MILITARY SPOUSE EMPLOYMENT PARTNERSHIP

Community. **Collaboration. Careers.**

Since June 29, 2011, Military Spouse Employment Partnership companies and organizations have hired more than **80,000 spouses** and listed more than **3.9 million jobs** on the Military Spouse Employment Partnership Career Portal.

Our Community

Business

The Military Spouse Employment Partnership businesses and corporations are a committed group of business leaders who build companies, influence markets and support the heart of the nation — the military community. United, they have the ability to set a course, build support and accomplish strategic goals with global implications. More than 295 corporate leaders are united in their commitment to recruit, hire, promote and retain military spouses.

Employment

According to the president's 2015 Economic Report, the economy continued to strengthen during 2014, especially in the labor market with employment gains and declines in unemployment. The labor market experienced its longest streak of uninterrupted private-sector job growth since 1999.[1]

The Military Spouse Employment Partnership contributed to those employment gains and decline in unemployment with its commitment to recruit, hire, retain and promote military spouses. More than 1.3 million men and women serve in the U.S. Armed Forces, approximately half of whom are married.[2] Military spouses continue to be a tremendous source of talent who can fill the need for an exceptional workforce in any environment.

Talent

The Military Spouse Employment Partnership companies and organizations need successful strategies to access talent to meet their manpower challenges and remain competitive. By signing the Statement of Support, your company or organization committed to provide hard-working military spouses with equitable, long-term opportunities and provide careers that can move with them. In return, the partnership provides you the opportunity to develop relationships with more than one million military spouses — all of whom have 21st century skills.

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[1]2015 Economic Report of the President, "Chapter 2: The Year in Review and the Years Ahead," https://www.whitehouse.gov/sites/default/files/docs/2015_erp_chapter_2.pdf (accessed Aug. 31, 2015).
[2]2013 Demographics Report: Profile of the Military Community, Military OneSource.mil, http://www.militaryonesource.mil/12038/MOS/Reports/2013-Demographics-Report.pdf.

Military Spouses' 21st Century Skills

- Adaptable
- Educated
- Experienced
- Flexible
- Loyal
- Motivated
- Resilient
- Team focused
- Tech savvy

"**I love the responsibility and duties of my position** as well as knowing that I am a part of creating a high-quality product for consumers to enjoy."

Army spouse working for a partner employer

"**The partnership not only supplies our company with a great pool of talent** for our open positions and an easy way to advertise positions, it also provides excellent support staff to ensure a high level of visibility to military spouses. Safeway's commitment to hiring military spouses is the right thing to do to support the country and communities we serve."

Megan Vincent, director of HR Strategy and Retail Talent Acquisition for Safeway

"**The value of the Military Spouse Employment Partnership cannot be overstated!** The partnership puts military spouses front and center by sharing the talents and strengths of military spouses with corporations and organizations that could have easily overlooked this amazing talent pool. The MSEP believes in military spouses, and the hard work behind the scenes is a testament to this belief! Thousands of military spouses have found careers in their chosen field of study because of MSEP, and those numbers keep growing! Thank you, MSEP."

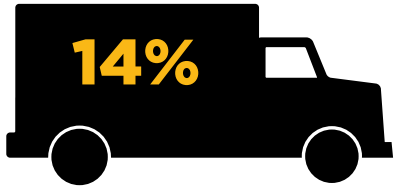
Patricia Barron, director of Family Readiness for the Association of the United States Army

The Numbers

Population

93% of the more than one million military spouses are women.[3]

Military families relocate 14 percent more frequently than civilian families.[4]

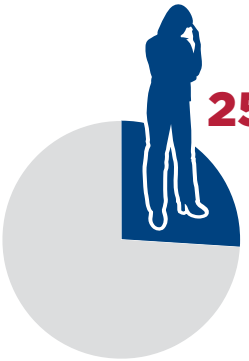


689,000 active-duty spouses — more than **half are 30 years or younger**[5]

