, to aid them in the *Hiring Heroes Program* and support the White House Initiative on *Joining Forces*.

“Northeast Ohio has an unemployment rate of over 34% among Veterans and our mission is to change that,” stated Kim Boskovitch, an Assistant Vice President and Business Banker with J.P. Morgan Chase and Company. Kimberly is also a Gold Star Sister who lost her brother, Cpl. Jeffery Boskovitch in Iraq. Jeff was serving in the Scout Sniper Platoon, 3rd Battalion, 25th Marines.

“It’s pretty simple”, said Doug Bowser, “Each of us has a unique tie to this group.”

Bowser continued, “Kim’s brother served in Iraq with Matt and Tim. He ultimately gave his life in combat. Since then Kim has had a passion for those that have served, and she has played a key role in the development of our group. It is efforts such as hers and others like Matt Shriver that are making life better for Buckeye Veterans and their families.”

Likewise, Matt Shriver, an Assistant Deputy Director (Cleveland) for the Ohio Department of Veteran Services, is developing new veteran employment initiatives in concert with the Ohio Department of Labor. Matt noted, “I can remember hearing stories of Veterans Representatives spearheading initiatives in the ‘60’s across the country. I see the same kind of passion in our NEO MEA group. We look forward to serving Marines and all Veterans in Northeast Ohio. It is our duty.”

CHAPTER NEWS: MEA WEST CONTINUED

For additional information, to receive our job opportunity listings, or to volunteer your services, contact me at:

Steve Fisher, Colonel USMC (ret)
pendletonchapter@marineea.org
C: (760) 522-4956

SOCIAL MEDIA AND JOB INTERVIEWS CONTINUED

Facebook terms of use states that it is a violation to give out user names or passwords, the Department of Justice says it is a crime to enter a social networking site without permission however they will probably not prosecute anyone over such a violation. Good network security has told us to NEVER give our user names or passwords out to anyone! This article is not about the legality of the practice nor is it to persuade individuals to compromise their network security or their potential to get hired. What this article is intended to do is to inform, that in this current age of widespread social media use, smartphones and tablet computers with cameras and the ability to upload videos and photographs virtually seconds after the event happens, employers are also viewing these sites and that what you do can come back to haunt you!

The referenced article can be viewed at

<http://www.foxnews.com/politics/2012/03/20/proposed-laws-forbid-employers-from-asking-job-seekers-social-media>

A companion article may be found at

<http://www.foxnews.com/politics/2012/03/25/senators-call-for-federal-probe-over-employers-asking-for-facebook-passwords/?test=latestnews>

RÉSUMÉ DO'S AND DON'TS

Cory Alderman, MEA Résumé Assistance

Your résumé is a marketing tool that lists a summary of your qualifications for employment. It will typically let the reader know what type of position you are seeking and will highlight your education, experience, skills and other relevant information. The best way to determine what should be included on your résumé is to ask yourself what the potential employer would want to know about you to consider you for the position. The primary purpose of the résumé is to get you an interview.

Use the following tips to “wow” a future employer:

- **Using résumé templates is discouraged.** Create your own unique document that is both appealing and easy to edit.
- **When emailing your résumé and cover letter, try to send them as PDF documents to preserve formatting.**
- **Unless you have a very common name, consider eliminating your middle name or initial from your résumé for easier name recognition.** (Nicknames can be in quotation marks between your first and last name.)
- **Only one telephone number needs to be listed.** Be sure that your email address, voicemail message and social networking sites are professional.
- **Résumés should be 1-2 pages in length and printed on résumé paper.** If you are just starting out in your field, or if you are seeking corporate employment, your résumé should be one page. If you are seeking a nonprofit position, or you have a lot of experience, it can extend to two pages (with your name at the top of the second page).
- **It looks best to have your name in bold, a couple of sizes larger than the body of the résumé.** Your address, telephone number and e-mail address should not be larger or in bold.
- **Font size is generally 10-12 points and in *Arial* or *Times New Roman* for easier reading.**
- **Margins do not need to be more than 1 inch.**
- **If a cover letter will accompany the résumé, an objective is not necessary.** If included, objectives for internships may indicate that you wish to enhance your skills; objectives for employment should state the skills you will bring to the employer.
- **List everything (jobs, degrees, internships, activities) in reverse chronological order.**
- **Experienced job seekers may wish to include a *Profile* or *Summary of Qualifications* at the top of the résumé, with 4-6 bullets or phrases highlighting the skills and traits that would be of interest to the specific employer.**
- **Include your current degree program and anticipated graduation date, even if you have just begun your studies.**
- **List your degrees by month and year.** If they are more than 15 years old, dates should not be listed.
- **Use dates of attendance only if you did not earn a degree.** Be accurate in the name of your degree.

