



MARINES IN TRANSITION

A Bi-Monthly Publication of the Marine Executive Association



January/February 2015

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UNDERSTAND THE NEW GOVERNMENT MANDATE FOR HIRING VETERANS

By Nick Swaggert, Director, Veterans Program at Genesis10, Company Commander Marine Corps Reserve

2015 will mark a dramatic change in the way companies approach hiring veterans. The Department of Labor created a “Final Rule,” updating the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA), which gives more teeth to the mandate to hire veterans.

When It Becomes Enforceable:

- March 24, 2015
- The Final Rule takes effect March 24, 2014 with the caveat that companies have one year to do a self-assessment.

Who It Applies To:

- All government contractors or subcontractors that are required to have an affirmative action plan. With the annual federal budget at \$3.03 Trillion, it’s a good bet your company sells something to the government or subcontracts for someone who does.
- Quick check: Look for an affirmative action statement in your company’s job descriptions.

Recently I was sitting at lunch with a fellow veteran hiring advocate, I shared the news of this new law with him and he responded, “Well, my company is not a government contractor.” I quickly pulled up www.usaspending.gov on my phone and showed him that they received over \$100 million in government contracts. It might be worth 30 seconds of your time to check.

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GOVERNMENT MANDATE FOR HIRING VETERANS *CONTINUED*

Becoming Compliant:

- Prove that your organization hires veterans commensurate with the national veteran average which is 7.2% **or**
- Submit a waiver to show why your geographical area has less veterans than the national rate **and**
- Have a deliberate veteran hiring plan.

The simplest path to avoid losing your government contracts is to hire more veterans. I've seen some companies tap their "diversity hire" manager on the shoulder and say, "You're also responsible to hire veterans." That may or may not be enough to avoid a fine.

Non-Compliance:

From 2010 to 2014, the DOL Affirmative Action Compliance Officers conducted 21,182 audits; a stunning 25% of companies were found non-compliant.

If found non-compliant, one of the following outcomes occurs:

- Termination of existing contracts and debarment from future contracts.
- A quick search on the national federal contract registry showed 130,176 individuals and companies are currently debarred from applying for federal government contracts
- Settlements/Fines * A major company was forced to pay \$3 million when found non-compliant in affirmative action
- Agree to take steps towards compliance.

Without a doubt the future holds increased scrutiny and more rigorous audits to your veterans hiring practices. So the question becomes, have you looked at your veteran hiring initiative recently?

Read more: <http://www.hklaw.com/publications/Federal-Contractor-Affirmative-Action-Regulations-Take-Effect-March-24-2014-01-28-2014/>

MARINES IMPLEMENT PROFESSIONAL CREDENTIALING PIPELINE

MARINE EXECUTIVE ASSOCIATION HARNESSSES USMC CREDENTIALING EFFORTS

When do “inksticks” become writing pens?
When do “civvies” become business suits?

Overcoming the language barrier between professional civilians world and military jargon is challenging, especially for those Marines seeking professional positions that require complex and lengthy certification. Most, if not all, career Marines have years of practical application demonstrating several professional skills. However, if these abilities, and experiences, are not presented or documented in the language or manner as civilian certifications, they will not represent the Marines true skills, to employers. This could hinder a Marine from competing for career opportunities.

And that is just not COOL.

According to Marine Colonel Col. Lee Ackiss, who leads the Marine Corps Credentialing Opportunities On-Line (COOL) program from Quantico, Virginia there is a solution. The Marine Corps COOL program provides Marines access to a suite of certification sources, protocols and requirements to bridge the gap between military and civilian skills and certifications.



Col. Ernest L. Ackiss speaks to Marines on Cherry Point who have earned Certified Logistics Associate and Certified Logistics Technician certificates. Photo courtesy USMC.

The primary resource, and publicly-available utility, is the COOL website (<https://www.cool.navy.mil/usmc>) which was launched in October 2014, and had more than 12,000 Marines use it during it's opening month

The portal provides a simple and effective process to identify potential certification paths for most MOS's, including grunts (infantry) that traditionally lacked the path to convert military experience to civilian skills and experience.

“It is essential that the Marines' MOS (military occupational specialty) be relevant, and understood in the civilian domain,” said Ackiss.

