

Hiring Military Veterans

Why You Should Do It - Strategies for Success - Common Pitfalls



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- > Why Hire Military Veterans & Diversity in the U.S. Military
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Lucas Group - Summary

- > Founded in 1970, Lucas Group is now one of the U.S.' largest executive recruitment firms
- > Privately held
- > 15 locations in the United States

Atlanta

Denver

Los Angeles

San Diego

Baltimore

Houston

Miami

Tampa

Chicago

Irvine, CA

New York

Washington DC

Dallas

Las Vegas

Phoenix

Lucas Group - Expertise

- > Accounting and Finance
- > Contract Services
- > Human Resources
- > Information Technology
- > Legal
- > **Military Transition**
- > Manufacturing & Operations
- > Sales and Marketing

Why do we Terminate Employees

➤ WHAT ARE YOUR
TOP THREE REASONS?

Why do we Terminate Employees

➤ Top 10 Reasons Employees Get Fired (About.com)

<http://jobsearch.about.com/od/firedtermination/a/reasons-for-getting-fired.htm>

1. Damaging Company Property
2. Drug or Alcohol Possession at Work
3. Falsifying Company Records
4. Insubordination
5. Misconduct
6. Poor Performance
7. Stealing
8. Using Company Property for Personal Business
9. Taking Too Much Time Off
10. Violating Company Policy

Why do we Terminate Employees

➤ 10 Things That Will Get You Fired (CareerBuilder.com)

<http://www.careerbuilder.com/Article/CB-560-The-Workplace-10-Things-That-Will-Get-You-Fired/>

1. Don't bother learning what's expected of you.
2. Learn to say, "That's not part of my job description," and use it frequently.
3. Go shopping in the supply closet.
4. Abuse company technology.
5. Complain about your job to anyone who will listen.
6. Forget teamwork -- look out for No. 1.
7. Bring your personal life to work.
8. Consistently work "abbreviated" workdays.
9. Treat deadlines more like guidelines.
10. Operate the gossip mill.

What do Your BEST Employees Have in Common?



➤ TOP THREE Traits of Your BEST EMPLOYEES

➤ 8 Qualities the BEST Employees Have (AOL.com)

<http://jobs.aol.com/articles/2013/04/10/best-employee-qualities/>

1. Show initiative.
2. Admit when you make a mistake.
3. Learn new things.
4. Do what you say you will do.
5. Share credit.
6. Know what battles to pick.
7. Be ready for work.
8. Do the work.

What do Your BEST Employees Have in Common?