Continued on page 14

VOW TO HIRE HEROES ACT OF 2011 (PUBLIC LAW 112-56)

Comprehensive Legislation to End Veteran Unemployment

Frank Wickersham, MEA Chapter Chair

According to the Labor Department, there are 3.4 million job openings right now in the United States. Yet, many employers are finding that workers **do not have the skills or training** they need to qualify for them.

There are nearly 900,000 unemployed veterans in the United States—a staggering figure. The latest Department of Labor unemployment report shows that in March 2012, the average unemployment rate among **all** veterans was 7.7% and 12.1% for veterans returning from Iraq and Afghanistan.

The unemployment rate for male and female veterans age 18 to 24 was an astonishing 30.2%. Male veterans in this age group experienced a 29.1% unemployment rate while female veterans in this age group endured a 36.1% unemployment rate.

Veterans in the age group 25 to 34 are experiencing an overall unemployment rate of 13%, with male veterans in this group at 13.4% unemployment and female veterans in this age bracket at 10.6%. Overall, the veteran population from 18 to 34 is experiencing a 21.6 % unemployment rate.

Equally troubling, veterans between the ages of 35 and 64, the group with the highest financial obligations and the fewest available VA education and training options, continue to make up nearly two-thirds of all unemployed veterans.

Overall, nearly one in twelve of our nation's heroes cannot find a job to support their family, do not have an income that provides stability, and do not have work that provides them with the confidence and pride that is so critical to their transition home.

The “**Vow to Hire Heroes Act**”, is a bipartisan, bicameral, comprehensive piece of legislation that seeks to lower the rate of unemployment among our nation's veterans. This legislation combined the provisions of the Veterans Opportunity to Work (VOW) Act, the Hiring Heroes Act, and veterans' tax credits into a comprehensive jobs package intended to aggressively attack the unacceptably high rate of veterans' unemployment by:

- ***Expanding Education & Training:*** To begin moving veterans out of the unemployment lines, the VOW to Hire Heroes Act of 2011 provides nearly 100,000 unemployed veterans of past eras and wars with up to 1-year of additional Montgomery GI Bill benefits to qualify for jobs in high-demand sectors, from trucking to technology. It also provides disabled veterans who have exhausted their unemployment benefits up to 1-year of additional VA Vocational Rehabilitation and Employment benefits.
- ***Improving the Transition Assistance Program (TAP):*** Too many service members do not participate in TAP and enter civilian life without a basic understanding of how to compete in a tight job market. Therefore, the VOW to Hire Heroes Act makes TAP mandatory for most service members transitioning to civilian status, upgrades career counseling options, and job hunting skills, as well as ensures the program is tailored to individuals and the 21st Century job market.