How does the Marine convert military skills earned during his tour in a grunt (infantry) battalion and wasn't trained as a formal, high-tech MOS school, such as electronics or aviation mechanic, which is easier?

“Infantry Marines are beyond 'trigger pullers,’” said Ackiss. “They've gained values as leaders.” It is these leadership skills and experience, which can be harnessed for leadership and management certification paths, which increase the Marine's value to the employer.

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MARINES IMPLEMENT PROFESSIONAL CREDENTIALING PIPELINE *CONTINUED*

Ackiss wasn't exaggerating. During a quick review of the COOL process, the leadership and infantry MOS selections provided more than 30 certification paths, some directly related to security, law-enforcement and corrections, while others related to the management and professional leadership career certification paths.

The COOL program is available to all Marines, including retired and veteran Marines. The program is introduced to Marines when they arrive at their first duty station, during a Personal Readiness Seminar. These seminars, new to the Corps, were introduced in November 2014 and include the introduction to the COOL program at the start of the Marine's career, and not just a last-minute stamp on the checkout sheet.

For active duty Marines, the program is provided as part of their transition process. Beginning up to 14 months for end of active service or 2 years for retiring Marines.

The program is a benefit to Marines throughout their career, not just at the beginning and end of their service. Marines can access COOL and identify new certification opportunities as they progress in their career, such as when they attend formal schools, change MOS's, etc.

Marine For Life, MEA and Integration of COOL

The Marine For Life (MFL) program supports transitioning Marines as they are returned to the civilian world. MFL began as a "proof of concept" in 2002 and after a decade of success has expanded into a fully-staffed program today, with about 100 Marine representatives in hometowns nationwide supporting transitioning Marines.

A critical component for Marines in transition and MFL is a Marine-specific job board. The Marine Executive Association (MEA) through a 2011 Memorandum of Understanding with the MFL program provides the Job Board. This agreement enables Marines and Employers to utilize the MEA "Hot Jobs" at no cost. MEA is a non-profit that focuses exclusively on supporting transitioning Marines, including veteran and retired Marines. Its motto, "Marines Helping Marines," is not lip service.

Over the past 18 months, the MEA "Hot Jobs" board has provided more than 24,000 job opportunities to Marines, in every State and overseas.

In 2014 MEA supported over 400 hiring events, reviewed hundreds of Marine resumes, which were also provided on the MEA website for employer review and download. MEA provides a daily email blast of the resumes, job opportunities, job networking events across the US, and released more than 800,000 emails in 2014, from Marines looking for a job, and employers looking to hire a Marine.

"We're always looking for better ways to support Marines in transition," said Will Donaldson, the MEA Webmaster and owner of HCI, which has been contracted to support the MEA since 2002.

"COOL is a fantastic way to validate and document the Marine's experience and convert skills to hard evidence on the resume - which helps the employer identify certified Marines with the knowledge, skills and abilities necessary for success in the company."

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MARINES IMPLEMENT PROFESSIONAL CREDENTIALING PIPELINE *CONTINUED*

Donaldson integrated a recent improvement to the MEA website (<http://www.MarineEA.org>) that integrates the Marine Corps COOL links and information to every job postings. This identifies to employer's job description certification requirements that should be updated and identifies to Marines areas to research and upgrade their own certification goals.

By helping Marines document their skills and certify their experience, the COOL program, along with the MFL and MEA, will enhance and improve every Marine's professional image and ease the transition process for the Few and the Proud.

Usmc Announcement Of Marine Corps Credentialing Opportunities Online (Cool)

Date Signed: 10/15/2014

MARADMINS Active Number: 518/14

For more information on the Marine Corps COOL program:

Cassandra A. Coney, GCDF, CPO, USN (Ret)
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(703) 784-9550, Cassandra.Coney@usmc.mil
<https://www.cool.navy.mil/usmc>

For more information on the Marine For Life program:

(866) 645-8762
<http://www.Marineforlife.org/>

For more information on the Marine Executive Association:

Tim Murphy, Executive Director
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<http://www.MarineEA.org>

SCHOLARSHIPS AVAILABLE FOR CHILDREN AND GRANDCHILDREN OF US VETERANS

If your parents or grandparents served in the military, you have the opportunity to apply for one of the many scholarships offered by the American Legion:

