



# MARINES IN TRANSITION

A Bi-Monthly Publication of the Marine Executive Association

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## SHARE YOUR SUCCESS STORIES

The MEA has been collecting success stories (good things) and lessons learned (not so good things) for publication on the MEA website and in the newsletter.

Your personal and corporate stories, lessons learned and any of the benefits you've received from the MEA website, networking events, resume services, mentoring and hot jobs are what we are targeting.

We're requesting you send your two-cents to [webmaster@MarineEA.org](mailto:webmaster@MarineEA.org). Be sure to let us know if you agree to release your identity or if you prefer to remain anonymous. Either way we look forward to your response.

### Read our success stories:

<http://marineea.org/index.php/for-marines-menu/tips-and-techniques/28-mea-success-stories>

### Another MEA Success Story!

"I wanted to send a quick update to let you know that we offered a candidate today by the name of Nichelle Thompson to NM & she accepted! Nichelle found our opportunity through the advertising you helped promote through MEA!! Nichelle will be joining our March training class. We are very excited about her opportunity.

I sincerely appreciate your support and role in helping us find qualified candidates for our opportunity in the Carlsbad office."

Kara McCarron, Director of Recruitment & Development  
Northwestern Mutual, [www.northwesternmutual.com](http://www.northwesternmutual.com)

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### Deputy General Counsel

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deputygencounsel@marineea.org

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Tim Murphy  
execdir@marineea.org

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## FAA SEEKS NEW AIR TRAFFIC CONTROLLERS

Source: KCTV5, Kansas City, MO

<http://www.kctv5.com/story/24697535/faa-seeks-new-air-traffic-controllers-no-experience-needed>

If you're looking for a new career in the exciting field of aviation, the Federal Aviation Administration is now taking applications to for new air traffic controllers. The requirements for the position do not include, however, previous air traffic controller or aviation experience. The job previously sought those with military or prior aviation experience.

According to *Forbes*, the FAA is set to hire more than 10,000 controllers in the next 10 years, with more than half being hired in the next five years. The application process, beginning Tuesday on the USA Jobs website, is open until Feb. 24.

The current job listing requires only United States citizenship, security clearance, a physical, a bachelor's degree and a good handle of the English language. The applicants must be able to attend the FAA training academy prior to their 31st birthday and willing to locate "to an air traffic facility based on the FAA's highest needs at the time."

The training school, located in Oklahoma City, includes 12 weeks of training. "Every day of the year, and especially on holidays, more than 15,000 federal controllers at 315 air traffic facilities are on the job, guiding more than 87,000 flights every day across our national airspace system," the FAA said on its website. "Do you have what it takes to help us control the skies?"



[www.stepsocal.org](http://www.stepsocal.org)

STEP provides emergency financial and transition assistance grants to active duty and recently discharged enlisted service members and their families in Southern California.

## JPMORGAN CHASE & CO TO FUND HIGHER EDUCATION PROGRAMS FOR VETERANS

JPMorgan Chase & Co. announced today it will invest \$1 million to fund higher education programs for U.S. military veterans including grants to Florida State College at Jacksonville, University of South Florida, The University of Texas at Arlington and San Diego State University.

Many veterans face unique challenges in educational settings related to their military service, family status and attendance as non-traditional students. JPMorgan Chase's education grants will help U.S. colleges build programs for veterans on campus, including orientation and bridge programs, student services and enhancing the classroom experience with the ultimate goal of increasing retention and graduation rates.

Experts from JPMorgan Chase and Syracuse University's Institute for Veterans and Military Families (IVMF) will provide technical assistance to the grantees and will help develop best practices to share with other higher education institutions.

The Institute and JPMorgan Chase also launched the Veterans Career Transition program, a tuition-free program for post-9/11 veterans and military spouses to help with their transition back to civilian life. The program offers three tracks with certification opportunities: technology and operations, human resources and professional skills studies.