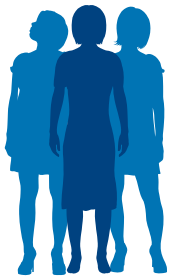
[3]2013 Demographics Report: Profile of the Military Community, Military OneSource.mil, http://www.militaryonesource.mil/12038/MOS/Reports/2013-Demographics-Report.pdf.
[4]The U.S. Census Bureau's Current Population Survey 2007–2009.
[5]2013 Demographics Report: Profile of the Military Community, Military OneSource.mil, http://www.militaryonesource.mil/12038/MOS/Reports/2013-Demographics-Report.pdf.

Employment

40%
of spouses are employed.



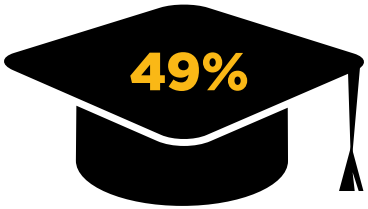
25%
unemployment rate among military spouses — 33% for spouses of E1 to E4 junior enlisted service members



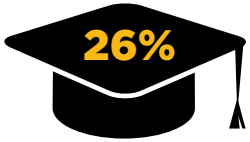
One in three military spouses is not in the labor force.[6]

[6]2012 Survey of Active Duty Spouse (June 2015). http://militaryonesource.mil/12038/MOS/Surveys/ADSS1201-Briefing-Support-Deployment-Reintegration-PCS-WellBeing-Education-Employment.pdf (accessed Sept. 2, 2015).

Education



have some college



have a bachelor's degree

have an advanced degree[7]

[7]2012 Survey of Active Duty Spouse (June 2015). http://militaryonesource.mil/12038/MOS/Surveys/ADSS1201-Briefing-Support-Deployment-Reintegration-PCS-WellBeing-Education-Employment.pdf (accessed Sept. 2, 2015).

Earnings

Military wives earn 25% less than their civilian counterpart.[8]

[8]Kniskern, M. K., & Segal, D. R. (2010), Mean Wage Differences between Civilian and Military Wives, College Park, MD: Center for Research on Military Organization, University of Maryland, College Park, Military OneSource.mil, http://www.militaryonesource.mil/12038/MOS/Reports/FY2013_Report_MilitaryFamilyReadinessPrograms.pdf.

Community Foundation

Because of the impact of this partnership, the Military Spouse Employment Partnership is recognized worldwide by more than 295 companies and organizations, more than 325 military installations and other elite organizations, such as the White House Joining Forces initiative and U.S. Chamber of Commerce. World-renowned companies such as Wal-mart, Bank of America, Hilton Worldwide, and CVS Caremark are a part of our partnership community. Putting the Military Spouse Employment Partnership logo on your company website lets the world know that you have made a commitment to the Department of Defense to offer our military spouses the very best in first-class employment opportunities.

MILITARY SPOUSE EMPLOYMENT PARTNERSHIP

Direct access, via the Military Spouse Employment Partnership Career Portal, to a million-member talent pool of skilled, loyal and adaptable future employees with global perspectives and the personal fulfillment of supporting our military community, makes participation in the partnership a unique and rewarding experience.

By hiring military spouses, your company expresses its support of the one percent of Americans who serve in the armed forces. Military spouse employment also opens up your company to the "military network" with access to its skilled and diverse labor force.