Dr. Hannah K. Memorial Scholarship - \$ 1,000

Spirit of Youth Scholarship - \$5,000

Children of Warrior's National President - \$2,500 - \$3,500

American Legion Auxiliary-Nontraditional - \$2,000 \$2,000

Past President's Parley Scholarship - (Medical Field) \$1,000

Department District Scholarship - \$1,000

Department Scholarship - \$1,000

Raymond t. Wellington Jr. Memorial Scholarship - \$1,000

Mary Ann K. Memorial Scholarship - \$1,000

Helen Klimek Student Scholarship - \$1,000

The Cerullo Memorial Scholarship - \$500

The Lt. Michael L. Lewis Memorial Fund - \$1,000

William P. O'Connell Memorial Veterans Rehabilitation Scholarship - \$1,000

Oratorical Scholarship Contest - \$1,000 - \$6,000

For more information and the application contact your local American Legion

Source: American Legion Auxiliary & the Sons of the American Legion

NEW MARINE CORPS WEBSITE PROVIDES CIVILIAN JOB CERTIFICATIONS RELATED TO MOS

The Marine Corps has rolled out a comprehensive new website to help Marines capitalize on their military training by earning equivalent civilian certifications that can lead to jobs in the civilian workforce.

Formally called Marine Corps Credentialing Opportunities On-line, COOL is a one-stop shop for Marines wanting to translate their Defense Department training into marketable civilian skills. Marines tapping into the site will be able to choose from 943 certifications depending on their military occupational specialty. The website grew out of efforts to revamp transition assistance programs across the armed services after Congress mandated that the Defense Department institute programs to better help service members leaving uniform.

Marines can visit the website at <https://www.cool.navy.mil/usmc> to select an MOS and see commonly associated civilian skill sets, then begin working towards a related certification, such as a commercial drivers license, a welding or a financial management certification.

Details of the new program were announced Oct. 15 in Marine administrative message 518/14.

“Credentials are the language of employment folks out there,” said Col. Lee Ackiss, the Personal and Professional Development Deputy Branch Head for the Marine and Family Programs Division at Marine Corps Base Quantico, Virginia.

“A credential is that symbol, that certificate that really validates and gives true value to their MOS training. It is something that a civilian employer immediately recognizes.”

Databases enabling military personnel to determine equivalent civilian occupations have been around for years through the Department of Labor. But the Marine Corps’ new COOL website takes that idea further by also showing which civilian certifications pertain to their MOS; whether they can use GI Bill benefits to offset any costs associated with certification; if certificate testing can be conducted at their home station; even employment prospects in a given field and specific job listing in the area where they plan to live.

An 0651 Cyber Network Operator, for example, can navigate to a job-specific page, where at the top is a quick-hit MOS Manual-style description of the Marine’s job, followed by three main categories: “related credentials,” “related occupations” and “continuing education.”

The “related credentials” section includes those either “directly related” or “skill related” to a Marine’s job.

“Directly related” means at least 80 percent of the MOS duties are related to the credential. Those that are “skill related” are “related to at least one critical task associated with the duties”

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NEW MARINE CORPS WEBSITE PROVIDES CIVILIAN JOB CERTIFICATIONS RELATED TO MOS *CONT.*

A cyber network operator, for example, could obtain a skill related certification in Broadband Voice Over Internet Protocol from the Electronics Technicians Association, International, or a directly related certification as a Cisco Certified Entry Networking Technician from Cisco Systems, Inc. Either would validate highly marketable skills.

A Marine can click on the specific credential he is interested in earning and is directed to more details to learn about eligibility, basic requirements and visit the credentialing body's website. In some cases, Marines will be able to earn certifications by simply filling out forms and providing proof of their MOS training, as they will fully satisfy requirements. Other certifications may require additional education and training or testing.

Under the "related occupations" section, Marines can browse civilian and federal jobs that match their skill sets. The website even points out which jobs have strong or growing employment prospects, provides links to average salaries based on geographic regions and to job listings where a Marine plans to live.

Finally, under the "continuing education" section, Marines are directed to potential educational opportunities that could bolster their career prospects in their given field.

But the website isn't just for those transitioning to the civilian world, said Ackiss. It could also help Marines in their current official duties.