JPMorgan Chase recognizes the tremendous sacrifices that military members and their families have made on behalf of all Americans. As a result, the company has developed a firm-wide strategy focused on employment, housing and education for returning veterans. Information about JPMorgan Chase & Co. is available at [www.jpmorganchase.com](http://www.jpmorganchase.com).

### CERTIFIED LOGISTICS ASSOCIATE (CLA)

1. Global supply chain logistics life cycle
2. Logistics environment
3. Material handling equipment
4. Safety principles
5. Safe material handling and equipment operation
6. Quality control principles
7. Workplace communications
8. Teamwork and workplace behavior to solve problems
9. Using computers

### CERTIFIED LOGISTICS TECHNICIAN (CLT)

1. Product receiving
2. Product storage
3. Order processing
4. Packaging and shipment
5. Inventory control
6. Safe handling of hazmat materials
7. Evaluation of transportation modes
8. Dispatch and tracking
9. Measurements and metric conversions

# 10 THINGS TRANSITIONING MILITARY PROFESSIONALS MUST DO IN 2014

Source: Sultan Camp

<http://www.careerattraction.com/author/scamp/>

In 2012, the armed forces transitioned 600+ service members each day. It's anticipated that as the wars draw down, that figure may reach a daily rate of 800 in the next 2-3 years.

## 1. Ditch the Laptop

Anyone who knows me understands that I'm a strong advocate of using old-school techniques combined with new-school technologies. Actual face-to-face interactions will trump a LinkedIn connection anytime. Social media makes it easier than ever to connect on an unprecedented scale. However, it should never exclude the personal touch.

Do this simple step sooner rather than later. It's not difficult; a simple lunch or coffee will do. You'll be amazed at how receptive people are if you just ask. The primary reason to make a personal connection long before you're in "job search mode" is because there's no pressure and you both can be relaxed. That's a far different dynamic than "I'm meeting you primarily because I really need a job right now." Don't just be another name in a database or in someone's LinkedIn connections; become a real person.

Set a goal of meeting one new person each week. Use LinkedIn's advanced people search to identify second-degree connections (those you can get introduced to by someone you already know), and save the search results. That way, you've got a perpetual "networking list," and every time there's someone new you can get introduced to, LinkedIn will send you an email.

## 2. Understand the Role Social Capital Plays

It doesn't surprise me anymore. As soon as I accept someone's request to connect, they immediately proceed to ask for an introduction to someone in my network (before even responding to my offer to speak with them so I can learn more about what they do).

Social capital isn't something you can cash, but it is something you can build value with. A Harvard University study shows that 15% of the reason a person gets hired is related their technical skills and job knowledge. 85% is related to people skills. This is important to remember as you prepare to transition, because your ability to forge relationships will make or break you as you seek to build your personal and professional networks. It isn't enough just to be connected on social networks; make sure you also "like," comment or share content you find relevant. Write a recommendation for or endorse your connections. On Twitter, retweet or favorite tweets you enjoy.

In person, try hard to remember names. This is the key to effective networking. Nothing is more dismissive than saying "Hey you" or "What's his name?" If recalling names is hard for you, immediately add the person's name to the conversation after hearing it. ("Pleasure meeting you, Shawn.") Don't be afraid to ask for the name again if you didn't catch it the first time. Be sure to remember the 30/70 rule: 30% of the time should be spent answering questions about yourself and 70% should be spent actively try to learn about your new connections. Ask open-ended questions in order to avoid those "meh" one-word answers

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## 10 THINGS TRANSITIONING MILITARY PROFESSIONALS MUST DO IN 2014 CONTINUED

### 3. Help Your Network Connect

Take a look at your social network connections. What is it that they do, and who are they trying to connect with? It should be apparent in their LinkedIn summaries if their profiles are well-written. Then take the initiative and make introductions. Don't be afraid to pick up the phone and ask your connection how you can help them. Who are they looking to connect with? Then, connect them.