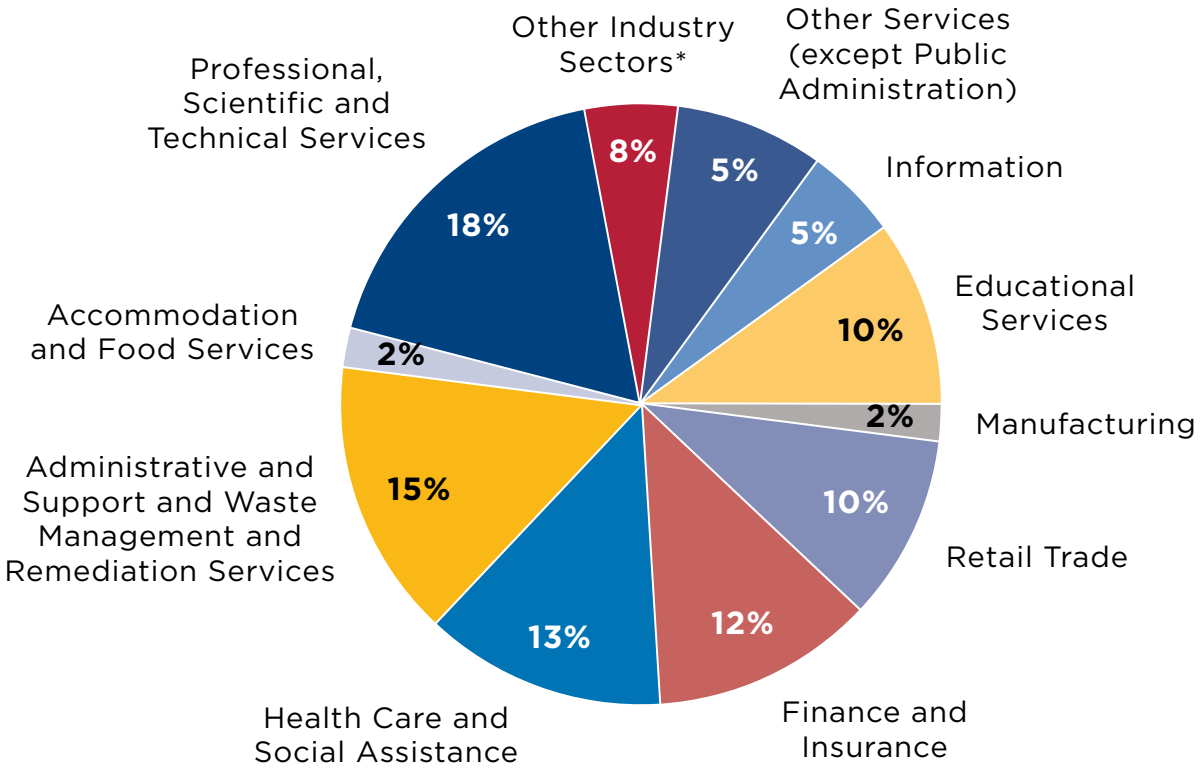
As a partner, you are part of something larger than Military Spouse Employment Partnership — the Spouse Education and Career Opportunities program, which supports the career progression of military spouses through the four lifecycle stages:

- Career Exploration
- Education, Training and Licensing
- Employment Readiness
- Career Connections

More than 295 Military Spouse Employment Partnership companies and organizations

SECO
SPOUSE EDUCATION & CAREER OPPORTUNITIES

Industry Sectors Represented



* Other industry sectors include: Advertising Sales; Construction; Defense and Space; DoD Aerospace and Defense; Federal Mining, Quarrying, and Oil and Gas Extraction; Administrative and Support and Waste Management and Remediation Services; Real Estate and Rental and Leasing; Technology, Arts, Entertainment and Recreation; Management of Companies and Enterprises; Public Administration; Transportation and Warehousing; Utilities; and Wholesale Trade.

25

Partnership companies in the Top 100 of the 2015 Fortune 500 List

5

Partnership companies made Fortune's 2015 List of 100 Best Companies to Work For

10

Partnership companies in the Top 25 of the 100 Military Spouse Friendly Employers List

12

Partnership companies ranked in the top 50 of the World's Most Admired Companies

"**I absolutely love the culture and the groundwork that Volt has laid for me to be successful**. I know that my team members and my directors all want me to be successful and work with me to ensure that it happens. I know that there is a tremendous amount of growth available to me, and I know that there are other locations across the country so that if my husband gets orders, I will have a very good chance of continuing my career with Volt."