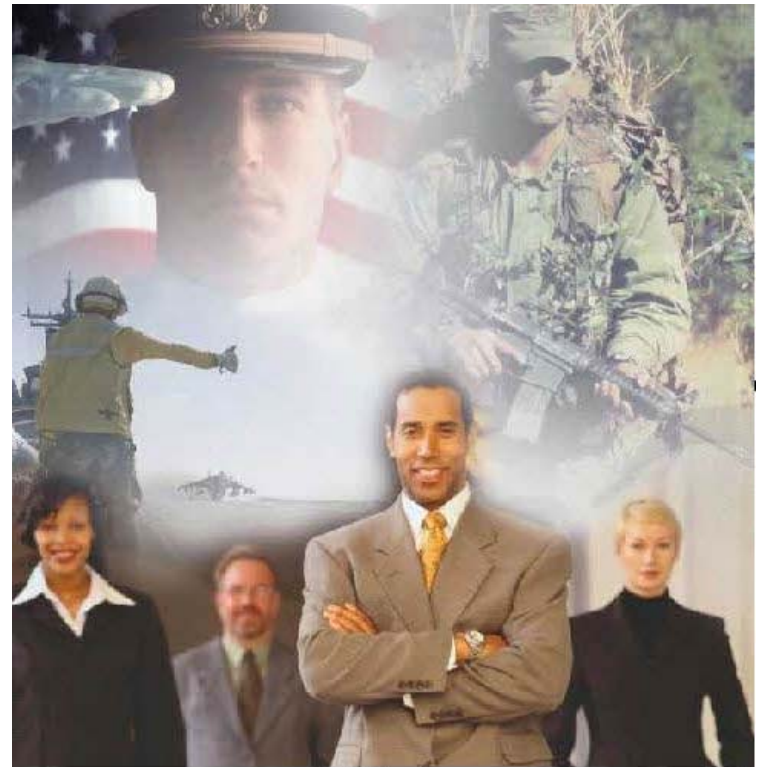
15 Traits of the Ideal Employee

<http://www.forbes.com/sites/kensundheim/2013/04/02/15-traits-of-the-ideal-employee/>

- 1.Action-oriented**
- 2.Intelligent**
- 3.Ambitious**
- 4.Autonomous**
- 5.Display Leadership** – Do you see this individual being a significant part of your company and leading future employees of the firm?
- 6.Cultural Fit** – Are you going to enjoy working with this individual on a daily basis?
- 7.Upbeat** – Employees who come into work fresh and energetic everyday are going to outproduce workers who think negatively and easily burn-out when they encounter defeat.
- 8.Confident**
- 9.Successful** – One of the most effective ways to predict future success in a candidate is their past success at other firms.
- 10.Honest** – An employee can have all the talent in the world, but without integrity and authenticity, nothing great will be accomplished.
- 11.Detail Oriented**
- 12.Modest** –They are humble, don't need to pump themselves up in front of others and quietly outproduce those who do.
- 13.Hard working**
- 14.Marketable** – By marketable, I mean presentable to clients.
- 15.Passionate**

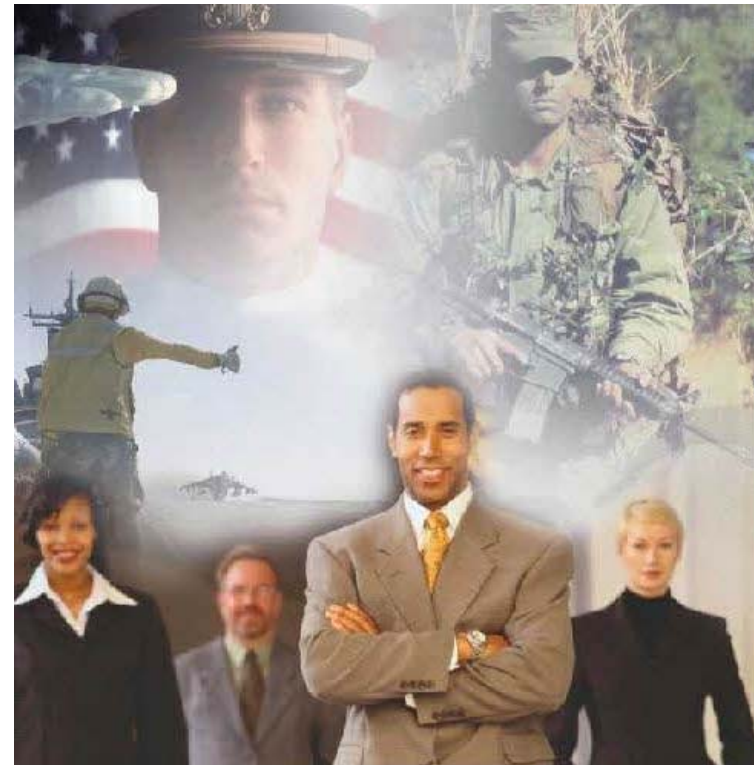
Lucas Group - Military Division

- › Lucas Group Military is corporate America's premier source of leadership and technical talent departing the U.S. Military.
- › We have facilitated more than 30,000 successful transitions from active duty to civilian careers since 1970.



Lucas Group - Military Division

- › Military leaders have a work ethic forged in the toughest environments. They build teams and create synergies that have an immediate positive impact on any organization.
- › They make excellent leaders, Managers, Engineers, Sales Representatives and Field Service Personnel in nearly every industry and functional area.



