



MARINES IN TRANSITION

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www.MarineEA.org



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MESSAGE FROM THE PRESIDENT

John Beiswanger, MEA President

We are seeking your input for a new section on our website that highlights the success of the MEA.

We are asking for your testimonials. Just a few sentences that highlight what the MEA has done for you. Examples include:

- Networking, either through our formal luncheons or other activities or informally through our vast resources
- Job link up
- Resume posting and coaching
- Job postings
- Hiring of Marines
- Chapter networking, etc...

We look forward to hearing back from you and getting your comments added to the website.

Why is this important? Not only do we want to capture your comments in order to help promote our services, but we are often asked for quantitative data to prove our success. Until we finalize our methods of measurement, we want to at a minimum begin to document the fact that we have helped and are helping Marines in transition.

Your assistance is very much appreciated. Thank you again for your continued support and let's get a Marine hired today!

We look forward to hearing from you and adding your comments to the MEA website. Please send your remarks to Webmaster@MarineEA.org.

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on MarineEA.org**

**ASKING MEA MEMBERS AND
FRIENDS OF MARINES FOR HELP**

Max Wix, MEA Chairman

I have gotten lazy. On behalf of myself and the MEA, I apologize. I will strive to do better and ask that you all to do the same.

I recently received an email from a friend and fellow Marine whom I thought was reviewing, or at least looking at the resumes, before pushing them to me so I can send them on to my distribution list.

I was wrong. That old saying about "assume", stands.

The problem that ensued was that I received a "critical response" from another well meaning Marine that had received the resume from me, of the transitioning Marine officer. He informed me that the resume received was in a very poor state of affairs.

After I finally took a not very long look myself, it was very obvious that he was right.

A few things come to mind:

- I find this happening all the time now and it is frustrating.
- My time is just as valuable as the next fellow's.
- My sending the formatting out to everyone on my distribution list is being ignored.
- Complacency or laziness regarding not doing anything to validate or review any transitioning Marines resume is not acceptable on my part or anyone else for that matter.
- If all an MEA Member, or someone claiming to help on behalf of the MEA, is going to do is simply tell a person to send them a resume and "I will get it to the MEA", and then just send it on without benefit of reviewing and critiquing it, the transitioning Marine would be far better served to just be referred to the below link.
- To do otherwise is really of no help to the transitioning Marine and they would be far better off to have not received any "help at all."

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ASKING THE QUESTION

LtCol Mike Grice, USMC (Retired)

I officially became a retired Marine on New Year's Day of 2012. After spending over 27 years in uniform the time had come for me hang up the cloth of the nation and resume my status as a citizen. Like so many others, I was both excited and nervous about the change from being an active duty steely eyed killer freshly returned from the front to a retired veteran Marine with graying hair and no more wars to fight. Also, like many others, I found out just how confusing, difficult, and agonizing the transition process really could be.

Why was it so hard? After all, haven't millions of veterans made the jump before I did? How is it that a process that each and every veteran has gone through and every man and woman in uniform will have to endure so painful?

As I transitioned I learned a great many things, the most significant of which is that there is no integrated and comprehensive governmental transition program in place to help serving military folks become productive veterans. Don't get me wrong; there are myriad transition assistance and training programs out there. They exist to serve and assist members in every branch of the armed forces as required by law and regulation, but unfortunately I found the required service transition programs that I attended not to be nearly as effective as they could be. Even though they taught me the basics of how to write a resume and create a network of contacts, they did not really help prepare me for the remarkable difficulties that I would experience on the way back to civilian life.

Another thing that I learned is that I wasn't alone. Nearly every veteran that I spoke with experienced a difficult transition out of the service, and that they were disappointed in how unprepared they really were. They took the same required transition courses that I did, but despite the education and training that was offered on their way out the door they found themselves struggling to find meaningful employment and to deal with the emotional aspects of transition.

Having a difficult time during a period of upheaval is nothing new. The military, after all, is based on resolving conflict and embracing change. All of the branches of the armed forces literally have the arts of change and transition down to a science, from planning and conducting an operation to learning the valuable lessons that come from every engagement. The transition process was similar, but sadly not exactly the same. I did plan and conduct my transition. What did not happen, however, was the after action review to pass the lessons that I learned during the transition process to others who would follow.