Marine Corps spouse working for a partner employer

Community Development

The Military Spouse Employment Partnership companies and organizations are critical to the success and longevity of the partnership. In addition to your efforts to reduce the military spouse unemployment rate by recruiting, hiring and retaining military spouses, partnership companies and organizations play an active role in strategic planning in the following ways:

- Assisting in the planning of the Military Spouse Employment Partnership Annual Partner Meeting
- Participating in the annual event, which includes networking, brainstorming and informational sessions
- Supporting and participating in the LinkedIn Series for military spouses
- Attending quarterly webinars for partners
- Developing and sharing best practices to strengthen the partnership

The partnership companies and organizations also engage in community-based initiatives such as:

Joining Forces

Joining Forces is a comprehensive national initiative championed by First Lady Michelle Obama and Dr. Jill Biden, which mobilizes all sectors of society to give service members and their families the support they have earned. In this ongoing effort, Joining Forces highlights issues of special importance to military families, including the areas of employment, education and wellness.

In the area of employment, the Joining Forces initiative focuses on the following:

- Highlighting the workforce potential of veterans and military spouses
- Expanding employment and career development opportunities for veterans and military spouses
- Helping employers create military family-friendly workplaces

The Military Spouse Employment Partnership is a key component of the White House Joining Forces initiative. Through the partnership, employers become part of the larger Joining Forces effort to connect service members, veterans and military spouses with the resources they need to find jobs.

JOINING FORCES

http://whitehouse.gov/joiningforces

Connecting Communities

The Military Spouse Employment Partnership is built on collaboration among the partners, military installations and the partnership account managers. Opportunities exist for partnership companies and organizations to network within industry sectors or with other industries to share leading practices, discuss corporate challenges and support the military community. In-person networking opportunities take place at the Military Spouse Employment Partnership Annual Meeting, and partners can leverage their connections with their account managers to engage in hiring opportunities at installations worldwide.

Connect your community

Case Study: Collaboration

Challenge: In April 2013, Military Spouse Employment Partnership company Etech Global Services needed to hire German and French work-from-home translators.

Connection: Etech Global's vice president of human resources contacted the account manager to ask for help. The Military Spouse Employment Partnership pushed the job announcement to all account managers, who then forwarded the job announcement to installations worldwide.

Solution: As a result, the partnership provided Etech with more than 60 applications, from which they chose five perfectly suited candidates to fill the translator positions. This entire process was completed in less than one week. Etech stated that when phase two of their program is implemented, they plan to turn to the partnership once again for their assistance in hiring highly skilled military spouses to work for their organization.

"**I never could have imagined that I would secure a career-relevant position while being stationed with my active-duty husband overseas, but I did**. And not only did I secure that position, but I was also given the opportunity to broaden my skills across disciplines while supporting the contracts across Europe. As my husband's tour was nearing its end in Germany, CSC's military spouse ambassador reached out to me to determine where I would be moving and assisted with putting me in contact with some hiring managers and recruiters in the area. It was because of this support that I celebrated my third anniversary with CSC this past May!"

Navy reserve spouse working for a partner employer

"**It is an honor, and Hyatt is proud to support the spouses who stand behind those supporting and protecting our country.** Our partnership with MSEP allows Hyatt opportunities to easily share career options and provides a connecting point for potential talent for the company."

Kristy Seidel, SPHR director
Acquisitions for Hyatt Hotels Corporation

SECO
SPOUSE EDUCATION & CAREER OPPORTUNITIES

Building Networks

Since its inception in June of 2011, the Military Spouse Employment Partnership has grown immensely in not only the number of partners (more than 295), but also in the number of military spouses our partner employers have hired (more than 80,000) and the number of employment opportunities partners have made available (more than 3.9 million). As we look toward the future, we are excited about the continued growth of the partnership and the new opportunities that military spouses will benefit from.

