



THE ROUND

Welcome - Brian Arrington, Founder/President
U.S. Air Force (ret.)

VETS2INDUSTRY Family,

Welcome to your fourth issue of the Vets2Industry Foundation, Inc newsletter, designed to offer knowledge insights, resource information, helpful hints, thoughtful considerations, opportunities, recommendations, and much more as we grow to our large demographic, OUR VETS2INDUSTRY FAMILY, YOU, the ones reading this right now. You all are made up of currently serving Active Duty, Guard/Reserve members, transitioning/transitioned service members, retirees, military spouses of current and past service members, dependent children of all ages, Blue and Gold Star family members, caregivers, veteran advocates, Veteran Service Organizations, along with recruiters, business owners, and business professionals.

Personally, I hope you learn a tremendous amount from the content we pack in each newsletter which we will release each month. If you have ideas for content, or are even interested in providing content, feel free to email us at marketing@vets2industry.com and title your email "Newsletter."

Wish you all the best, and if you are a part of the current serving or transitioned veteran community and their family members, and are currently seeking free resources to help you in your transition or with life needs/opportunities for careers, please ensure you go to your nationwide Free resource library at vets2industry.com, and let us help you as well.

As Always:
#How_Can_I_Help #Pay_It_Forward

Brian Arrington, M.S.
Founder/President

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IN HONOR OF VETERANS DAY
-Design created by Gary Steensgard, U.S Army Veteran

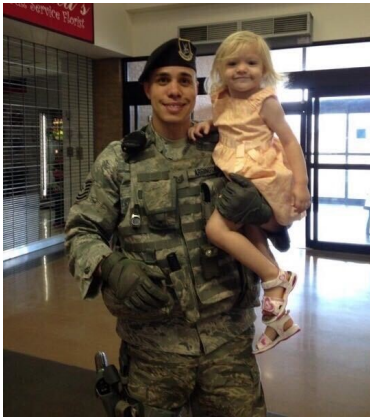


THE SPOTLIGHT - Mary Kate Soliva, U.S. Army

Vets2Industry is excited to welcome you to the Veterans Day Special Edition of the "THE ROUND." The content of this newsletter is created by fellow Veterans, military spouses and their families. If you are a writer or have even thought about writing articles for a journal, book, newsletter, etc...please send us an e-mail. Our team is ready to provide you and your family with the latest information on the military transition, hiring process, and resources for families. Our veterans proudly served, and Vets2Industry is here to serve and give back! Vets2Industry is quickly growing, and we are so grateful to have you join us on this journey. We are humbled to support veterans and their families with resources every day. We hope you enjoy this special Veterans Day Edition and wish you all a very Happy Veterans Day!

*Interested in writing an article for the newsletter?
Send an email to: marketing@vets2industry.com*

FOUNDERS MINUTE - Brian Arrington, U.S Air Force (ret.)



I've completed 20 years, 1 month and 12 days of service in the USAF and during my time I've always wondered what brought so many prior service members to congregate at every Base Exchange and Post Exchange food court around the world. You can always find them proudly displaying their service awards, service patches, service caps, and the American Flag pins. Let me be clear, I was always fond of seeing them, and would thank them every time I saw them. Especially Tuskegee Airmen, but I didn't understand why they were there, back on base. Well I definitely didn't understand it 4 months after I retired either when I was able to officially be in the club, the honored few...a recent retiree,...an American Veteran.

No, it wouldn't be until this weekend November 8th 2020, when it hit me. The reason these strangers would come together everyday and play chess, or spades, or just people watch and joke on each other, was because they had reached the point in their post service where they missed the camaraderie only truly found in the military and first responder units. This got me thinking, is that what I've been seeking this year and a half? Is that why I get so fulfilled running VETS2INDUSTRY? I know it feeds my soul helping so many that are still in and their spouses, and the transitioned service members and families that have not had the benefit of learning about so many free resources. Vets2Industry gives me access to continue mentoring and having a connection with "my troops", because EVERY servicemember and their families whether they are active, separated, or retired is still a part of "my troop" in my eyes. The feeling of filling someone's life need, bringing a smile to a face, or just taking away the stress of one part of their life gives me a euphoric and SOCIAL HIGH!