Why Hire Military Veterans?



**Wal-Mart, Pepsi
and GE know a
thing or two about
hiring great people!**

FORTUNE

March 22, 2010



http://money.cnn.com/2010/03/04/news/companies/military_business_leaders.fortune/?postversion=2010030504%20

Why Hire Military Veterans?

TIME

August, 2011

**“The NEW Greatest
Generation”**

**Highlights the contributions
of some outstanding Iraq &
Afghanistan veterans**



<http://www.time.com/time/magazine/article/0,9171,2089337,00.html>

Why Hire Military Veterans?



HARVARD BUSINESS REVIEW

November, 2010

**Military Leadership
in the
Business World
(it translates VERY well!)**



<http://hbr.org/2010/11/spotlight-on-leadership-lessons-from-the-military/ar/1>

Why Hire Military Veterans?

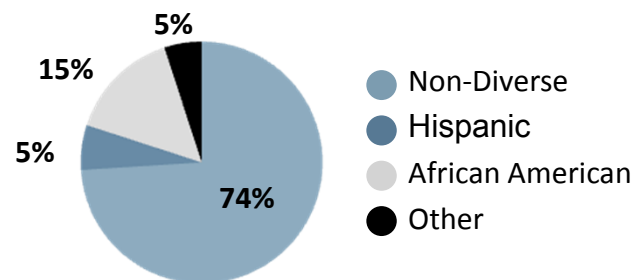
- > Military Veterans will assimilate quickly, as they are accustomed to adapting to new environments
- > Their experiences combine leadership, technical aptitude and savvy, as well as bias toward action
- > They will do more with fewer resources
- > **Many have government-funded relocation, so you can recruit nationwide and not worry about relocation costs!**
- > All officers and many NCO's have 4-year degrees in business or technical fields
- > Significant diversity represented within this candidate pool

Diversity in the U.S. Military

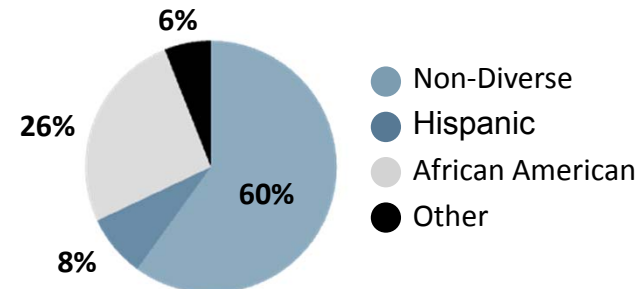


Recruiting highly-qualified, high potential diversity candidates into your organization is critical to your long-term success. The U.S. Military is an excellent source of diverse talent. Lucas Group has a nationwide network of experienced recruiters who can access this extensive pool of talent to help you meet your goals and objectives.