If you're networking in the flesh, you could say something like, "Hey, there's my colleague, Janet. I think that you two should meet because." Don't just make introductions for the sake of doing so; do it when both parties can benefit from the connection. Trust me, doing this simple thing each week will boost your job search and transition ROI exponentially. Who really wants to spend countless hours sifting through job boards and trying to connect via email?

### 4. Work Smarter

Use RSS feeds, Twitter and Google Alerts to have specific jobs for your preferred companies and locations come to you in real time. This frees up valuable time to get out from behind the computer and actually network. (Remember our first item to do this year?).

Why use these job postings now? Especially when the majority of hiring managers won't look at candidates who are more than 90 days away from their "available to work" date? Well, you can start identifying some critical things such as any trends in required qualifications and experience that you see consistently in the postings. (Hint: You should position yourself to be a 90% or better match.)

You can also use this "job feed" to get to know more about the job market in the industries or locations you've selected. And you can start incorporating the language you see in the job postings into your LinkedIn and other social profiles. This helps your profiles be SEO- and keyword-rich. (Websites such as wordle and tagcrowd are useful in this endeavor.) When you use job posting language in this contextual manner, it allows hiring managers and recruiters to find you.

### 5. Realize That You Already Have a Robust Civilian Network

One of the beautiful things about social media is its ability to reconnect people. Go ahead and collect all of your military performance evaluations and awards. You aren't going to use them to draft any experience statements. (Remember "Work Smarter" above?) Instead, grab a highlighter and mark each person's name on those documents. Then look for them on LinkedIn.

But don't stop there. Break out all of those old cruise books and military yearbooks. Be sure to look for all of the "super performers" who may have separated after one or two enlistments. My experience has shown me that top performers continue to excel on the civilian side of the uniform. That stellar E-4 or E-5 likely now has five or even 10+ years in an industry, and may even be in a position to hire you (or at least connect you with someone who can).

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## 10 THINGS TRANSITIONING MILITARY PROFESSIONALS MUST DO IN 2014 CONTINUED

Also, search for all of your old commands, even the ones that were decommissioned or disestablished. You'll be amazed at how many people still identify with them. A major advantage of connecting with your peers who may be separating soon is that you can follow their transitions to get a sense of the current realities of the job market and where opportunities may (or may not) lie.

### 6. Invest in Yourself

Set a goal for how much of your time and budget you're going to allocate to investing in yourself. The number one thing I hear from participants in our Executive and Senior NCO workshops is that they wish they'd started the process 24 months from their separation date. We all know that "time waits for no one," and if we don't write our goals down and commit to them, things simply won't happen. If you fail to plan ahead, you are the one who risks standing on the precipice of transition, unprepared.

Commit to investing at least two hours each month to your transition (more if your timeline is shorter). Your time should be spent getting as much insight as possible during those coffee and lunch meetings, which are an invaluable part of your networking. Your "professional development" budget should be used to fund professional association dues, networking events and critical certifications if the military won't pay for them. It's better to do these things while you still have a steady income stream, rather than wishing you had done them before the active duty paycheck stopped. As a matter of fact, the money spent here may even give you a tax break.

### 7. Get a Wingman

Add recruiters like me to your network. Recruiters and headhunters handle all of the job search logistics and are genuinely interested in helping people. However, you must first understand what recruiters are and, more importantly, what they are not.

When I hear a jobseeker say that "they've hired a recruiting firm," I immediately know the person is ignorant of how the current job market works. This is because it's the employer who "hires" the search firm to find people (which is why you should never pay a recruiter). We recruiters secure job orders from our clients (the companies) to fill and find candidates that fit the job order requirements, not the other way around. It's important to understand this so that you're not the uninformed military professional who laments, "They didn't find me a job."