It could, for example, be used by recruiters as a tool to pitch service to potential recruits, Ackiss said. Each MOS-specific page lists the core duties of the job and can be used to communicate potential future opportunities for those who are determined to serve, but may not plan on spending a 20-year-plus career in uniform. And the site is not just for enlisted Marines who plan on entering the workforce immediately after leaving uniform — it is also useful to those who plan on pursuing a bachelor's degree or officers intent on pursuing graduate and post-graduate work. Certifications can help land temporary or part-time jobs to help while pursuing such goals.

Other certifications recognize leadership skills such as "Certified Manager," "Program Management Professional," and "Certified Quality Engineer," which demonstrate to employers mastery of many of the same skills learned by all Marines.

"It really recognizes who we are as Marines. It captures and represents some of the very unique qualities of Marine Corps leadership," Ackiss said.

The website launched Oct. 1, but it is now fully populated with information for all of the service's MOSs. Those transitioning out of the military should begin working towards relevant credentials at least a year before their EAS date, but Ackiss said his branch's goal is to "make Marines aware of credentials as early as possible in their career."

Checkout more "tips and techniques: <http://marineea.org/index.php/for-marines-menu/tips-and-techniques>

PENDLETON BUSINESS COURSE PREPS TRANSITIONING MARINES

Source: Joshua Stewart, Marine Corps Times
November 21, 2014, 1 December issue, page 21
<http://www.marinecorpstimes.com/>

Course information:
<http://www.mccscp.com/wp-content/uploads/2014/07/bus101.pdf>

A course for commissioned and staff noncommissioned officers at Camp Pendleton, Calif., prepares transitioning Marines for the business environment.

Like a lot of Marines, Maj. Bart Battista is leaving the Corps and about to start the next phase of his life. He enlisted in 1991 and became a radio operator before he was commissioned in 1997 as an infantry officer. Now a 42-year-old an environmental engineering management officer at Marine Corps Air Station Camp Pendleton, California, Battista is on terminal leave and headed for a job in private sector where he hopes to start a long and satisfying second career.

For him and a lot of Marines, leaving the Corps for the corporate world might be as unfamiliar as moving to Mars. The military's strict hierarchy is gone, as are its protocols. The emphasis isn't on accomplishing the mission, but on managing costs and increasing revenues. It's not something Marines are used to.

"Without some knowledge, you are going to look like the local rube," Battista said.

To help Battista and other soon to be veterans make a smooth transition, Marine Corps Community Services at Camp Pendleton teamed-up with Marine Executive Association-West to create Business 101, a course designed to show Marines how the business world works. It's like a cultural orientation for success in an office.

"The culture of the Marine Corps doesn't always transfer perfectly to the culture of the business world," said Ian Cherry, the operations manager for MCCS at Pendleton.

The class spans four consecutive eight-hour days. It's held three or four times per year and the next session is in the first week in February. It's only at Pendleton, but the course's organizers want to export it to other installations. About 50 to 75 Marines participate each time, officials said.

The course is geared toward staff sergeants and above on the enlisted side, and captains and above on the officer side.

The event is divided into classes about small businesses, economics and how to negotiate compensation, among other topics. There's one segment called "Why are Businesses so Different in Types and Cultures," and another named "Sales: Until Something is Sold, Nothing Happens."

It's taught by academics and business executives, including some who served in the military. There's a panel during which veterans discuss their transition to the civilian workplace, and another where human resources executives talk about their experiences hiring veterans with a fresh-printed DD-214 in their hand. They all volunteer their time.

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PENDLETON BUSINESS COURSE PREPS TRANSITIONING MARINES *CONTINUED*

They walk you through the steps and shows you, no kidding, what's going to help you," said Sgt. Maj. Ken Warren, the senior enlisted at Marine Corps Tactical Support Activity. "LinkedIn, marketing yourself, making sure your have a brand, so to speak. ... I found it more real, down to earth, real-life, and relevant right now."

The course is designed to show Marines what the business world wants, how it thinks and operates, and how Marines can retrofit their military experience for a second career. It also shows them what the corporate world thinks it knows about the military, and what the military thinks it knows about the corporate world.

"It seemed to us, as business people, what was missing was something that gave the long-serving, exiting service person a better perspective," said Ed Johnson, an instructor and one of the program's creators.

They're trying to give Marines an understanding of business-talk and objectives so they can sell themselves in interviews and be an asset to their new company, said Steve Fischer, a former Marine and head MEA-W. "We'd like to think that Business 101 gets you through the interview," he said.