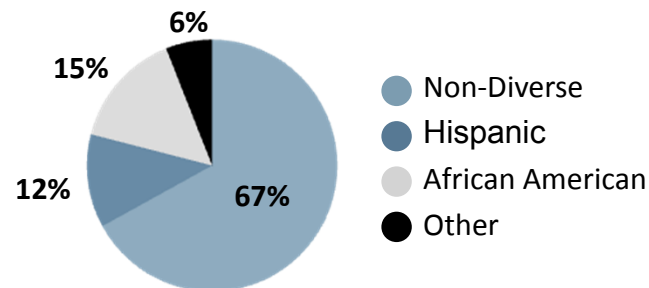
Air Force- Total 25%



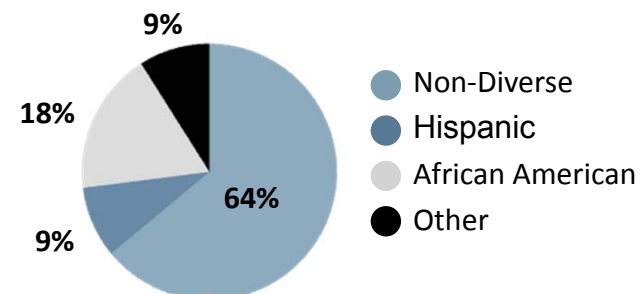
Army- Total 40%



Marine Corps- Total 33%

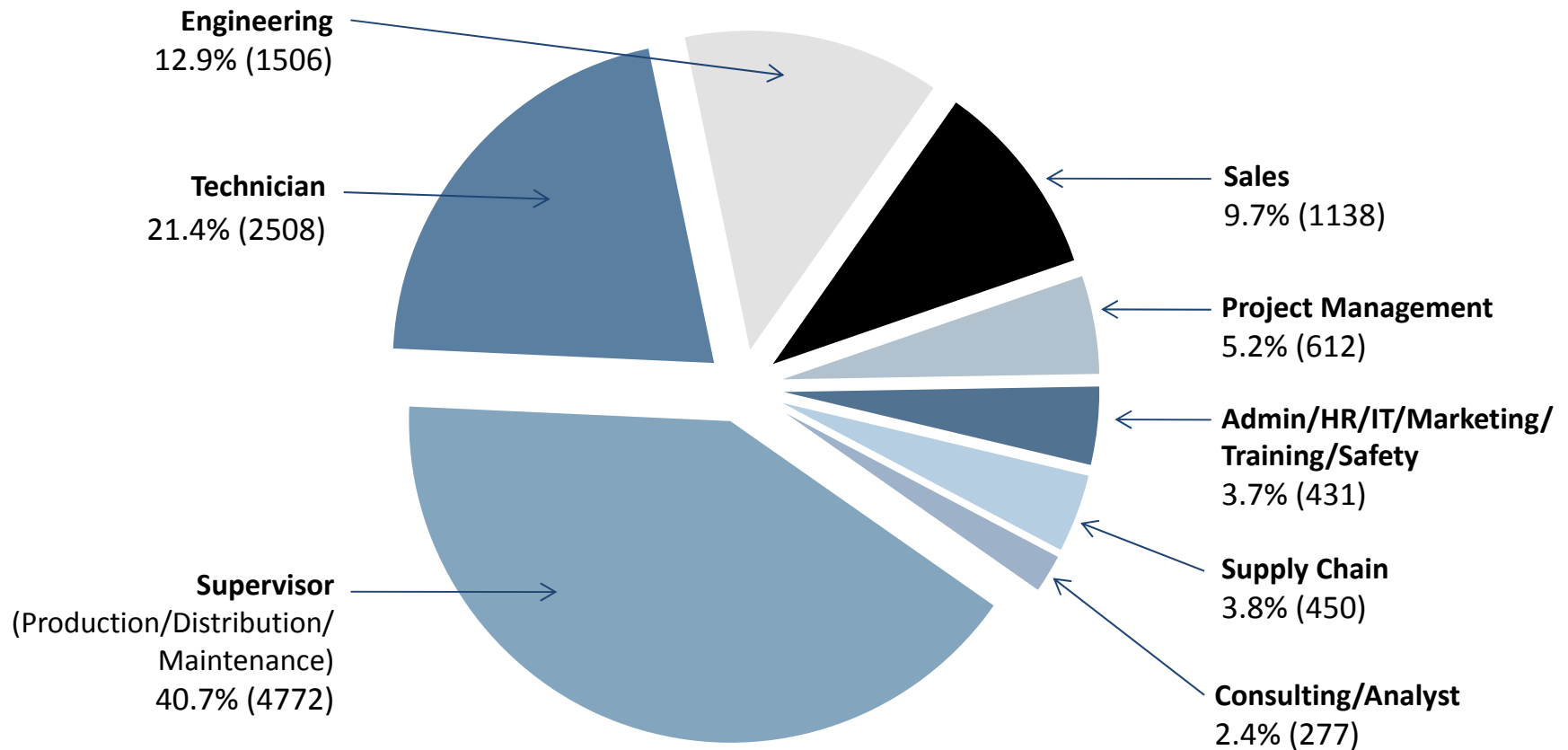


Navy- Total 36%



Where we place Military Officers, NCO's and Technicians

% (# placements 2001-2012)



Military Officer to Corporate Officer

Military officers are over-represented among the ranks of CEOs. Chief executives who served as military officers constitute 8.4% of the S&P 500, compared to only 3% of all US adult males who served as officers.