So, why use a recruiter? Well, a recruiter offers something that the "apply" button does not: a live person to talk to. Really good recruiters have longstanding relationships with hiring managers that involve a great degree of trust and social capital. They can help you with your resume, land you an interview for a great job, prepare you to interview successfully and negotiate your offer package.

What are some things to look for in a recruiter? First of all, find a recruiter who specializes in your background, rating, MOS and the industry you're looking to work in. Second, they should listen to you and know your personality and which locations, what salary, and what type of job opportunities you're interested in. Just imagine having a full-time job search or transition wingman who really understands you and your skills, working with you while you're growing your professional network and implementing your transition strategy.

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## 10 THINGS TRANSITIONING MILITARY PROFESSIONALS MUST DO IN 2014 CONTINUED

### 8. Create Your Own Personal Board of Directors

Make it a part of your strategy in 2014 to appoint and retain a personal board of directors. A quick look at the Fortune 500 companies reveals that they all have one. Every CEO is smart enough to know that even though they're ultimately in charge, there are people who can fulfill certain roles because they are the subject matter experts.

You should have five folks on your personal board: an attorney or legal counsel, a financial adviser, a spiritual adviser (if you're a person of faith), a career adviser (both military and post-military) and an accountability partner. Your board members should be professionals in these fields and should not be so close to you that their objectivity can be called into question. What you're looking for is accurate, unbiased information to help you make a decision based on data and not emotions.

Your legal counsel should be able to help you navigate the necessary requirements of your transition. We often pay attention to powers of attorney, wills, etc. when we deploy. This time, you're "deploying" to unknown territory, so doesn't it make sense to get all of these documents now and ensure they're current? Things such as the OGE 278 and OGE Form 450 help commissioned officers avoid violations of 18 U.S.C. 205 and 18 U.S.C. 203. This is especially important for contracting/procurement military professionals.

Your financial adviser can give you the clearest picture of where you stand financially. This is critical, especially if your income requirements exceed the labor market rate for your military specialty or the wages in your location of choice after you hang the uniform up. A career coach or corporate mentor and accountability partner will help you stay on track. We all know time can slip away as we handle the 24/7 demands that go along with serving our great nation.

Don't know anyone, or your budget won't support board members? Enlist the help of the professionals at your Army ACAP, Fleet & Family Support Center, and Air Force Airman & Family Readiness Centers. Remember, they're an invaluable part of your military pay and benefits package.

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**LinkedIn offer a one-year free "Job Seeker" account to transitioning veterans**

If you already have a premium account, you can cancel the remainder and give a prorated refund, when you swap to the veterans account.

## 10 THINGS TRANSITIONING MILITARY PROFESSIONALS MUST DO IN 2014 CONTINUED

### 9. Understand Your Current Value (And I Don' Mean Your Paycheck)

The military's pay scale is unlike anything in the civilian job market. Whether you're an engineer, technician, administrative professional or logistician, your pay is determined by your pay grade and years of service. Want to get a sense of how marketable your skills are in the civilian job market? Think of those "incentive pays" that the military pays certain specialties as a retention tool. No such bonuses for you? Well, that's generally an indicator that your skills may not be as critical as you think.

I know this sounds a bit harsh, but you have to ask yourself the question, "How does my experience help an organization achieve a specific and desired business outcome?" If your answer is "I don't know," then you have some homework to do

For some, your skills may be of value to the employer; for others, it may be your existing network that's of value. You won't ever see a vacancy for a "jack of all trades," so as you network, look for those folks who may recruit you for your military specialty.

LinkedIn also provides invaluable insight in this endeavor. Go to the search bar and type in your military title and branch of service and analyze the results. Which companies are people with your experience working for?

Look at their profiles for their employment histories: How did they transition from the uniform to their current positions? Which schools did they attend? What certifications do they have? Take note of all these things so that you can draft your Plan of Action and Milestones.

### 10. Start Today

Don't procrastinate! Procrastination and lack of planning are the sure way to fail in your transition. When those 1st and 15th paychecks go away, many professionals find themselves woefully unemployed or underemployed, regardless of their rank.