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VOW TO HIRE HEROES ACT OF 2011 CONTINUED

- **Facilitating Seamless Transition:** Getting a civil service job can often take months which often forces a veteran to seek unemployment benefits. To shorten the time to start a federal job after discharge, this bill allows service members to begin the federal employment process by acquiring veterans preference status prior to separation. This facilitates a more seamless transition to civil service jobs at VA, or the many other federal agencies that would benefit from hiring our veterans.
- **Translating Military Skills and Training:** This bill also requires the Department of Labor to take a hard look at how to translate military skills and training to civilian sector jobs, and will work to make it easier to get the licenses and certification our veterans need.
- **Veterans Tax Credits:** The Vow to Hire Heroes Act provides tax credits for hiring veterans and disabled veterans who are out of work. This program is the Work Opportunity Tax Credit (**WOTC**) program.

On November 21, 2011, President Obama signed into law the **Vow to Hire Heroes Act of 2011**. This act became **Public Law 112-56**.

Section 261 of the Act, the “**Returning Heroes and Wounded Warriors Work Opportunity Tax Credits**,” amends and expands the definition of WOTC’s Veteran target groups. The changes and new provisions in this Act apply to individuals who begin to work for an employer the day after its enactment, November 22, 2011, and before January 1, 2013.

The **Vow to Hire Heroes Act of 2011** includes the following provisions:

- Introduces additional categories for “qualified veterans”
- Increases value for current categories of WOTC Veterans
- Extends WOTC benefit for VOW categories through 31 December 2012
- Permits non-profit/ tax-exempt organizations to participate in WOTC but limits participation to the VOW categories
- WOTC benefit for non-profit/exempt organizations is adjusted from 40% of qualifying wages to 26% and is applied as a credit against the entity’s employment tax liability

Current WOTC categories and tax credit amounts per veteran hired are as follows:

Category	Credit Amount
Veterans receiving SNAP benefits	\$2,400
Veterans with a service-related disability(10% +)	\$4,800
Veterans with a service-related disability unemployed(10%+) for at least 6 months	\$9,600
Veterans unemployed for at least 4 weeks	\$2,400
Veterans unemployed for at least 6 months	\$5,600

If you are either a veteran or an employer who wishes to learn more about WOTC and the **Vow to Hire Heroes Act of 2011** contact: **MEA Chapter Chair, Frank Wickersham III** at fgwickersham@vsecorp.com

RÉSUMÉ DO'S AND DON'TS CONTINUED

- List *results* and *skills* when possible, not just duties.
- Only the name, city and state of your colleges and employers should be included. Details such as address, telephone number and supervisor will be listed on employment applications.
- List *degrees and job titles, or colleges and employers*, in bold font with limited underlining and italics.
- Consider having your section titles in all capital letters and bold font, the same size as the text.
- Bullets should begin with *action verbs* and be in phrases, not sentences.
- Use the present tense of verbs to describe duties in your current job, internship or activities.
- Use the past tense when describing duties from previous jobs, internships or activities.
- Write in the *first person* but do not use personal pronouns such as “I.” Simply state what it is that you want (in your objective) or what it is that you do/did (in your jobs/activities).
- Do not split names and phrases between lines or sections between pages.
- List other languages in which you are fluent or familiar. If you have traveled extensively or lived in another country, include that information.
- List your GPA if it is 3.0 or above. If the GPA in your major is significantly higher than your cumulative GPA, you may list them both. If you graduated with honors (e.g., *cum Laude*), you do not need to include your GPA. Once you are in graduate school, GPAs are no longer required.
- Awards and scholarships are listed on résumés for undergraduate and graduate students, usually toward the bottom of the page. Academic accomplishments should decrease on résumés as relevant work experience increases, unless they are applicable to the position that you are seeking.
- Be sure that *key words* for your field are used in your résumé.
- Do not include personal information such as birth date, marital status, social security or license or certificate number. Exclude hobbies, interests and religion /ethnic background unless they would be considered relevant to an employer.
- Include computer skills such as systems, languages, programs and databases.
- If you are applying for positions in social service, your community service activities should be listed and described briefly. If you are applying to a “for profit” company, list them without descriptions.
- We no longer note that references are available upon request. Instead, have a page (with the same heading as your résumé) that lists 3-5 professional references with their titles and contact information. Take this list with you to interviews or send it when requested.