CEOs with a military background are more likely to deliver strong performance. As of September 30, 2005, companies led by these CEOs delivered higher average returns than the S&P 500 index over the one, three, five and ten-year horizons.

Chief executive officers who have served in the military tend to survive longer on the job, probably because of their market-beating performance. They boast a median tenure of five years and an average tenure of 7.2 years, compared to four years and 4.5 years for all S&P 500 CEOs.

Ex-military CEOs are concentrated in the consumer non-cyclical and utilities sectors. Of the 59 CEOs with military experience that the study identified, 26% head up consumer noncyclical companies; whereas only 17% of CEOs without military backgrounds lead consumer noncyclicals. By contrast, ex-military CEOs are under-represented in the consumer cyclical and technology sectors.

The leadership skills learned in military training enhance success in corporate life. This is the most notable correlation we found between military service and executive performance. The CEOs interviewed reveal six leadership traits that have served them exceptionally well in the boardroom:

- learning how to work as part of a team;
- organizational skills, such as planning and effective use of resources;
- good communication skills;
- defining a goal and motivating others to follow it;
- a highly developed sense of ethics; and
- the ability to remain calm under pressure.

SOURCE: http://www.kornferryinstitute.com/files/pdf1/Military_CEO_Report_FINAL_061306.pdf

JMOs – Junior Military Officers

- > Hand selected from a large pool of Officers about to be separated from the military
- > All have college degrees (technical and non-technical)
- > Energetic young leaders with an average age of 25-30
- > They have extensive supervisory experience and leadership training
- > Experience in variety of fields including engineering, maintenance, production, distribution, sales and general management

Officer Ranks & Population

U.S. Military Ranks

Pay Grade	Army and Marine Corps	Navy and Coast Guard	Air Force	Total Number
Commissioned Officers				
0-1	Second Lieutenant	Ensign	Second Lieutenant	24,579
0-2	First Lieutenant	Lieutenant Junior Grade	First Lieutenant	28,002
0-3	Captain	Lieutenant	Captain	72,729
0-4	Major	Lieutenant Commander	Major	45,168
0-5	Lieutenant Colonel	Commander	Lieutenant Colonel	28,148
0-6	Colonel	Captain	Colonel	11,542
0-7	Brigadier General	Rear Admiral	Brigadier General	444
0-8	Major General	Rear Admiral	Major General	285
0-9	Lieutenant General	Vice Admiral	Lieutenant General	132
0-10	General	Admiral	General	39
Special Grades				
(5 stars)	General of the Army	Fleet Admiral	General of the Air Force	
Warrant Officers				
W-1	Warrant Officer	—	—	2,935
W-2–W-5	Chief Warrant Officer	Chief Warrant Officer	—	13,450
TOTAL OFFICERS				227,453

<http://www.infoplease.com/ipa/A0004604.html>

JMOs – Junior Military Officers

Representative Positions Placed

- › Field Engineer
- › Manufacturing Engineer
- › Process Engineer
- › Project Engineer
- › Program Manager
- › Project Manager
- › Sales Representative
- › Distribution Supervisor
- › Logistics Supervisor
- › Maintenance Supervisor
- › Manufacturing Supervisor
- › Operations Supervisors
- › Production Supervisor
- › Transportation Supervisor