The program was developed when a business networking group realized that it might be tough for outgoing service members with decades of experience to compete against out of work executives for mid- and senior-level corporate jobs, Rick Lamprecht, one of the program's creators and instructors said.

"These guys are approaching six-figures in their current income. How are they going to compete with civilians when there are unemployed executives in those industries who are also working for those jobs?" Lamprecht said.

Battista said he took the course in February at the recommendation of a sergeant major and a lieutenant colonel who told him that it was much more helpful than the mandatory classes for transitioning service members.

"I went into it with an open mind," he said. Like the lieutenant colonel or the sergeant major that spoke highly of Business 101, Lamprecht said he will now recommend the course to other Marines.

"It won't make you a business genius in a week, but it provides you a baseline of business knowledge that should help you prepare to get a job ... that you don't get anywhere else in the Marine Corps," he said.



Google Launches Vet Career Website

Google has unveiled a new website hoping to entice military veterans to consider work at the company. The Veterans Hub is an extension of Google's career page, offering information on available jobs and how military service can translate to working at the company.

<http://www.google.com/about/careers/veterans/index.html>

BROAD TAX EXTENDERS COALITION TO SUPPORT EMPLOYERS HIRING OF VETERANS

By Paul E. Suplizio, President, WOTC
Coalition

<http://www.wotccoalition.com/>

On their first workday, Senator Reid started the ball rolling for passage of WOTC and other extenders by placing HR 4, Jobs for American Act, in line for floor action. HR 4, drafted by the House Ways and Means Committee and passed by the House shortly before recess, can become the vehicle for final passage of the tax extenders.

The Senate can amend HR 4 to add the text of the EXPIRE bill, S.2260, and return the bill to the House for final passage. Senators Reid and Wyden for Democrats, and McConnell and Hatch for Republicans, will lead negotiations for a Senate amendment. They will need a deal with the House, so they'll be working with Ways and Means Chairman Dave Camp and Speaker John Boehner for a bill that can pass both bodies.

This won't be easy, as there are provisions in HR 4 dealing with regulatory reform and other matters that the Administration can't accept. This means talks will be time-consuming but at the end of the day a bill acceptable to all sides can emerge.

Yesterday, Senator McConnell told the Senate he believes the main tasks of the lame duck are "funding the government and preventing retroactive tax hikes." Preventing retroactive tax hikes means passing the tax extenders.

It's important you review the text of HR 4 which covers a lot of territory but doesn't include WOTC or many other extenders—it's at www.congress.gov.

Highlights of HR 4 are:

1. permanent extension of Section 179 expensing for small business,
2. the R&D tax credit,
3. bonus depreciation,
4. the ban on taxation of internet access.
5. The bill repeals Obamacare's 30 hours for full-time work and substitutes 40 hours, includes the Hire More Heroes Act excluding employees who are veterans from being counted toward the 50-employee threshold for mandatory offering of health insurance,
6. repeals Obamacare's medical device excise tax,
7. and has extensive provisions dealing with Federal regulations, unfunded mandates, and management of natural resources.

Job Hunting Tips & Techniques Available on MEA Website

Check the MEA website for an extensive listing of how to network, search for jobs, draft a resume and much more!

<http://marineea.org/index.php/for-marines-menu/tips-and-techniques>

5 THINGS JOB SEEKERS DO WRONG AT JOB FAIRS

By Rob Riggins, Cleared Jobs

http://clearedjobs.net/blog/5-things-job-seekers-do-wrong-at-job-fairs/?utm_source=Job+Seeker+eNewsletter+14+11+11&utm_campaign=newsletternov11&utm_medium=email

At the recent Cyber Job Fair we asked recruiters what they saw job seekers doing wrong. The things that make job seekers stumble right out of the gate. And we all know how critical first impressions are.

Recruiters talk to hundreds of job seekers at each job fair, so the contrast between a smooth, polished professional and someone who's a bit lost and unsure of themselves can be stark.

Recruiters do have empathy for the nervousness and uneasiness of job seekers. But if that happens to describe you, it's doubly important to get the basics right. Some of the items that recruiters cited job seekers were doing incorrectly:

Not knowing what type of work you're looking for. If a recruiter asks you what type of work you are seeking, "Hey, what do you have?" is not a good response. Don't expect a recruiter to figure out your career path for you at a job fair. Research the company and the positions they're offering.

