

## Military Focus in the Workplace

### A Military Friendly Culture

At Zeiders, we are proud to say that the Department of Defense was our very first customer in 1984, and we continue to support the military today. Military affiliated employees joining our team can expect support and positive reinforcement of their life experiences.

Zeiders team member support includes:

- On-the-job training programs with job assignment support
- Leadership pathways
- Continued professional development and personal learning
- CEU support for credential maintenance
- Benefits and support of for Reservists ensure career continuity

*"At Zeiders, we combine our employees' personal passion for service with performance-based development and training for the single purpose of empowering our clients to achieve a better quality of life."*

– Mike Zeiders, Chairman



### Employment for Military Spouses

Military spouses are highly skilled, motivated, and flexible professionals with a strong work ethic. Zeiders enjoys helping them leverage their unique talents and cultural affinity with our career opportunities. We see that the specific responsibilities of military life add to the experiences and diversity of thought of military spouses as employees.

Frequent relocations and obligations during deployment may lead to resume gaps. We understand that military spouses are involved in activities and volunteer roles and gain additional skills and talents through these efforts. Highlighting volunteer work and adding the variety of jobs that provide added experience and align with skills is a good way to ensure their resumes and applications truly reflect their abilities.

Many Zeiders employees retain employment through multiple moves and duty station changes. Military spouses join us with a purpose; they want to make a difference to the service members, Veterans, and families we support.

#### ***Zeiders team:***

**65%** military affiliated  
**40%** military spouses  
**25%** Veterans

Our Talent Acquisition team includes Veterans and Military Spouses who understand the needs of these communities

13 years with MSEP  
Military Spouse Employment Partner

Dedicated Employer Support of the Guard and Reserve includes Patriot and Seven Seals Awards



## Why We Hire Veterans

Veterans bring a wealth of real-world life experience to the workforce. They understand the challenges and commitments of military service and the impact that this lifestyle has on the extended military family. Zeiders legacy of empowering individuals and families in ways that make a positive difference in their own lives, and in their communities, coordinates perfectly with the background that Veterans bring to their employers.

Cross-walking the wide variety of skills developed through service is key to helping Veterans find the right career opportunity. As a Best for Veterans employer, we understand how to translate these skills into career options that ensure Veterans find another way to serve with an organization where they can develop their skills and grow.

Our long-standing dedication to military quality of life means we offer services to the military and veteran communities that are comprehensive and meaningful in terms of individual impact while connecting Veterans with fulfilling and meaningful careers.



*"Transitioning out of the military was difficult for me; I missed the sense of team and camaraderie. I have found it here at Zeiders."*

– Army Veteran

## Military Focused Recruiting

- **We focus our efforts in creating sustainable and meaningful career paths**, team enthusiasm, community outreach, and developing relationships.
- **We have a longstanding enduring partnerships with organizations dedicated to veteran and military spouse employment**; Military Spouse Employment Partnership (MSEP) and Hiring Our Heroes, and others such as Work4Warriors, Vetjobs, Blue Star Families, and MilSpouse Jobs.
- **We targeted recruiting around military installations**, including in-person military hiring events and virtual job fairs committed to providing career opportunities and professional development for Veterans and military spouses.
- **We find that referrals from employees** are an excellent source of qualified candidates and provide a referral bonus to thank our staff for referrals we hire.
- **Our Talent Acquisition and Recruiting Teams are provided military specific training** and professional development to working with military-affiliated candidates.

## Common Roles for Veterans and Military Spouses

Contract and corporate roles support military members, military spouses, and their families virtually and at military locations around the world. Zeiders believes that work is an activity not a location, especially for those roles that have flexibility in their delivery expectations.

- Behavioral Health Support
- Clinical Counseling
- Financial Counseling
- Career Coaching and Advising
- Family Support Services
- Military & Family Life Educators
- Human Performance Specialists
- Instructional Design
- Human Resources
- Information Technology
- Business Development
- Finance and Accounting

**Designated Best for Veterans  
Employer, Top Military Friendly  
Employer, and Top Workplace**