Non-Commissioned Officers & Enlisted Technicians



Non-Commissioned Officers & Enlisted Technicians

- › Hand selected from a large pool of Non-Commissioned Officers (NCO's) about to be separated from the military
- › Many have 4-year degrees (technical and non-technical)
- › They have hands-on technical experience and training in addition to supervisory experience and leadership training
- › Strong work ethic, excellent people skills, integrity, team building abilities

Non-Commissioned Officers & Enlisted Ranks & Population

Pay Grade	Army and Marine Corps	Navy and Coast Guard	Air Force	Total Number
Enlisted Personnel				
E-1	Private	Seaman Recruit	Recruit	53,586
E-2	Army Private/ Marine Private First Class	Seaman Apprentice	Seaman Apprentice	80,531
E-3	Army Private First Class/ Marine Lance Corporal	Seaman	Airman First Class	185,923
E-4	Corporal	Petty Officer, Third Class	Senior Airman	261,890
E-5	Sergeant	Petty Officer, Second Class	Staff Sergeant	248,805
E-6	Staff Sergeant	Petty Officer, First Class	Technical Sergeant	175,234
E-7	Army Sergeant First Class Marine Gunnery Sergeant	Chief Petty Officer	Master Sergeant	96,956
E-8	Master Sergeant	Senior Chief Petty Officer	Senior Master Sergeant	26,912
E-9	Sergeant Major	Master Chief Petty Officer	Chief Master Sergeant	10,629
Special Grades				
	Sergeant Major	Master Chief Petty Officer	Chief Master Sergeant	
TOTAL ENLISTED				1,126,984

<http://www.infoplease.com/ipa/A0004604.html>

Representative Positions Placed

- › Auxiliary Equipment Repair
- › Facilities Maintenance
- › Fuels Craftsman
- › Generator Mechanic
- › HAZMAT Manager
- › Maintenance Mechanic
- › Planner/Scheduler
- › Power Plant Operator
- › Production Associate
- › Training Coordinator
- › Logistics Supervisor
- › Maintenance Supervisor
- › Production Supervisor
- › Electrical Technicians
- › Electronic Technicians
- › Field Service Technicians
- › Gas Turbine Technicians
- › Mechanical Technicians
- › Operations Technicians

Military Division: 2014 Salary Survey

This salary survey includes data for candidates placed by Lucas Group Military Division between October 1, 2012 and September 30, 2013

PACIFIC (CA, OR, WA, HI)	Engineering	\$75,000
	Leadership/Management	\$68,384
	Operations/Logistics/Quality/Analyst	\$84,234
	Sales/Business Development*	\$84,825*
	Technician	\$54,193

NORTHEAST (NY, NJ, ME, NH, VT, MA, RI, CT)	Engineering	\$72,342
	Leadership/Management	\$78,407
	Operations/Logistics/Quality/Analyst	\$85,100
	Sales/Business Development*	\$110,500*
	Technician	\$49,718

MIDWEST & ROCKIES (OH, IN, MI, WI, MN, KY, ND, SD, KS, NE, IA, IL, ID, MO, CO, WY, UT)	Engineering	\$68,900
	Leadership/Management	\$70,835
	Operations/Logistics/Quality/Analyst	\$68,400
	Sales/Business Development*	\$83,741*
	Technician	\$53,048

MID-ATLANTIC (DC, NC, VA, WV, MD, DE, PA)	Engineering	\$73,750
	Leadership/Management	\$79,129
	Operations/Logistics/Quality/Analyst	\$72,567
	Sales/Business Development*	\$85,800*
	Technician	\$42,862

CENTRAL SW (TX, OK, AR, LA, AZ, NM, NV)	Engineering	\$76,789
	Leadership/Management	\$77,660
	Operations/Logistics/Quality/Analyst	\$72,725
	Sales/Business Development*	\$77,350*
	Technician	\$55,307