Now I understand! I understand why they come back to base every day! I wish I lived by a base, because I would most assuredly be looking for a crew to share stories with, play chess and spades with, and show off my career medals and mementos while wearing my service colors on my hat with pins galore!

Thank you to all of the veterans! Thank you especially to all of the veterans that paved the way for me to be able to serve. A mixed boy from the outskirts of NYC! I always give thoughts to the Buffalo Soldiers and the Tuskegee Airmen that sacrificed and displayed great honor to enable this opportunity for me to serve a whole career honorably!



VETS2INDUSTRY

Frustrated due to the lack of a single-site repository of information available listing the 40,000+ Organizations (VSO's) and services that exist for veterans, the V2I team banded together and dedicated themselves to developing a one-stop shop for current and transitioning military members, their families, and veterans!

In this vision, VETS2INDUSTRY was born. A living website that will continuously update with new free resources, organizations, veteran-supporting companies, and benefits as they are created or discovered, all in order to keep the military population informed and well educated.

V2I Foundation Overview

V2I was born to fulfill a pressing need for a single-site repository of information providing access to the vast number of Veteran Service Organizations (VSO) and countless other available military resources and benefits. The V2I all-volunteer team banded together and made it their mission to develop a living library of free resources, organizations, veteran-supportive companies and benefits for Service Members, Veterans and their Families.

Mission To match people with resources when they need them the most, by creating a single-site repository of information providing access to the extensive number of Veteran Service Organizations (VSOs) and other available military resources and benefits. We help establish connections, identify opportunities and, most importantly, give **HOPE!** At V2I, it is all about **People First, Veterans Always!**

Vision To become the premier and most comprehensive information library of **free resources** for the Military and Veteran communities, and their families.

Core Values Our core values are the foundation of how we will operate as an organization. Living those values will have a direct correlation to our success, as well as to how we are regarded by our clients, partners and supporters. Our Core Values are: **Honesty, Selfless Service, Discipline and Integrity.**

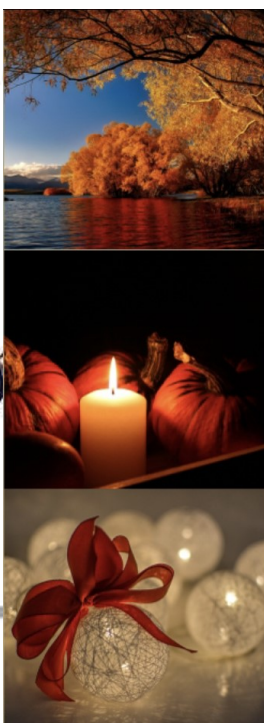
[VETS2INDUSTRY Foundation Inc is a registered 501c3 nonprofit organization 84-3849037](#)

11TH VETS2INDUSTRY NETWORKING CIRCUIT EVENT RECAP



Words of Wisdom from V2I Guest Speaker Hope White, U.S. Army

- The best way to start the VA claims process is to register with eBenefits. The site is essentially the one-stop shop, including information on the claims process, checking claim status, and making appointments.
- For fully developed claims, the process is highly detailed, but mapped out on the website. Follow the instructions.
- **We have to get out of our own way!**



FREE WEBINAR SCHEDULE

October

- 10/7, 6 PM - [Understanding the Federal Hiring Process](#)
- 10/16, 6 PM - [Decoding Federal Vacancy Announcements](#)
- 10/19, 6 PM - [Building a Federal Resume](#)
- 10/24, 12 PM - [Preparing to Submit a Veteran Claim](#)

November

- 11/5, 6 PM - [Understanding the Federal Hiring Process](#)
- 11/10, 6 PM - [Decoding Federal Vacancy Announcements](#)
- 11/18, 6 PM - [Building a Federal Resume](#)
- 11/21, 12 PM - [Preparing to Submit a Veteran Claim](#)