It wasn't just me. I asked around, and to my disappointing surprise none of my friends who had recently transitioned were asked about their experiences either. None of them. Not one. They were also as surprised and disappointed as I was that nobody in an official capacity took the time or effort to ask them how their transition went, or more importantly, how their experiences could be used to make the process better. The vast pool of potential data sources who can provide real and recent insights into the efficacy of the transition process, recently transitioned veterans, is virtually untapped.

Continued on next page

ASKING THE QUESTION CONTINUED

So, for that reason, I decided to go ahead and create a survey to see if I could gather some data about the transition experiences of others. That survey, which has been taken by hundreds of respondents, has provided some very interesting and sadly not unexpected trends. It turns out that fewer than one in five recently discharged or retired veterans have received any official contact from the military after their transition, and fewer than one in ten have been asked to provide any feedback about their experiences (with many of those contacted either partaking in interviews or filling out unofficial surveys like the one that I put together).

That is particularly disturbing because many millions of dollars are being spent every year on the military transition process. Nearly a billion dollars is being spent by the DOD on unemployment benefits for unemployed veterans. You would think that the dots would be connected between the efficacy of the military transition programs and their effect on the unemployment rate, but sadly the most readily available resource of feedback is largely being ignored. Nobody is asking the vast majority of people who have gone through those transition programs and entered the civilian workforce about their experiences and how the transition programs could be improved.

Vendors Who Offer Military Discounts

[http://www.giftcardgranny.com/
blog/military-discounts/](http://www.giftcardgranny.com/blog/military-discounts/)

The answers are out there, and I am attempting to ask as many veterans as I can to learn from their transition experiences. Will you help? If you are a transitioned veteran (from any time period), would you be willing to take my survey? It can be accessed through my transition blog (<http://www.orderstonowhere.com>) or <https://www.surveymonkey.com/s/militarytransition>.

Even though many veterans have taken the survey, I can never have enough data. The more of you who respond to the survey the better and more accurate the results will be.

Thanks for your help!



**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.

20 BEST-PAYING HOURLY RETAIL JOBS

April 22, 2013 | Stephen-Bajza

<http://jobsforveterans.military.com/1894/20-best-hourly-retail-jobs/#ixzz2SRVl7qi5>

Whether you need to pay bills while looking for something long-term or you're trying to climb the company ladder, retail jobs can help most job seekers. Despite the advantages, retail environments are notoriously stressful to navigate, but a decent wage can compensate. Business Insider recently put together a list of the twenty best-paying hourly jobs by company which we have compiled for you below, including Department of Labor descriptions for each position. Information was pulled from Glassdoor.com and is accurate as of April 2013.

20: Panera Bread - Position: Cashier

Cashiers manage the registers and oversee all store transactions. They ensure that every exchange is processed accurately and that the customers have found what they were looking for whether they say something about it or not. Hourly pay: \$8.60

19: Target - Position: Guest Service Team Member

These individuals walk the floor maintaining displays, greeting customers, and providing support operations and resupply runs to the cash registers. Hourly pay: \$8.73

18: Urban Outfitters - Position: Sales Associate

Sales Associates are the face of the company — they greet customers, help them with their purchases by suggestively selling numerous choices for what would best suit them, and oversee the transaction itself. Hourly pay: 8.77