ClearedJobs.Net provides each job seeker with a Job Seeker Handbook that includes that information. If you haven't done your homework ahead of time, do it quickly on site. Approach the recruiter expressing interest in a particular position(s). Transitioning military are you listening?

Asking what does your company do? Again, we provide each job seeker with a Job Seeker Handbook that has information on each of the companies attending the job fair and the positions they're seeking to fill. Read the handbook before asking this question. Or do a quick search on your smartphone.

Asking what types of jobs does your company have? Once more, it's about preparation and respecting the recruiter's time. If you haven't done any research ahead of time, do some quickly on site.

Handing a resume to a recruiter without a greeting or introduction. You may be shy. A job fair may terrify you or make you incredibly nervous. But you're trying to sell yourself to a potential employer and you can't rely solely on your resume. Your interaction with a recruiter at a job fair is an interview. Courtesy and respect are required.

Not bringing enough resumes to a job fair. Be sure to bring plenty of copies of your resume with you to a job fair. A recruiter needs something to reference while you're having a discussion.

What's the gist of these complaints? Job seekers who are not prepared and who haven't done their homework. You have a very short amount of time with a recruiter at a job fair. Make the most of that opportunity by being prepared and presenting yourself as a polished professional.

Resume Employment Gaps. As part of each ClearedJobs.Net job fair we offer complimentary resume reviews with an HR professional. HR Consultant Patra Frame shares these words of advice from the resume reviews she did at the recent Cyber Job Fair.

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5 THINGS JOB SEEKERS DO WRONG AT JOB FAIRS *CONTINUED*

1. Nearly a quarter of the job seekers didn't have a LinkedIn account. The biggest offenders: Younger job seekers! All the "mature" job seekers had an account and nearly half of them had their LinkedIn account on their resume.

2. Many job seekers had resume formatting issues. Boxes, shaded lines, a variety of colors. If a recruiter takes your resume at a job fair, most likely they plan to scan it into their applicant tracking system. ClearedJobs.Net may be scanning your resume because you didn't pre-register for the job fair. In either case your resume will not scan properly with graphics or multiple colors. Strive for simplicity. It's easier to read and to scan.

3. Three individuals had been out of the workforce for a long period due to family care issues asked how to address that issue on their resume. If it's a gap in the last 10 years or so, Patra recommends a simple sentence with dates and a comment such as "Resolved" or "Children now in school." It's better to address the issue up front than hoping that no one notices.

4. About 20% of the job seekers had their security clearance or critical certifications such as PMP buried on the second page. Please put your security clearance upfront where a recruiter can find it immediately. And critical certifications are key to your getting a job, so don't bury them at the end of your resume.

5. About 10% of the resumes were 3-5 pages long, listing every job held in the past 25-40 years. Unless you're applying for a job that requires 25 or 40 years of experience, don't include it. What's really relevant for the vast majority of job seekers is what you have achieved in the past 10 years or so.

6. The transitioning military resumes displayed one of recruiter's top pet peeves — a focus on responsibilities vs. what they achieved with those responsibilities.

ADVERTISE WITH THE MEA

To find out more, or to see how cost-effective our advertising program can be for your firm, simply download our advertising rate card.

View more details:

<http://www.MarineEA.org/ads>

Download Advertising Rate Card:

<http://marineea.org/ads/2014advertisingprogram.pdf>

WHY GREAT COMPANIES HIRE VETERANS

By Cesar Nader, Executive Vice President (EVP) & Chief Operating Officer (COO), X Corp Solution, Inc.

<https://www.linkedin.com/pulse/article/20141108070111-63857406-why-great-companies-hire-veterans>

In his book, “Good To Great”, Jim Collins talks about a couple of principles that he noted from some of the most exceptional companies. One of those principles is to “Get the right people on the bus, the wrong people off the bus and the right people in the right seats”. He also makes it abundantly clear that if you hire enough of the good people, your company will become Great. #VeteransDay

Great companies know that hiring great people does not come cheap or easy. It is a constant game of reseeding, stocking the pipeline and keeping enough reserves. While good companies go through the recruiting models that have worked for decades, great companies are seeing the value of the American Military Veteran. The most effective fuel that powers Great companies is adaptably, resilient and loyal veterans. Veterans who come prepared to commit, buy into a culture of integrity, commitment and Spirit De Corps.

