

## HAH Fact Sheet and Organizational Background

### Mission Statement

Hire America's Heroes (HAH) connects America's major corporations with the rich skills and abilities of military service members and their families for the purpose of employment in the corporate workforce. We promote best practices and success strategies in military-to-corporate transitions, recruiting, hiring, on-boarding, and retention.

### Guiding Principles and Best Practices

Our services are directed toward educating and informing stakeholders in order to raise understanding of relevant issues, connecting the players who can influence the issues, and promoting action that will result in family-wage jobs for members of the American Military Family. Following are the best practices utilized to accomplish these goals.

- **SOURCING:** Ensure outreach to all branches of the military through Transition Assistance Programs, State Employment Security Offices, government and non-profit organizations that work with veteran Job Seekers, and other referral sources that may bring Military Family Job Seekers to the attention of our Sponsors and Supporters.
- **RECRUITING:** Ensure inclusion of veterans in diversity objectives and Affirmative Action programs; job postings that include qualifications based on military training and occupations; key word searches that include military experience as a qualifier; candidate pool development that takes the military family into account.
- **HIRING:** Ensure that corporate Human Resource organizations, procurement organizations, recruiters and hiring managers understand the skills and abilities veterans bring to the corporate workforce; corporate recruiters and hiring managers communicate effectively with veteran candidates; that corporate recruiters effectively present veteran candidates to hiring managers and effectively coach them for the interview process.
- **ON-BOARDING:** Ensure on-boarding processes that welcome veteran new-hires into the corporate culture, for example, new-hire training, partnering with an experienced employee, introduction to employee groups comprised of veterans, etc.
- **SUPPORTING:** Ensure support for employee groups comprised of veterans and corporate recognition of military holidays in newsletters, corporate messaging, etc. as well as recognition of the company's veteran employees on Veteran's Day, Memorial Day, etc.
- **RETENTION:** Ensure that managers can recognize employee discontent that might be rooted in military vs. corporate culture issues; that managers understand and can recognize aspects of PTSD, TBI, and other military-related conditions that may interfere with productivity and effectively manage employee productivity to a high level of success in the company; provide compensation and benefits packages that include medical and psychological support for veterans, especially those who have served in combat roles.

# Hire America's Heroes 2015 Fact Sheet

## Stakeholders

- **MEMBERS and SUPPORTERS:** Our most strategic stakeholder group is made up of our Members and Supporters—the companies that provide funding for HAH's programs and services. Specific focus is on the Human Resources and Procurement organizations in Member/Supporter corporations, on corporate recruiters, department level hiring managers, and Diversity and Inclusion organizations.
- **CORPORATE LEADERS:** Corporate Leaders are also important Stakeholders. Their influence in our Member/Supporter companies is vital to ensure that the Human Resource programs and military recruiting efforts have "buy-in" from the top of the organization. In organizations that are not yet Members or Supporters of Hire Americas Heroes, Executives, Human Resource management, Recruiting Leads, and Diversity & Inclusion are our targets as we grow the organization locally and look forward to national expansion. Hire America's Heroes' events and programs are important to these Stakeholders.
- **MILITARY LEADERSHIP:** HAH reaches out to all branches of the service, National Guard, and Reserve Forces at all levels that represent uniformed service-members. This constituency is critical to the success of the organization. They ensure access to military facilities and personnel; they open doors to opportunities; they teach us military protocol and help ensure we are doing "the right thing the right way" when relating to their organizations and particularly to the active duty engaged in military service. To ensure continuous involvement with Military Leadership, Hire America's Heroes has formed a non-voting Military Advisory Board that is invited to Board meetings and kept informed of and involved in all HAH events and programs.
- **THE AMERICAN MILITARY FAMILY:** All members of "The Military Family" are HAH Stakeholders. They will benefit from improved access to corporate jobs through participation in Hire America's Heroes' events and programs. We define the American Military Family as inclusive of transitioning active duty military service members, members of the National Guard and the Federal Reserve forces, all veterans of any dates of service, Wounded Warriors, Wounded Warrior caregivers, Military Spouses, and family members of all American military. Our reach covers all branches of the active military (Army, Navy, Air Force, Marine Corps, and Coast Guard), National Guard (Army and Air), and Federal Reserve forces (Army, Navy, Air Force, Marine Corps, and Coast Guard).
- **GOVERNMENT AGENCIES and the COMMUNITY AT LARGE:** Key Influencers in State and Local government, non-government agencies, and the community at large are important Stakeholders. These leaders can facilitate the hiring of veterans and promote related activities. As these influencers work with Hire America's Heroes, they will gain access to corporate contacts and engage in learning activities that will better provide their services. These Stakeholders can partner with us in order to avoid duplication of services and can provide continuity in employment services to veterans.

## Governance

Hire America's Heroes (HAH) is managed by a National Board of Directors that oversees the affairs and business of the organization. This ten-member Board includes an executive committee comprised of a President, Vice President, and Secretary, and Treasurer. The California Chapter and The Pacific Northwest Chapter each have an Executive Advisory Board that provides counsel and to the National Board of Directors. Each Chapter also has one representative on the National Board of Directors. A Military Advisory Board representing the various branches of the United States Military advises the National Board of Directors regarding military protocol, branch updates, opportunities for supporting transitioning service members, and procedures for engaging with military facilities.

## Legal Establishment

Hire America's Heroes was incorporated as a Domestic Nonprofit Corporation in Washington State on May 8, 2007 (UBI #602( 716( 391.)) Our trademarked name (Serial # 77/087198) was established April 17, 2008, and provides goods and services under Intl. Class 035 and Intl. Class 041. We were established as a 501(c)(3) public charity effective April 6, 2007, EIN #35( 2292248. All certifications are current.