17: Gap - Position: Sales Associate

Hourly pay: \$8.85

16: Wal-Mart Stores - Position: Sales Associate

Hourly pay: \$8.85

15: JCPenney - Position: Sales Associate
Hourly pay: \$8.90

14: Best Buy - Position: Cashier
Hourly pay: \$8.92

13: Macy's - Position: Sales Associate
Hourly pay: \$8.96

12: Banana Republic - Position: Sales Associate/Cashier
Hourly pay: \$9.16

11: J. Crew - Position: Sales Associate
Hourly pay: \$9.24

10: Sam's Club - Position: Cashier
Hourly pay: \$9.32

9: Office Depot - Position: Sales Associate
Hourly pay: \$9.36

8: Williams-Sonoma - Position: Sales Associate
Hourly pay: \$9.48

7: Zara - Position: Sales Associate
Hourly pay: \$9.51

6: Sephora - Position: Cashier
Hourly pay: \$9.67

5: H&M - Position: Sales Associate
Hourly pay: \$10.20

4: REI - Position: Sales Specialist
Hourly pay: \$11

3: Nordstrom - Position: Sales Associate
Hourly pay: \$11.27

2: Costco Wholesale - Position: Cashier Associate
Hourly pay: \$11.58

1: Bloomingdale's - Position: Sales Associate
Hourly pay: \$13.38

ASKING MEA MEMBERS AND FRIENDS OF MARINES FOR HELP *CONTINUED*

- At least by referring them to the MEA link below, an experienced, if not professional, attempt is in place to help them, the first time out.
- By merely accepting a resume to pass on, without performing some minor assistance to help a transitioning Marine to be put forward to the CEOs, VPs, Program Managers, Human Resources Management and Recruiters does not reflect well upon this organization Nor is it reflective of the many years of counsel we all received as members of the United States Marine Corps.

Action by All Concerned hereon:

Before sending me a resume to pass on to my personal distribution list (1,100 (+/-)) recipients in industry and recruiting, please use the MEA web site, or refer the individual in transition to www.MarineEA.org under "For Marines" and the drop-down "Tips and Techniques" in order to get some valid structure and content into their resume. Otherwise it becomes a waste of time and effort for the transitioning Marine, your email to me, my push to my personal distribution list, and worse the potential employer or recruiter wasting their time, AND WORSE OF ALL the transitioning Marine does not receive a call back today, nor will they in the future.

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

If this is too cumbersome, then please ask the transitioning Marine to use the following site:

<http://www.marineea.org/index.php/resumes/52-resume-review-service>

This will allow the MEA Resume Review Members to perform their review and respond directly with the individual.

PLEASE, help me to assist our transitioning Marines to be successful.

Again, thanks for your time in reading this and your caring for "our transitioning Marines."

MEA Hosts Spring Social and Networking Events

The MEA held a social and networking event at the Crystal City Gateway Marriott Hotel in Arlington, VA on May 3rd. This was the second of three events held to help promote the MEA's services, as well as to assist transitioning Marines. Other locations included Camp Pendleton on April 17th and Quantico May 10th.

Approximately 30 people attended the MEA Spring Social in Arlington. Equally represented were employers and transitioning Marines. A photo from the event is shown below.



POTENTIAL FRAUD AND SOME ADVICE WHEN STARTING YOUR JOB SEARCH

Max Wix, MEA Chairman

For Transitioning Marines and those looking for another career change: **Beware.** In spite of efforts to provide avenues to assist our Service men and women to join the civilian workforce, there remain some bad people out to deprive you of your good name.

There are folks out there that are using the current situation of unemployment of veterans to scam you and get your personal data.

When contacted for information when applying for a job, you may want to get the persons name, phone and email and other pertinent information BEFORE you provide any response to them. Then verify with the company that they are who they say that they are. A legitimate Recruiter or HR representative will understand. If not, then you need to look at the next employer anyway.

NEVER, EVER, fax or forward your DD 214 or any document containing your Social Security Number and details such as Date of Birth, where you were born, and your parents, siblings or your immediate family's information.

You will provide this information ONLY in person or via some verifiable manner to a corporate Human Resources Manager when you have passed through the interview process.

This will ONLY occur when you have received an offer of employment and you have accepted the terms of agreement to work for this particular company. Then and only then, when you are sitting down in the new company's personnel office and filling out paperwork for a time card, insurance data for you and your family, paperwork to get a clearance with the company Security Officer, etc. Same as at MacDonalds, WalMart, etc. NEVER over the phone.

Make sure you ask people's permission BEFORE you use them as a reference. Never provide references until asked to do so, and then be careful of the information that you do pass on. Follow-up with the referenced individual and inform them that they should expect a phone call from your "new" company and that you are applying for xxx position with that company. No surprises to the employer or the referenced individual.