December

- 12/2, 6 PM - [Understanding the Federal Hiring Process](#)
- 12/9, 6 PM - [Decoding Federal Vacancy Announcements](#)
- 12/16, 6 PM - [Building a Federal Resume](#)
- 12/19, 12 PM - [Preparing to Submit a Veteran Claim](#)

HOPEFUL SPEAKING & CONSULTING, LLC

Congratulations to our Challenge Coin Winners:

**Juvie Segovia
Brian Hill
Lonnie Morris
Richard Dixon
Deanna Clark**



MILSPOUSE NETWORKING CIRCUIT EVENT RECAP

VETS2INDUSTRY  **MilSpouse Networking Mixer**

Saturday, Nov 7th
2pm – 7pm on Zoom
(Come and GO as you please)

Dana Mancigli
President and Founder:
Job Search Master Class®
"Aim HIGH for meaningful positions!"

KEYNOTE SPEAKER



AGENDA:
2:00-3:30 Welcome & Panel
3:30-4:15 Keynote & Q&A
4:15-6:15 Mixer Circuits
6:15-7:00 Q&A w/V2I

FREE Registration on
www.eventbrite.com
Type VETS2INDUSTRY

Mika Cross, Leslie Coffey, Jennifer Goodman, Gabriela Bell, Chris McPhee

Words of Wisdom from Keynote Speaker Dana Mancigli

- Aim high for meaningful employment
- Network with non-military spouses
- Broadcast your Career Goals
- Connect with total strangers
- Follow-up **3 Times** with All contacts
- Ask for specific help
- Negotiate every job offer

Congratulations to our Giveaway Winners (Challenge Coin, Stylus Pen, Electronic Wipe):

Vincente Beltran Flores
David Trenholm
Sarah Ikena

Winner of the Women's suit from Salute 2 Suit:

Nadine Rodriguez




Suiting Our Service Members

<https://salute2suit.com/>

Salute 2 Suit was created exclusively and solely for our active duty military and veterans to empower and educate them through their wardrobe.

UPCOMING EVENTS


VETS2INDUSTRY  **11th Virtual Networking Circuit**

Saturday, Nov 14th
2pm – 7pm on Zoom
(Come and GO as you please)

KEYNOTE SPEAKER

John Troxell
SEAC(ret)

“Navigating the Transition Battlefield: Digging through preparation practices.”



AGENDA:
2:00-2:07 Welcome
2:07-2:23 Keynote
2:23-2:50 Q&A/Circuit Rules
2:50-6:15 Circuits
6:15-7 Q&A w/V2I

Sponsored By
BROADLEAF

FREE Registration on
www.eventbrite.com
Type **VETS2INDUSTRY**

[Click Here for FREE Tickets](#)

(Times are in Eastern Standard Time)

November 14, 2020 (2:00 PM - 7:00 PM) -

V2I's 11th Virtual Networking Circuit
Event Sponsored by Broadleaf

November 16, 2020 (4:00 PM - 5:00 PM) -

Johnson & Johnson Networking Session
(For active duty military, veterans and
MilSpouses)

November 19, 2020 (10:00 AM - 7:00 PM) -

November 20, 2020 (11:00 AM - 8:00 PM) -

V2I and The RECON Network Veteran and
MilSpouse Career Event- 2 DAY EVENT

December 5, 2020 (2:00 PM - 7:00 PM) -

V2I's 12th Virtual Networking Circuit



Working
with
Johnson
& Johnson
can change
everything.
Including

YOU

Join Johnson & Johnson employees including
Military Spouses, Recruiters, and
our Head of Military & Veteran Affairs
for a Networking Session



We will discuss best practices on navigating
YOUR job search

JOIN US

Date: Monday, November 16, 2020

Time: 4:00- 5:00 p.m. EST

Location: Register at <https://tinyurl.com/y2cpom9a>

Registration deadline: Thursday, November 12, 2020

Explore more at www.careers.jnj.com

Johnson & Johnson

Veterans are America's Finest

Why are veterans called "America's finest"? It all starts when they raise their right hand. Veterans Day is a time to not focus on war and conflict, but peace sustained throughout the world. The origin of Veterans Day stems from a temporary cessation of hostilities during WWI on the eleventh hour of the eleventh day of the eleventh month. November 11th became a day to honor American veterans of all wars. Take this day as a celebration to honor and thank our veterans for their love of country, many sacrifices, and our freedom.