While numbers tell a part of the story, the Military Spouse Employment Partnership is more than metrics and statistics. Each of us is working to build networks that support military families by enhancing and increasing the opportunities for spouse employment. We are building networks among partners that result in the sharing of ideas and information and finding new ways to serve a unique population. We are building networks of military spouses that use technology to stay connected and offer advice and support no matter where in the world they find themselves. We are building a public-private network between the Department of Defense and our partners that has increased the awareness of the employment challenges military spouses face.

As the Department of Defense moves into a new era, it is imperative that we do not lose sight of our initial goal of increasing employment opportunities for military spouses by actively recruiting, hiring, promoting and retaining them. The Military Spouse Employment Partnership team looks forward to growing our network.

Eddy Mentzer, associate director
Spouse Education and Career Opportunities
Office of the Deputy Assistant Secretary of Defense
(Military Community and Family Policy)

Hiring Our Heroes
Hiring Fair

Special thanks to the **Military Spouse Employment Partnership companies and organizations** who support the future of military spouses.

24 Hour Fitness

3M Company

AcademyWomen

Acosta Sales and Marketing — Military Division

ACT•1 Group of Companies

Adecco USA

ADP

AECOM

Agility Marketing

All Medical Personnel

AloriCares, a division of Alorica

Amazon.com Inc.

American Freedom Foundation

American Health Connection

American Red Cross

American Support LLC

Andrews Federal Credit Union

Anglicotech LLC

AOL Inc.

Apex System Inc.

Apogee Solutions Inc.

Apollo Education Group/University of Phoenix

Arise Virtual Solutions Inc.

Armed Forces Bank

Armed Forces Services Corporation

Army & Air Force Exchange Service

Army Career & Alumni Program

Army Civilian Service

ASRC Federal

Association of Military Banks of America

Association of the United States Army

AT&T

Avening Management and Technical Services LLC

Aviall, A Boeing Company

Bank of America

BDS Marketing Inc.

Benefit Recovery

Black & Veatch

Blackboard

Blackstone Career Institute

Blue Star Families

Blue Water Media

Booz Allen Hamilton Inc.

Bozzuto Group

Bradley-Morris Inc.

Bright Horizons Family Solutions

CACI International Inc.

Care.com Inc.

Career Step LLC

Central Texas College

Cha Cha Search Inc.

Chenega Corporation

Chi-Chack LLC

Citi

Coca-Cola North Refreshments

Colony Brands Inc.

Columbia Southern Education Group

Commander, Navy Installations Command

Conduit Global

Convergys

Council for Adult and Experiential Learning

CPCD

CPS Professional Services LLC

CRAssociates Inc.

CSC (Computer Science Corporation)

Cubic Corporation

CVS Caremark

DaVita Inc.

Decypher Technologies Ltd.

Defense Commissary Agency

Dell Inc.

Devon Energy Corporation

DialAmerica

DIRECTV

Dish Network LLC

DoDEA

Dominion

Eagle Systems, A Columbia Group Company

East Carolina University

Easter Seals — Vet Staffing Network

Education Corporation of America

Elbit Systems of America

EMC^2

Emergent Contact Solutions LLC

Encore Medical Staffing Inc.

ePath Learning Inc.

Etech Global Services

EURPAC Service Inc.

Exelis Inc.

Expert Global Solutions Inc.

Express Employment Professionals

Express-Scripts

FDR Inc.

Fidelity Life and Health

Fireside Partners LLC

First Data

FIS

Fort Hood National Bank

Fort Sill National Bank

Foster Web Marketing

Frontier Communications

G4S Secure Solutions

GBX Consultants Inc.

GEICO

General Dynamics

Gentile and Associates Inc.

George Mason University

Global Dynamics LLC

Goodwill Industries International Inc.

Greenback Expat Tax Services

H & R Block

H2 Performance Consulting

HCA, Hospital Corporation of America

Health Net Inc.

Heritage Bank

HGS

Hilton Worldwide

Hitachi Consulting Corporation

Homeland Security Solutions Inc.