With the federal government shedding at least 92,000 jobs and Department of Defense contractor jobs being cut across the board, competition is increasing for the finite amount of jobs out there. However, if you follow this list, you will have much more success than your peers.

### VA Dental Insurance Program

VA is implementing a comprehensive national VA Dental Insurance Program (VADIP) to give enrolled Veterans and [CHAMPVA](#) beneficiaries the opportunity to purchase dental insurance through [Delta Dental](#) and [MetLife](#) at a reduced cost. Participation is voluntary. Purchasing a dental plan does not affect Veterans' eligibility for VA dental services and treatment. VADIP opens November 15 for the purchasing of plans, with coverage beginning January 1, 2014.

<http://www.va.gov/healthbenefits/vadip/>



## WHAT EMPLOYERS ARE LOOKING FOR

Source: Mike Grice

<http://orderstonowhere.com/author/gricemike/>

I have been fortunate to participate in no small number of veteran employment panels in which human resources professionals and corporate recruiters share their insights with veterans. Time and again the same question invariably is posed to the panel:

***"What are employers really looking for?"***

That really is the million dollar question, and it is invariably answered with a single word:

***"Skills."***

It sounds simplistic, but it's true. Employers are seeking to fill holes in their organizational chart, and those holes must be filled by people who are qualified to perform the tasks and assume the responsibilities that come with the job. Those who have served in the military are certainly ready to assume the responsibility that comes with a position within a company; after all, responsibility is what wearing a uniform is all about. Responsibility to protect and defend the nation and its citizens, responsibility to comrades in arms, and the responsibility to effectively lead others with both compassion and professionalism.

A sense of responsibility and commitment is part of being in the military, and it doesn't vanish once they hang up their uniforms. It is a part of their character.

What veterans and transitioning military lack, however, are skills.

Let me back up a moment to explain what I mean. In the military each and every man and woman is expected to master not just one, but two sets of skills: those skills that define their Military Occupational Specialty (MOS - such as artillery, administration, maintenance, etc.) and those skills that define their military service. They can learn everything from how to drive a tank to how to fly a stealth bomber through their technical training regimen, but before they get the keys to an M-1 Abrams Main Battle Tank those who sign up must first begin the acculturation and training process that brings them into the martial fold.

They get to go to bootcamp. Or OCS.

Whether as a recruit or an officer candidate, the privilege of wearing the uniform must be earned through the successful completion of an intense entry level training program. Regardless of which service a person joins, he or she must go through the crucible of acculturation that forever changes them from a civilian to a Soldier, Sailor, Airman, or Marine. Once the right to wear the uniform is earned the newly minted graduate ships out to their MOS school, which is where they learn how to perform their specific job.

It doesn't end there. Throughout a person's military career (whether it be three years or thirty), he or she is continually learning about leadership, reinforcing a committed work ethic, and being a member or leader of ever growing teams in addition to increasing their technical expertise. In short, military professionals are developing their skills continually from the day they join until the day they leave. The skill sets of those in uniform don't stop expanding until they get out.

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### WHAT EMPLOYERS ARE LOOKING FOR *CONTINUED*

It is the skills that come from being in the military that employers are looking for. In the words of an army veteran and CEO of a multimillion dollar medical technology company:

***"I want to hire people who were just like I was when I left the military. Eager to learn, eager to work, and eager to be part of a team that is out to accomplish something. I want to hire veterans because I know they will work hard and I don't need to teach them how to work with other people."***

In short, the business world is looking to hire people with the skills that come with being a military professional.

The problem is that so many veterans only identify themselves by their MOS skills and as a result they sell themselves short. They only see themselves as an infantryman, an truck driver, or a bulk fuel delivery specialist, and they present themselves as such. I don't know how many times I have heard *"I'm just a dumb grunt. Nobody is hiring grunts in the civilian world!"*, but it's somewhere in the thousands. And that is the problem.