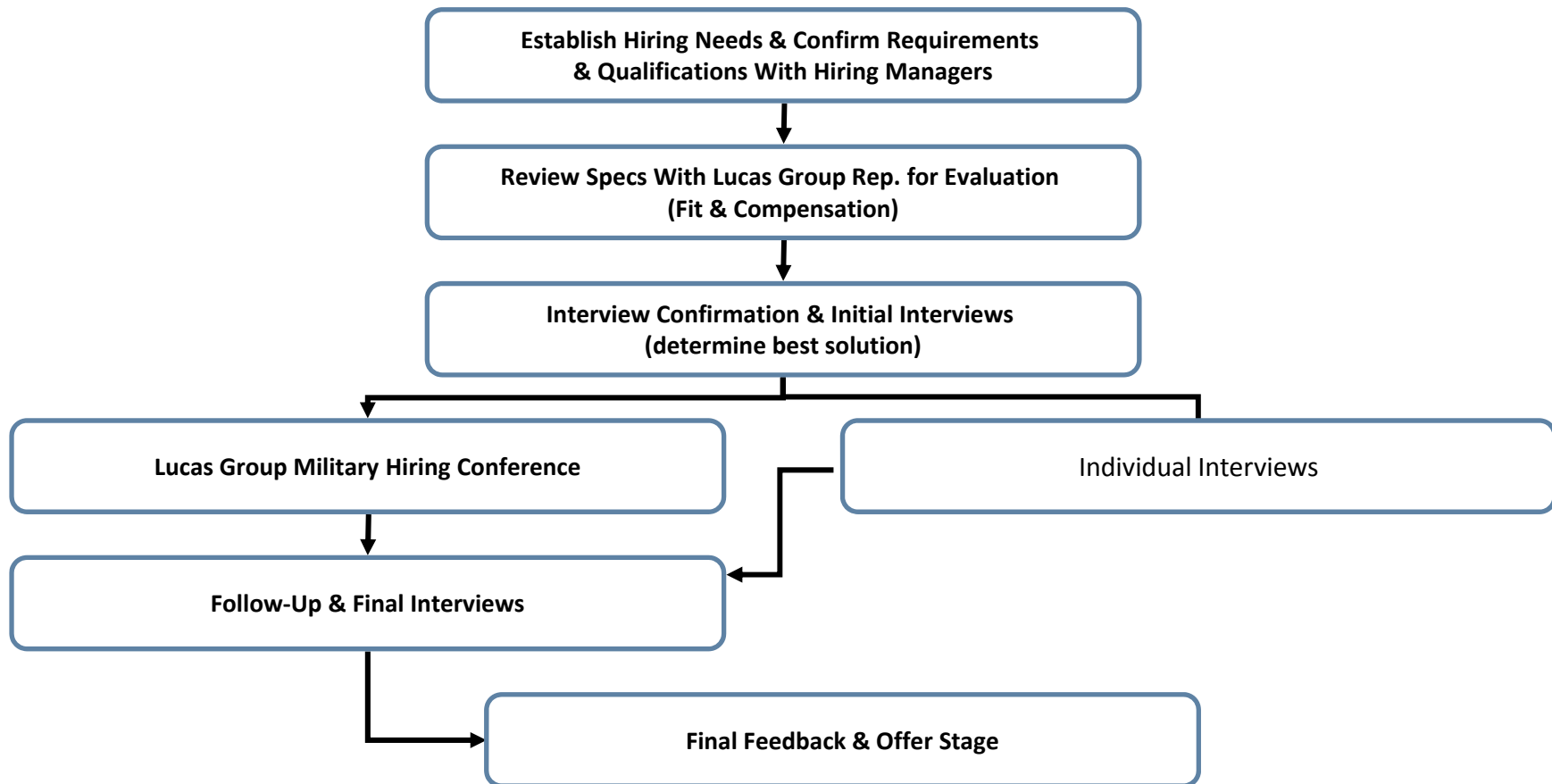
SOUTHEAST (AL, FL, GA, MS, SC, TN)	Engineering	\$88,700
	Leadership/Management	\$73,501
	Operations/Logistics/Quality/Analyst	\$71,750
	Sales/Business Development*	\$94,250*
	Technician	\$50,899