Humana

Hyatt Hotels Corporation

ICS Corp

ID.me

iHeartmedia

In Gear Career

Inova Healthcare

Insignia Federal

Interstate Hotels & Resorts

Intuitive Research and Technology Corporation

Inverness Technologies Inc.

J&A Marketing

Jackson Hewitt Tax Service

Johns Hopkins Hospital

Johnson Controls

JPMorgan Chase & Co

Kangaroo Express

Kelly Services Inc.

KinderJam

Korea Chamber of Commerce and Industry

L-3 National Security Solutions

La Quinta Inns and Suites

Language Directions LLC

Leidos

Liberating Career Solutions

Lockheed Martin

Locum Inc. (dba Medstaff)

Lowe's Companies Inc.

Luke & Associates Inc.

M.C. Dean Inc.

Management and Training Consultants Inc.

ManpowerGroup

ManTech International Corporation

Marcone Supply

Marine Corps Community Services

McDonald's Corporation

McKesson Corporation

MetLife

Microsoft

Mid-Atlantic Higher Education Recruitment Consortium

Military Child Education Coalition

Military Education Program of Vincennes University

Military Officers Association of America

Military Sales & Service Co.

Military Spouse Corporate Career Network

Military Spouse Foundation

Military Spouse JD Network

MilitaryOneClick

Mom Corps

Mondelez International

MyMilitarySavings.com Inc.

National Military Family Association

Navy Exchange Service Command

Navy Federal Credit Union

Navy League of the United States

NEW, an Asurion Company

Northrop Grumman Corporation

Office Depot Inc.

OMV Medical Inc.

Peak Employment Solutions LLC

Pearl Interactive Network

Pentagon Federal Credit Union

PricewaterhouseCoopers LLP

Prosperity America Inc.

ProTrain LLC

QCSS Inc. — Quality Customer Services & Sales

Quality Contact Solutions

Quicken Loans

ResCare Inc.

RGB Group Inc.

RGIS LLC

Robert Half Inc.

Rollins Inc.

S&P Data LLC

Safeway Inc.

Sears Holdings Corporation

Sedgwick Claims Management Services Inc.

Service Credit Union

Signal 88 Security

Skyline Ultd Inc.

SMITH/Associates

Social Security Administration

Southern Company

Starbucks

Sterling Medical Corporation

STG International Inc.

Strategic Resources Inc. (SRI)

Strategic Staffing Solutions

Sutherland Global Services

Sykes Enterprises Incorporated

Synovus

Talent Curve

TASC, An Engility Company

TCF Financial Corporation

Teleperformance

TeleTech

TerraHealth Inc.

The Bowen Group

The Home Depot

The Kraft Heinz Group

The Major Group

The Medical Team

The Rosie Network

The Schwan Food Company

The Timken Company

The TJX Companies Inc.

Thermo Fisher Scientific

Time Warner Cable

Toys R Us Inc.

TriWest Healthcare Alliance

Tutor.com

U.S. Bank

U.S. Chamber of Commerce Foundation

U.S. Security Associates

U-Haul International

Ultimate Medical Academy

United Rentals

United States Department of the Air Force

UnitedHealth Group

USA Cares

USAA

ValueOptions®

Verizon

Veteran Contact Center LLC

Veteran Recruiting Services

Veterans United Home Loans

Victory Media

Volt Workforce Solutions

W.W. Grainger

Walgreens Boots Alliance Inc.

Wal-Mart

Wellness Corporate Solutions LLC

Wells Fargo

Werner Enterprises

West Corporation

Western and Southern Life

Wittenberg Weiner Consulting LLC

Woosong University

World Travel Specialists

Xerox

Zeiders Enterprises Inc.

ZIM Integrated Shipping Ltd.

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SPOUSE EDUCATION &
CAREER OPPORTUNITIES

MILITARY SPOUSE
EMPLOYMENT PARTNERSHIP

For more information, visit https://msepjobs.militaryonesource.mil.

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