Veterans need to present themselves to employers as solutions to their manpower problems, and a big part of being the solution are the "soft skills" that those in uniform possess. Things like commitment, sense of responsibility, work ethic, and leadership. The corporate executives and hiring managers I speak with are unanimous in their desire to hire people with those qualities, and those are qualities that all veterans (except for the knuckleheaded few) possess.

Veterans and those transitioning out of the military will be more successful in their search for a new career if they can present both the soft skill set that they acquired while in uniform and the skills that meet the needs of the company. The rub, however, is how to learn the specific skills that the employer is looking for.

Those are the skills that I referred to earlier. Job- or industry-specific skills.

There are many ways that veterans can build their specific skills set, and a great many of those ways are completely free. Veterans can research the requirements for a job or industry that they like through websites like [careerbuilder.com](http://careerbuilder.com) and [monster.com](http://monster.com). They can meet with people already in the industry through networking events such as the Marine Executive Association, NavNet, or social networking groups such as [meetup.com](http://meetup.com). They can participate in local company and industry sponsored programs such as the Business 101 or nationwide programs like the MedTech and BioTech Veterans Program (MVP). By conducting research, networking with others, and taking advantage of free industry sponsored training a veteran can tangibly begin to fill the gap in their skills and make themselves more competitive for the great jobs and careers that are out there.

There are a lot of ways to build the skills that employers are seeking. All you need to do is get started.

#### **GI Bill<sup>®</sup> Comparison Tool**

**Calculate your benefits and research approved programs.**

<http://department-of-veterans-affairs.github.io/gi-bill-comparison-tool/>

## PERFECTING THE RÉSUMÉ OPENING STATEMENT

Source: Wall Street Journal  
[www.WSJ.com](http://www.WSJ.com)

A recent Wall Street Journal front-page essay highlighted the intense competition for jobs at all levels. Companies received an average of 383 applications for every opening they advertised in 2013. This is not surprising, since there are at least 20 million people in some phase of transition between jobs or actively looking for a better job.

Accordingly, you can expect robust competition in your job search and an essential element of success in this hyper-competitive job market is a resume that showcases your accomplishments and relates these accomplishments to the needs of your prospective employer. In the words of a senior consulting executive: *"It should clearly state what you can do for me."*

This implies a need for a fair amount of customization in every resume you present for consideration. Moreover, given the 20 to 30 second scan that most resumes receive from potential employers, *there is a strong case for using the page one summary statement or profile paragraph to highlight what you can do for a specific employer.*

The resume summary is essentially a positioning statement that brings your past experience into the present, and connects your key attributes to the needs of your next employer. Moreover, don't dismiss any previous experiences – whether job related or a detail from your personal life – without considering its possible relevance to a new employer.

Climbed Mount Kilimanjaro speaks volumes about your goal setting and achievement. Reflecting on the previous comment from the senior consulting executive, your summary statement should answer the question: What can you do for me?

Be sure to highlight the hard skills you have acquired over the years. Examples of hard skills include: financial management; strategic planning; operations and execution; program management; personnel administration; onboarding; government relations; facilitation and classroom management; facilities and installation management; and if applicable, language skills and security clearance data.

Similarly, don't overlook the soft skills you have refined over the years that can easily translate from a military to a civilian work environment. Examples include: training and leadership development; managing culturally and ethnically diverse teams; leading dispersed teams, which can translate into managing remote workers in civilian nomenclature; building consensus and coalitions; and customer relationship building.

Subsequent sections of your resume will provide the proof that you are the solution to the hiring manager's problem. Strive for three times as much emphasis on results as responsibilities. Moreover, ensure your resume is sprinkled with the key words and phrases that are *germane to the sector and industry where you are seeking employment.* Many larger companies are using scanning software to identify the most qualified job candidates, and companies of all sizes are using LinkedIn key word searches in a similar manner. A corporate recruiter recently remarked to me that her company pays \$3 million annually for access to key word searches of LinkedIn profiles.