When I was a little boy, my grandma used to tell me “Dime con quien andas y te dire quien eres” which literally means “Tell me who you hang out with and I will tell you who you are”. The same could be said about great companies. If you look at who they have in their ranks, you will be able to tell what kind of company it will become.

What great companies have discovered is that veterans possess what matters most. They subscribe to a code of honor, courage and commitment. They learn sacrifice, selflessness and an unwavering sense of duty. This formula makes them the most reliable candidates for a company that is seeking to become a great company.

Veterans bring with them three qualities that are critical to the positive growth of any great company:

Veterans are adaptable. Companies that have a good number of veterans are better capable to adapt to the changing fiscal environment and changes in policies. The experiences that made these veterans survive combat are the very skills that provide an island of calm in a sea of uncertainty. As a company goes through financial ups and downs, manpower restructure and enterprise shaping, veterans are the gatekeepers of a team’s stability and successful survivability through those periods of realignment. Veterans focus on the mission and the welfare of the troops. This makes them natural leaders at any level. Employees will seek the steady hand of their fellow veterans to gauge the level of anxiety present in a team. When they see the firm and focus attitude of a fellow (employee) veteran, they emulate that calmness and they too focus on achieving the mission. Once the team adapts to change, momentum follows and success becomes inevitable.

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WHY GREAT COMPANIES HIRE VETERANS CONT.

Veterans are Resilient. From the moment a young civilian is brought into the ranks as a recruit, they learn to overcome fear, uncertainty, pain, exhaustion, chaos and the ever present desire of just giving up. Through resilience, they learn that when all the chips are down, you must continue to march, continue to push yourself forward, putting one foot in front of the other. In business, resilience proves some companies are more worthy than others. Look at the Great companies and in their ranks you will find veterans who have endured the challenges of short crews to complete a major task that takes more people. You will find the persevering spirit of the American worker who will not give up and will not quit. Veterans more than any other category of professionals will hold the line every single time. They will not break ranks and they will not fold their tent. Companies who understand the analogy crave to have more and more veterans in their ranks because they know tough times are always coming and the way you smooth those curves is by reinforcing their ranks with resilient employees who will break the tied and protect the proverbial coastline of the company. Their resilience will turn an expected loss into an unexpected profit margin. Veterans understand adversity and when given a choice to overcome it or go home, they always chose the excitement of the challenge. Great companies know that this quality saves them money, strengthens their foundation and creates synergy among all employees.

Veterans are loyal. Ask a veteran what is the most important character trait in peace or in war and they will tell you the loyalty of a battle buddy. Veterans don't fight for God, country or Corps. They fight for the man on their right and on their left. They fight because they know the lives of their buddies depend on their ability to do their duty. Loyalty becomes more important than self-preservation. All other character traits are borne from loyalty. Ask any company what is their biggest cost and they will tell you Employee salaries and compensation packages. Some companies try to reduce this liability by cutting pay or reducing the force. Great companies double down on veterans. Attrition is the enemy of Great. Reduction in competent professionals (veterans or non-veterans) can set a company back. The loyalty veterans pledge to their employers is the one trait employers cannot afford to lose. This loyalty will prevail even when times are hard. Great companies never look at cutting costs by laying their great people off. They compensate and reward loyalty because they understand that this loyalty will create the path of success that will lead a company to victory in business.

Ask your boss how many veterans are there in the company, the answer will tell you what company you work for and how successful they are and will be. There is no question or argument that great employees don't have to be veterans, but more often than not, veterans are great employees and the more great employees you have (veterans or not) the greater your company will be.

PRIORITIZING THE PROTECTION OF PRIMARY WEBMAIL ACCOUNTS

Source: <http://usblog.kaspersky.com/author/danielb/>

Not all accounts are created equal. It's only natural that you would care less about an ESPN Fantasy Football account than you would care about your online banking or PayPal account. Anyone who spends even a little time thinking about security is careful to use a strong password and proceed with caution when accessing a service related to personal finance. However, a lot of users are also relatively careless about their primary webmail account, which often serves as a master key to all other accounts.

Think about it: whenever you set up nearly any online account, you're prompted to enter a primary webmail account. There are a number of reasons for this. First and foremost, the service that you're signing up for probably wants your email address for a variety of marketing and advertising reasons, the most obvious of which is so they can send you promotional content.