Continued on next page

RÉSUMÉ DO'S AND DON'TS CONTINUED

- **We no longer note that references are available upon request.** Instead, have a page (with the same heading as your résumé) that lists 3-5 professional references with their titles and contact information. Take this list with you to interviews or send it when requested.
- **If you are changing careers, a functional (skilled-based) résumé is usually most effective.** Please consult with a career counselor to determine the best style for you.
- **Do not rely solely on Spell Check.** It is sometimes inaccurate, and it will not work on words in all capital letters.
- **Carry additional copies of your résumé to interviews.**

Intelligence Program Seeks Wounded Warriors and Disabled Veterans

Rababy & Associates, a service disabled veteran owned small business, is seeking wounded warriors and disabled veterans with a VA disability rating of 30% or greater for our **Disabled Veteran Intelligence Program” (DVIP)** in which we recruit, train and equip our disabled veterans to support government agencies in the collection and analysis of information requirements.

The program is also open to spouses and parents who have become fulltime caregivers for their loved ones due to combat injuries.

Please send a current résumé with disability rating to David Rababy at david.rababy@rababyassociates.com.

TOYS-FOR-TOTS RIDE



For all you northeastern motorcycle riders, especially in the Vermont, Western Massachusetts and Upstate New York areas, the Leathernecks Motorcycle Club, Lake George Chapter is co-sponsoring a Toys-for-Tots ride on 12 May 2012. The other co-sponsors are McDermott's Harley Davidson and Sons of the American Legion Squadron 83. The event will start at McDermott's Harley Davidson located at 4294 State Route 4, Fort Ann, NY 12827 and ride to Fort Ticonderoga, NY, returning to Ft Ann. It should be a good time and event proceeds will benefit the local Toys-for-Tots Train.

Event cost is \$20.00 with hotdogs, burgers, beans, dollar drafts and a DJ at the Whitehall Legion! The event starts at 1200 with registration between 1000-1100.

So come on out and ride with your friends or make some new ones all to support a great cause. Don't worry, Mother's Day is the day after the ride so momma will let you go or ride with you. What better way to enjoy springtime in the Adirondacks and ride with fellow Marines!

More information can be found at <http://www.leathernecksmcadklgc.com/>, <http://www.mcdermottshd.com/> or by contacting Major Ed Nelson, USMC (Ret) at ednelson@cox.net

PREPARING FOR TRANSITION

Transition Readiness Seminar

The TRS provides resources and assistance that enables all separating service members and their families make a successful transition from military to civilian life.

TRS provides relevant information and practical applications on career, employment, education and training benefits, determining health and life insurance requirements, financial planning, benefits of affiliating with the Reserve component, and Veteran's benefits and entitlements.

The Core

All transitioning service members are required to attend The Core no less than 90 days prior to leaving active duty. This session informs attendees of their benefits and entitlements, as well as other available services.

TRS Pathway Workshops

All transitioning service members are required to attend TRS workshops conducted by MCCS, state and federal instructors. These workshops are designed to give the attendees the basic knowledge and skills necessary to plan and execute a successful transition. The Pathway choices include:

- Employment Pathway
- College and University Pathway
- Career/Technical Training Pathway
- Entrepreneurship Pathway

Individual Transition Plan

The key to a successful transition is planning. This can be accomplished by creating an Individual Transition Plan (ITP). The ITP serves as a framework to fulfillment of realistic transitional goals based upon the individual's unique skills, knowledge, experience, and abilities. The ITP identifies actions and activities associated with transition. The ITP will be developed throughout the TRS workshop.

Who is Eligible for TRS Services?

Transition services are available to all service members (and their adult family members) who are within 12 months of separation or within 24 months of retirement. Spouses are encouraged to attend all TRS classes and workshops and to utilize all available services.