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## SENATE BLOCKS AMENDMENT TO RESTORE VETERAN BENEFITS

Senate Republicans were unable to stop military pension cuts when Senate Democrats blocked a vote on an amendment to prevent the cuts by closing a welfare loophole for illegal immigrants Tuesday evening.

The two-year budget deal brokered by Senate Budget Committee Chairwoman Patty Murray and House Budget Committee Chairman Paul Ryan, would cut military pensions by \$6 billion over ten years, leaving some Senate Republicans scrambling to stop the cuts.

“Removing this unbalanced treatment of our military retirees ought to be one of the key actions we should take before this legislation moves forward. In fact, greater savings than this can be achieved by passing a legislative fix recommended by the Inspector General of the U.S. Treasury that would stop the IRS from improperly providing tax credits to illegal aliens,” Alabama Republican Jeff Sessions said Monday, announcing his co-sponsorship of Mississippi Republican Sen. Roger Wicker’s amendment to restore the military retirement benefits Monday.

### Read more:

<http://dailycaller.com/2013/12/18/senate-dems-block-amendment-to-restore-veteran-benefits-by-closing-illegal-immigrant-welfare-loophole/#ixzz2nysj9xp2>

## DOD TO CLOSE DOMESTIC TRICARE SERVICE CENTERS

Source: Marine Corps Times  
[www.marinecorpstimes.com](http://www.marinecorpstimes.com)

The Defense Department will close its walk-in Tricare Service Centers in the U.S., a money-saving move that is part of the reorganization of the military medical system under the Defense Health Agency.

Tricare officials said Nov. 14 that the walk-in centers, which provide beneficiaries with face-to-face assistance on claims paperwork, enrollment changes, processing and more, were inefficient and underutilized.

After a year-long review, military health system leaders concluded that customers could be better served with a toll-free Tricare telephone customer service center or online. Read the complete article:

<http://www.marinecorpstimes.com/article/20131114/BENEFITS06/311140028/>

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## PERFECTING THE RÉSUMÉ OPENING STATEMENT CONTINUED

Finally, remember that every resume entry invites a question. Corporate CEOs and countless other employees have lost their jobs and missed great opportunities because of excessive resume embellishment.

Thanks to MOAA’s Jim Carmen for the tips.

## RECRUITER PROVIDES TIPS FOR GETTING HIRED

By Eileen Norton, ExecuTech  
[www.esc-techsolutions.com](http://www.esc-techsolutions.com)

### Tailor Your Resume

Tailoring your resume is so **very, very important**. As a recruiter, who wants to hire vets, this is crucial advice.

### Clearance

If you had a clearance in the past, list it on your resume, i.e., **DOD Secret Clearance (expired)**

If you don't have a clearance, but believe you could easily obtain one quickly (no criminal history, no debt or financial issues, born in US), add the following statement to your resume: **"Eligible to obtain a clearance"**

Both statements will get your resume "pulled" and reviewed by a recruiter, which is better than just disqualified. And you just may be a match for another position. Or, if they can't find qualified cleared candidates, they may open the position to persons eligible, and your resume would've already been reviewed.

### Email Alerts

When going to corporate sites and applying for jobs, job seekers should always take that opportunity to set up job alerts on each corporate website, to be notified when new jobs are posted by that company. These can be tailored to location, job titles or job "families", etc. Since you're already on the website, take 5 minutes to complete this extra step so you're notified the minute that company opens jobs in the future. While recruiters try to take random samplings of applicants who qualify to review, oftentimes we tend to review the first 25, so it's always in your best interest to be one of the first to apply to the job. An email job alert will help you accomplish this.

### Network

And the best advice is to network: Tell everyone you know you're looking for a job. Use LinkedIn to find people who may give you insights into companies, industries, career fields. Most jobs are found via networking, so get out there and let people know you're a valuable team member who's accomplished great things as a Marine and who will be value-added to any corporation.