Much more importantly for us, this primary email account is also the place where you can recover online accounts if they become hijacked or if you forget your password. In this way, your primary email account is more sensitive than your PayPal or your banking account, because if the email account is compromised, so too are the PayPal and banking accounts.

Your hacked accounts affect the lives of all of your contacts. It's like refusing to get a flu shot or to vaccinate your children: these are not decisions that affect only you, but they affect everyone. Beyond that, a criminal in control of your webmail account can gather some serious intel about what other accounts you use online, and compromise those as well. Therefore, a hacked webmail account is, in more cases than not, the equivalent of someone hacking your entire digital life.

This is why we constantly and relentlessly remind you to use strong passwords and enable two-factor authentication and all other available security controls for accounts of importance.

It's not just your primary email account you should worry about.

Google and Apple accounts, depending on how you use those services (especially Gmail or iCloud), can potentially provide access to vast swaths of your online and physical existence. Additionally, Facebook and Twitter can have access to scores of other online accounts and should be considered critical as well. Facebook's Connect feature in particular, acts as an authentication agent all over the web.

OpenID provides a similar service that – if compromised – could give an attacker access to any number of online accounts, including your primary webmail, so it should be strongly protected as well.

PRIORITIZING THE PROTECTION OF PRIMARY WEBMAIL ACCOUNTS *CONTINUED*

It's impossible to say what accounts you use for which purposes, but you should occasionally audit yourself. Really examine your accounts' settings pages and determine how they are connected to one another and to third party apps and services, and act accordingly.

Long story short: you need to start handling that primary email address in the same way you handle your online banking account, or perhaps even more carefully since it is your most precious online account. Do you access your bank account from public or unfamiliar computers? Then you shouldn't access your primary email address like that either, because there is no way to know for certain if any computer other than your own is safe.

It's not just yourself you should worry about either.

Your hacked accounts affect the lives of all of your contacts. It's like refusing to get a flu shot or to vaccinate your children: these are not decisions that affect only you, but they affect everyone. Because when or if you contract measles, you impose the risk of becoming infected with measles on nearly everyone you come into contact with.

Prioritize #security with your primary email because it can provide access to all other accounts

HOW TO APPLY FOR YOUR COLD WAR RECOGNITION CERTIFICATE

Persons are eligible for the recognition certificate if they have military or civilian service with the War, Navy or Defense departments between Sept. 2, 1945, and Dec. 26, 1991. Those qualifying for the certificates can apply online at <https://www.hrc.army.mil/Default.aspx?ID=903>.

Fill out either the U.S. Resident, International Resident, or the Primary Next of Kin application depending upon your current mailing address. Complete all fields that are applicable.

Print the application. You must certify your honorable service by signing and dating the application or your application will be rejected. If you are unable to print the application you may submit a signed and dated letter containing the same information as the application. You must include the phrase "I confirm my faithful and honorable service to the nation during the Cold War Era."

Mail or fax the application to the Cold War Office along with your supporting document to:

Commander, USAHRC
Cold War Recognition Program
ATTN: AHRC-PDP-A, Dept 480
1600 Spearhead Division Avenue
Fort Knox, KY 40122-5408

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Camp LeJeune Chapter President	Vacant	lejeunchapter@marineea.org

Upcoming Events



March 11, 2015

**MEA Networking Luncheon
Henderson Hall**

To be Announced

**MEA Bethesda Breakfast
Walter Reed**

February 27, 2015

**MEA Networking Luncheon
Quantico**

Camp Pendleton Chapter

The MEA Camp Pendleton Chapter meets the
3rd Wednesday of every month, 1800,
Pacific Views (formerly the South Mesa
SNCO Club) on Camp Pendleton

**View a listing of events and job fair
on the MEA Calendar**

www.marineea.org

JOIN US FOR 2015 SOCIAL EVENTS

Quantico - Thursday, May 14, 2015

Globe and Laurel
3987 Jefferson Davis Hwy
Stafford, VA 22554

Arlington - Thursday, May, 28, 2015

(week after Memorial weekend)

1600 - 1900
2300 Wilson Blvd.
Navy League Bldg
Arlington, VA 22201

More details to be provided on Marineea.org.