Have you paid or renewed your MEA Dues? Please do so on-line at <http://mea.afsportal.com/signup.php>. This is our only source of income to support the website and to host Luncheons and a limited number of transitioning sessions.

MEA
P.O. Box 1850
Quantico, VA 22134

MEA-WEST OFFERS TRANSITION PREPAREDNESS

Steve Fisher, Camp Pendleton Chapter

Before a US Marine is deployed into a new situation, that Marine is fully trained in the skills, techniques and use of the tools needed for successful accomplishment and survival. He is schooled in the subtleties of the environment so nothing blocks success, especially in the cultural sensitivity of the area of involvement. A Marine does not enter a new situation without the best in scenario training and preparation. He knows the dos and don'ts. He is prepared. He is the nation's best. But to the senior Marine transitioning out of the Corps, his world is about to change.

The career Marine is steeped in the ways to be successful. He assimilates into Marine life, its methods, its ways, and its expectations. His behavior follows the USMC codes of conduct and the culture in which he is surrounded, the one to which he has sworn his allegiance, the one which defines his life and his very being. He has left the civilian world, with all of its abstractions behind many years ago to be part of a system with strict expectations of behavior and little ambiguity. The Marine is a functionary within his own closed society, one that is insulated from the vagueness and uncertainty of the civilian world of business outside the gates. But to the senior Marine transitioning out of the Corps, his world is about to change.

Every transitioning Marine goes through TRS to explain his benefits and how to navigate a few of the basic wickets in front of him as he migrates out of Marine life. While greatly improved over TAP, it is limited in its exposure and time allotted to cover all the expectations that need to be fulfilled.

TRS is a one-size fits all program that is taught at its lowest common denominator, leaving many senior Marines hungry for more. But to the senior Marines transitioning out of the Corps at Camp Pendleton there are additional free transition programs available, thanks to MEA-West's "25+" and "Business 101" programs.

25+ is MEA-West's own career transition course. It specializes in resume preparation, interview techniques, and job search strategies. 25+ prepares the senior Marine with new skills to improve the chances of getting that targeted civilian job. It is taught by Chuck Heiser and Mike Collier with assistance from "Val" Valentine. It is multiday interactive training is punctuated by lectures, success stories, quips, and hard-core in-your-face learning. 25+ is essentially the bridge that takes you from your comfort zone of the USMC's here-and-now environment across to the other side into civilian business life.

But to the senior Marine transitioning out of the Corps, he wants to know what contemporary civilian business life is like, especially post-recession with its new technologies, social media, expectations of job security, and new methods of marketing, manufacturing, and finance that are all different now in both subtle and powerful ways. The civilian business world has changed dramatically in the past decade. It differs substantially from that which your father enjoyed or what the Marine may remember.

A transitioning senior Marine may discover most of the workforce of his target company has little or no appreciation for the struggles, trauma, or training the Marine has endured. His potential new boss may be 15 years his junior with virtually no life experience.

Continued on next page

MEA-WEST OFFERS TRANSITION PREPAREDNESS CONT.

After all more some 95% of civilians have no connection whatsoever with the military, so their understanding of military culture comes from television news programs and movies. Is that a true depiction of what your military life has been? Do they expect you to be like Rambo, Private Ryan, Pete "Maverick" Mitchell, or to shoot guns a lot, or stand at attention all day? Incorrect perceptions abound!

Then again, for career Marines, your understanding of civilian business culture is also influenced by television news and movies. Do you expect those you meet in business to be influenced by the wealth, greed and profiteering from the likes of Warren Buffet, Donald Trump, Bernie Madoff, Steve Jobs, or Gill Gates? Incorrect perceptions abound here too!

So if the civilian world does not understand the military world and the other way around, what are the expectations of you as a former senior Marine in civilian business life? Are you as prepared for emersion into this new civilian business environment as the USMC always had prepared you for a new combat environment? To quote a transitioning Marine Colonel and pilot, "Entering civilian life is scarier to me than flying combat!" He was trained for combat, but not for civilian business.

The antithesis of the first paragraph of this article follows: the Marine is not fully trained in the skills, techniques or use of the tools needed for successful accomplishment and survival in the civilian business world.