Compensation in the Military

Pay Grade	Rank	Translated Compensation Range
	Air Force, Army, USMC/Navy	
O-6	Colonel / CAPT	\$129K – \$160K
O-5	Lt. Col / CDR	\$98K – \$153K
O-4	Major / LT CDR	\$83K – \$121K
O-3	Captain / LT	\$68K – \$105K
O-2	1 st Lt. / LT JG	\$51K – \$72K
O-1	2 nd Lt. / Ensign	\$46K – \$54K
W-5	Chief Warrant Officer 5	\$72K – \$83K
W-4	Chief Warrant Officer 4	\$55K – \$78K
W-3	Warrant Officer 3	\$51K – \$74K
W-2	Warrant Officer 2	\$47K – \$62K
W-1	Warrant Officer 1	\$39K – \$57K
	USAF/Navy/Army/USMC	
E-9	CMSgt/MCPO/SGM or CSM/SgtMaj or MGySgt	\$82K – \$108K
E-8	SMSgt/SCPO/MSG or 1SG/MSgt or 1SG	\$72K – \$95K
E-7	MSgt/CPO/SFC/GySgt	\$56K – \$81K
E-6	TSgt/PO 1 st Class/SSgt/SSgt	\$48K – \$71K
E-5	SSgt/PO 2 nd Class/Cpl or SPC/Cpl	\$43K – \$61K
E-4	SrA/PO 3 rd Class/Cpl or SPC/Cpl	\$39K – \$52K

Compensation includes base pay, housing allowance and subsistence allowance, special duty allowance, special duty allowances (flight pay, combat pay, sea pay, nuclear pay) and COLA (cost-of-living, allowance paid in high cost areas).

Lucas Group Military – Service Delivery Model



Lucas Group Military Hiring Conferences

- > Lucas Group Military Hiring Conferences are highly targeted events in which corporate clients can interview tier-one candidates in a professional one-on-one interview setting
- > These are invitation-only events
 - > We do all the pre-screening prior to the conference
 - > We also match candidates with appropriate companies prior to the conference
- > Conferences are no-obligation, zero risk events

Lucas Group Military Hiring Conferences

- > We host more than 35 conferences a year
 - Held in Atlanta, Chicago, Dallas, Houston, Irvine (CA), Norfolk, San Diego, Seattle, Washington DC
- > We screen tens of thousands of military veterans annually
 - > Candidates are invited based upon the needs of corporate clients in attendance.
 - > Candidate population is broken out into 4 primary groups:
 - > Leaders / Supervisors / Managers (Production, Operations, Maintenance, Distribution)
 - > Engineers
 - > Technicians (Mechanics, Electricians and Electronics Technicians)
 - > Logisticians

Attracting & Retaining Military Talent

- > Create a buzz in the community
 - > Hiring one veteran leads to referrals and to others becoming interested.
 - > The “military community” you want to attract may NOT be located close to you. NOTE: The Military assists with relocation in many cases.
 - > Use multiple sources to get the message out.
- > Educate your interview team
- > On-Boarding & Training Programs (consider a military “mentor/buddy” system)
- > Career Path (is it clearly defined or ambiguous?)
- > They have been working in an environment with sharp, smart and responsible people and are looking for the same in a civilian employer.

Common Pitfalls

- > Relying solely on job postings or social media to get the job done.
- > Not preparing to deal with unqualified candidates in a respectful manner.
- > Not involving veterans currently working for you to get involved in the selection process.
- > “Over-Promising and Under-Delivering” with respect to doing what you say you will do, when you say you will do it.
- > Focusing too much on the resume and directly translating skills instead of looking at intangibles and hiring the “right person” instead of the right resume.

Contact Information

John R. Quinn

Managing Partner

Lucas Group - Military Transition Division

jquinn@lucasgroup.com

949-930-3515