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## DOES A DEGREE EQUAL JOB READY?

By Fareed Zakaria  
[www.fareedzakaria.com](http://www.fareedzakaria.com)

In 1970, when 11 percent of adult Americans had bachelor's degrees or more, degree holders were viewed as the nation's best and brightest," writes Richard Vedder and Christopher Denhart in the *Wall Street Journal*.  
<http://online.wsj.com/news/articles/SB10001424052702303933104579302951214561682>

"Today, with over 30 percent with degrees, a significant portion of college graduates are similar to the average American – not demonstrably smarter or more disciplined. Declining academic standards and grade inflation add to employers' perceptions that college degrees say little about job readiness."

"There are exceptions. Applications to top universities are booming, as employers recognize these graduates will become our society's future innovators and leaders. The earnings differential between bachelor's and master's degree holders has grown in recent years, as those holding graduate degrees are perceived to be sharper and more responsible. But unless colleges plan to offer master's degrees in janitorial studies, they will have to change."

## MEA 2014 Board Membership

Board Member	Name	eMail
Chair Emeritus	Max Wix	Chair_Emeritus@MarineEA.org
Chairman	John Beiswanger	Chair@MarineEA.org
President	David Wills	President@MarineEA.org
Vice President	Len Ludovico	VP@MarineEA.org
Secretary	Dan McLean	Secretary@MarineEA.org
Treasurer	Eric Gonzalez	Treas@MarineEA.org
General Counsel	Herb Harmon	GeneralCounsel@MarineEA.org
Deputy General Counsel	Dave Jonas	DeputyGeneralCounsel@MarineEA.org
Executive Director	Tim Murphy	ExecDir@MarineEA.org

Members at Large	Name	eMail
Bethesda Breakfast	Frank Wickersham	Bethesda_Breakfast@MarineEA.org
Chapter Development	Lester Niblock	Chapters@MarineEA.org
Henderson Hall Networking	Tim Kibben	HendersonHall_Luncheon@MarineEA.org
Henderson Hall TAP	Vacant	HendersonHall_TAP@MarineEA.org
Hot Jobs	Will Donaldson	Webmaster@MarineEA.org
Marine Seniors Representative	Frank Pulley	seniors@MarineEA.org
Newsletter	Dan McLean	Newsletter@MarineEA.org
Public Relations	Jeff Landis	publicrelations@marineea.org
Résumé Assistance	Chuck Anderson	Resumes@MarineEA.org
Quantico Luncheon	Bill Peters	Quantico_Luncheon@MarineEA.org
Quantico Tap	Ed Yarnell	Quantico_TAP@MarineEA.org
Walter Reed Coordinator	Frank Wickersham	fgwickersham@vsecorp.com
Webmaster	Will Donaldson	Webmaster@MarineEA.org
Wounded Warrior Representative	Bill Peters	WWR@MarineEA.org
WWR/M4L Representative	Len Ludovico	m4l@marineea.org

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	Vacant	atlantachapter@marineea.org
North East Ohio President	Vacant	NEOChapter@MarineEA.org
Camp LeJeune Chapter President	Vacant	lejeunechapter@marineea.org

## Upcoming Events



**April 11, 2014**  
**MEA Networking Luncheon**  
**Quantico**

**May 8, 2014**  
**MEA Networking Luncheon**  
**Henderson Hall**

**Camp Pendleton Chapter**  
The MEA Camp Pendleton Chapter meets the  
3<sup>rd</sup> 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](http://www.marineea.org)**

## ADVERTISE WITH THE MEA

This year the MEA is introducing new and exciting promotion for all companies, such as yours, to participate in our MEA Advertising Program. We'd like to feature your company in our website, Hot Jobs lists, and calendars seen by more than 25,000 Marines in transition.

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:**  
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