He is not schooled in the subtleties of the business environment so nothing blocks success, nor is he trained in the cultural sensitivity issues. A transitioning senior Marine is entering a new situation without the best in scenario training or preparation. He does not know the dos and don'ts. He is not prepared by the USMC for his civilian business transition.

Enter: Business 101, a transition event sponsored exclusively by MEA-West. The four volunteer Facilitators in Business 101, each with 40+ years of successful business leadership teach the key topics of contemporary business. Supported by several outside specialist-speakers, they prepare transitioning commissioned officers and senior NCOs in the culture, organizational structure and methods of business.

Key Business 101 topics include:

- Transition perceptions versus realities
- Economic changes afoot
- Profit motive and your roles in it
- Core and support business functions
- How mergers and acquisitions impact job security
- Legal issues and business structure
- Accounting as the language of business
- Practical marketing and operations concepts
- Strategic case studies
- Surviving the first 90 days
- Entrepreneurship
- Business survival: break-even, business planning, niche marketing

Oh, recall the transitioning Marine Colonel and pilot who said, "Entering civilian life is scarier to me than flying combat!"? He also said, "Business 101 takes the 'scary' out."

COURTEOUS INTERVIEW FOLLOW-UP MAY WORK FOR YOU TOO

Max Wix, MEA Chairman

We have received the following from a Marine who recently transitioned. He was trying to find work on Wall Street. The email is in quotations for you below:

"I reached out to a former colleague (college internship at Lehman Brothers) back in Jun/July when I was in Afghanistan so I could have something lined up at the time of my EAS (Jan '13). However, the process took much longer than anticipated. What finally sealed the deal was when I sent a hand written thank you note to my former colleague thanking her for her assistance even though no job resulted. A week later, I magically received a phone call from a HR rep in NYC asking to come interview for a position that I had not even applied for! In this day and age where emails are the norm, taking that extra step to write a hand written thank you note went a long way.

Recommendation: Network, Network, Network. WallStreet Oasis has a interview prep pack \$79.99 that is really 3 packs in one: Behavioral Interview Guide, Technical Interview Guide, and Networking Guide. I would recommend anyone looking for a Wall St career to visit the website and purchase the interview prep pack."

Following up with a person with whom you interviewed or passed your resume and thanking them in writing, on the phone, or by email may result in a call back for an entirely different position than the one you originally sought.

Often is the case, due to work load, you may never hear back from potential employers when you are not the one picked. No one wants to pass bad news. By turning the table and being nice anyway might result in a good turn in your favor, and consideration for an entirely different job. Never hurts to be nice, especially in this current cut-throat work environment.

Remember, no one is waiting for you to show up.

There is always competition for a good paying job, in an acceptable location that you and your family can live with. Too often I hear that I cannot find jobs where I am located. You may have to look outside your comfort zone, and tailor your resume for each position making sure you meet some portion of what the position description calls for. If you are a career recruiter, then attempting to find work in Supply Chain and Transportation Fields may be difficult, unless you have experience in procurement, supply-property repair parts, and exchange item management, warehousing, maintenance management, Six Sigma credentials, etc.



**VETERANS
GREEN JOBS**

**Veterans Green Jobs
Expands Reach to
California's 100,000+
Unemployed Veterans**

[http://veteransgreenjobs.org/newsandevents/
press-releases/expansion-to-california](http://veteransgreenjobs.org/newsandevents/press-releases/expansion-to-california)

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Upcoming Events



June 14, 2013
MEA Networking Luncheon
Quantico

July 11, 2013
MEA Networking Luncheon
Henderson Hall

June 19, 2013
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 on the
MEA Calendar
www.marineea.org

Upcoming Job Fairs

May 28 **Military Mojo**
San Diego, CA

May 31 **TransitionCareers**
Washington, DC

June **2013 Veteran Opportunity Expos**
Multiple cities throughout the month of June

June **Lucas Group Military Hiring Conference**
Multiple cities throughout the month of June

June 13 **CivilianJobs.com Job Fair**
Ft. Riley, KS

June 19 **Military Career Fair**
San Diego, CA

June 28 **CivilianJobs.com Job Fair**
Ft. Benning, GA

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