To find the Career Resources Center near you or for more information, visit the TRS website at www.tampusmc.com.

To sign up for TRS, contact your career planner.

Read the VetJobs Veteran Eagle Newsletter

The Veteran Eagle is a newsletter for veterans, transitioning military, their family members and friends and supporters of VetJobs.

[Read the latest issue.](#)

MEA 2012 Board Membership

Board Member	Name	eMail
Chair-Emeritus and Executive Director	Tim Murphy	Chair_Emeritus@MarineEA.org execdir@marineea.org
Chairman	Barett Byrd	Chair@MarineEA.org
President	Max Wix	President@MarineEA.org VP@MarineEA.org
Vice President and Quantico TAP	John Beiswanger	Quantico_TAP@MarineEA.org Secretary@MarineEA.org
Secretary and Quantico Luncheon	David Wills	Quantico_Luncheon@MarineEA.org
Treasurer	Fred Daubenspeck	Treas@MarineEA.org
General Counsel	Herb Harmon	GeneralCounsel@MarineEA.org
Deputy General Counsel	Dave Jonas	DeputyGeneralCounsel@MarineEA.org
Members at Large	Name	
Chapters	Frank Wickersham	Chapters@MarineEA.org
Henderson Hall Luncheon	Tim Kibben	HendersonHall_Luncheon@MarineEA.org
Henderson Hall TAP	Al Genteman	HendersonHall_TAP@MarineEA.org
Webmaster & HotJobs/Email	Will Donaldson	Webmaster@MarineEA.org
Marine Seniors Representative	Frank Pulley	seniors@MarineEA.org
WWR/M4L Representative	Len Ludovicio	m4l@marineea.org
Wounded Warrior Representative	Bill Peters	WWR@MarineEA.org
Public Relations	Jeff Landis	publicrelations@marineea.org
Newsletter	Dan McLean	Newsletter@MarineEA.org
Résumé Assistance	Corey Alderman	Resumes@MarineEA.org
Bethesda Breakfast	Vacant	
Chapter Representatives	Name	eMail
Camp Pendleton Chapter President	Steve Fisher	pendletonchapter@marineea.org
New York City Chapter President	Adam Treanora	newyorkchapter@marineea.org
Atlanta Chapter President	Nick Tucker	atlantachapter@marineea.org
PISC/Beaufort Chapter President	Eric Russell	PISC-BeaufortChapter@MarineEA.org
Camp LeJeune Chapter President	Vacant	lejeunechapter@marineea.org

Upcoming Events



April 20, 2012

**MEA 30th Anniversary
Spring Social &
Networking Event - Arlington**

May 11, 2012

Henderson Hall Luncheon

May 11, 2012

**MEA 30th Anniversary
Spring Social &
Networking Event - Quantico**

May 16, 2012

**MEA 30th Anniversary
Spring Social &
Networking Event - Camp
Pendleton**

June 8, 2012

MCB Quantico Luncheon

The MEA Camp Pendleton Chapter meets the 3rd Wednesday of every month, 1800, in the Iron Mike room at the Pendleton South Mesa Club.

**View a listing of events on
the MEA Calendar**

www.calendar.marineea.org

Upcoming Job Fairs

Apr 20 Corporate Gray Military Friendly Job Fair - Virginia Beach, VA

Apr 26 RecruitMilitary Veteran Opportunity Expo - New York, NY

May 3 RecruitMilitary Veteran Opportunity Expo - Oakland, CA

May 18 Corporate Gray Military Friendly Job Fair - Springfield, VA

May 31 CivilianJobs.com Career Expo / Lee Club, Ft. Lee, VA

**Go to the MEA calendar for a
complete list of job fairs**

Volunteers Needed to Support the MEA!



The MEA's need for volunteers is ongoing. If you can help Marines in transition by volunteering to assist in a Marine in Transition support area, please contact Tim Murphy, MEA Executive Director, execdir@marineea.org or 703-980-3878.