



HEROES IN TRANSITION

The Imaging Industry
Veteran Hiring Program 2024



TABLE OF CONTENTS

Message	01
Program Overview	02
Benefits	03
Resources	04
Commitment	05
Contacts	06



PASSION AND PURPOSE

As you know the ECS24 Tiger Team has been working diligently to create and deliver a turnkey virtual Veteran hiring package for the Imaging Channel. It is my great honor to introduce you to the “Heroes In Transition” (H.I.T) program! Our mission is to provide the industry with the “Why, How and the What” and we are excited to present this package today for immediate implementation upon your return home. We thank you for your commitment to hiring our Veterans and today we combine “passion and purpose” the necessary tools delivering tangible business results!

Special thanks to Hiring Our Heroes, Overwatch, Skillbridge, Sharp, Toshiba, Impact Networking, Tuatara and VETech! Much more to come!

Thank you!

Mike Stramaglio



PROGRAM

Heroes In Transition - H.I.T.

Get plugged into Military Talent Pipeline Sources

Access to Military Talent Pipeline:

X amount of active duty transitioning to civilian sector + X amount of military spouses transitioning = total transitioning military talent pool that replenishes each year

Recruitment for Full time/Direct and Contract to Hire Placements:

Hiring our Heroes Military Spouse Program, Overwatch Skillbridge – Access to talent pipeline, assistance recruiting (HOH others), 13-16 weeks of internship paid for by the skill bridge host, no cost to you Plug in and get perpetual access to varying levels of talent, try before you buy scenarios, integrate into recruitment strategy, permanently stay on the offensive.

Together, We Will

- Commit to the program
 - Set goals - KPI >5% / >10% veterans of all employees based upon your current state
 - Participate in meetings and webinars
- Check KPI achievement status regularly
- Keep informed
 - Program website
 - Links to resource groups
 - Program updates





YOUR BENEFITS

Why you should care

Tangible and Intangible Fiscal Benefits of moving to the offensive:

- Cost of Vacancy of unfilled roles goes down
- Lost Revenue due to unfilled roles decreases, revenue production increases
- Reduced cost of recruitment- roles filled quicker- number of rounds of interviews decreases, advertising per role decreases, 3rd party fees decrease
- Reduced overtime for hourly non exempt employees
- Increased job sat increased morale
- Increase in productivity- exempt employees doing the role they were hired to do not picking up the slack for unfilled roles.....higher job sat, reduced context switching, increased productivity
- Access to free labor: 13-16 weeks of resource at no cost to you - \$15k-26k of labor value generation at no cost to you (paid for by department of defense, grants, etc.)
- Federal and state tax credits for hiring veterans, disabled veterans, and other diversity tax benefits
- WOTC Credit

YOUR RESOURCES

Assist you in accessing and collaborating with distinguished organizations that offer notable programs for your benefit.

Hiring Our Heroes

U.S. Chamber of Commerce Foundation



DODSKILLBRIDGE

Hiring Our Heroes (HOH) is a program that connects the military community, including service members, veterans, and military spouses, with American businesses. The goal is to create economic opportunities and strengthen the workforce. HOH offers various services such as hosting over 50 hiring events annually, providing fellowship programs, and offering educational and networking opportunities. These initiatives are designed to help participants transition into civilian workforce and support employers in finding talented veteran and military spouse candidates.

For more details, you can visit their website at [Hiring Our Heroes](https://www.hiringourheroes.org).

Overwatch's For Patriots program is dedicated to supporting veterans' well-being. It includes initiatives like the Veterans Ambassador Program, Veterans Apprenticeship Program, Operation Heroes in Transition, Anchors of Hope, and the Veteran Alliance Foundation. These programs collectively address skill shortages, support veterans' mental health, provide vocational assistance, and focus on reducing veteran suicide rates. The overarching goal is to create meaningful career opportunities in the data center industry for veterans, thus aiding their transition into civilian life.

For more detailed information, visit their website at [Overwatch For Patriots](https://www.overwatch.com/for-patriots) and [Skillbridge](https://www.skillbridge.com).





YOUR COMMITMENT

LETTER OF INTENT

I am writing to express our company's sincere commitment to hiring veterans and to submit our Letter of Intent in support of this initiative.

At (YOUR company name), we recognize the unique skills, dedication, and leadership that veterans bring to the workforce. We believe that their experiences in the military translate seamlessly into qualities that align with our company values, including discipline, teamwork, and adaptability.

Our organization is dedicated to creating an inclusive and diverse workplace, and we firmly believe that hiring veterans is not only a moral obligation but also a strategic advantage. Veterans possess a wealth of transferrable skills that are invaluable in contributing to the success of our team and enhancing our overall organizational performance.

In line with this commitment, we pledge to actively seek out qualified veterans for positions within our company. We will collaborate with local veterans' organizations, participate in veteran job fairs, and implement targeted recruitment strategies to ensure that we attract and hire individuals who have served in the armed forces. We embrace the national goal of five percent (5%) minimum of all the employees being veterans.

Furthermore, we are dedicated to providing a supportive and inclusive environment for veterans within our organization. This includes recognizing and accommodating the unique challenges that may arise during their transition to civilian employment.

By fostering a culture that values the contributions of veterans, we aim to not only fulfill our corporate responsibility but also to benefit from the diverse perspectives and talents that veterans bring to the workplace.

Thank you for considering our Letter of Intent. We look forward to the opportunity to collaborate with veterans and contribute to their successful integration into the civilian workforce.

Sincerely,

CONTACT US

Name	Company	Contact Info.
Tiffany Kovaleski	Overwatch	Phone: (612) 227-2381 Email: tkovaleski@weareoverwatch.com
Sierra Schafer	Hiring Our Heroes	Phone: (202) 570-1319 Email: sschafer@uschamber.com
Cynthia Bennett	Impact Networking	Phone: (847) 693-2394 Email: CBennett@impactnetworking.com
Kendra Bitner		Phone: (847) 773-0646 Email: kbitner@impactnetworking.com
Chris Johnson	Sharp USA	Phone: (331) 452-0912 Email: johnsonchri@sharpsec.com
Rodney Bowles	Toshiba America Business Solutions	Phone: (707) 771-1788 Email: Rodney.Bowles@tabs.toshiba.com
Mike Stramaglio	Stramaglio Consulting	Phone: (650) 888-9645 Email: mike@stramaglioconsulting.com
Hiro Ueda		Phone: (480) 819-6515 Email: hiro@stramaglioconsulting.com



SCAN TO GET THIS BOOKLET ONLINE