PARTNERSHIP HIGHLIGHTS

Oplign

Align in seconds and open all the opportunities around the world. No more resumes, no more cover letters, no more never hearing back from a company you submit to. Just a 24/7/365 alignment engine working to find you every job you qualify for and want to see.

Welcome to the most advanced employment alignment engine in the world. Other sites work by matching the number of certain keywords in your resume with a job posting, whereas Oplign's Artificial Intelligence engine works by understanding the context of your education and experiences and matching them to the context of the world's open opportunities.



VETS2INDUSTRY SHIRTS MADE WITH YOU IN MIND

Vets2Industry Family,

WE HAVE AN AWESOME APPAREL COMPANY TruPatriot, LLC and Online Store to order from. Shirts are available in a variety of colors.

We started a partnership with them for our ICONIC Blue VETS2INDUSTRY shirts (Men, Women, and Youth), along with Long Sleeves and Hoodies just in time for Winter! More colors are on the way as well.

To purchase a shirt go to the **TruPatriot, LLC** webpage. [TruPatriot Link](#)

Also, for every shirt sold, **TruPatriot, LLC** donates a sizable amount of their profit to V2I so we can grow and help more people!

All products are AMERICAN-MADE!



V2I Hoodie



V2I Long Sleeve



Traditional V2I

VETS2INDUSTRY is now on Amazon Smile

For every purchase made on Amazon Smile (same products as on amazon.com), the Amazon Foundation donates 0.5% of the total amount to a charity of your choice. No additional taxes or fees.

Vets2Industry is an official 501c3 nationwide charity making a major impact in our veteran community.

Just go to [Amazon Smile Link](#), add VETS2INDUSTRY as the charitable organization you want to support, and always use the smile.amazon.com link when you are shopping on Amazon. [Amazon Smile For Phone](#)



CONSIDER DONATING at 11:11 on 11/11 (Veterans Day)

If you make a donation of \$25.00 or more to [VETS2INDUSTRY](#), we will ship you a Vets2Industry challenge coin as a thank you. For any donation of \$35 or more, we will also send you a Stylus Pen and Electronic Wipe (Micro-Fiber).

To reserve a coin, please fill out the form at this link: [Reserve a Coin Form](#)

To identify those that have reserved a coin and those that have donated, we will compare the names of donors on the donation page to names on the form. All items will be sent out immediately once we confirm the physical address of the donor.

[Donation Link](#)

First Edition Coin with \$25 donation



VETS2INDUSTRY MAP RESOURCE CHALLENGE

Do you know of an organization that offers services to veterans and their families and it is not listed on the vets2industry.com website? Our goal is to have resources listed from ALL 50 states. Please send the organization's name and website to:

v2iresearch@vets2industry.com



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[Follow Us on LinkedIn](#)

COPING WITH COVID: FIVE POINTS-Michael Parise, Life Coach and Spiritual Director

Unless you're in total denial or live in Antarctica, you're probably wondering how your family, long term, needs to address the Covid-19 pandemic. As a good military man or woman you're likely putting a good face. You may even use a bit of bravado to keep yourself focused on your duties. Yet you know that your friends, parents, spouse, and kids are being deeply affected.

In fact, this uncontrollable pandemic is causing its own kind of PTSD throughout the world. So it's better to respond to it now, rather than to react later. I offer these five points to help.

Point 1: Veterans and their families are generally used to changes and challenges, such as:

Meager salaries and sometimes relying on government food programs;
Working spouses (many of whom have now lost their jobs in the economic downturn);
Overseas deployment separating loved ones;
Combat injuries;
Moving around, due to state-side postings;
Kids having to make tremendous adjustments.
Keep up with physical fitness routines or risk failing important physical tests.

Point 2: You're trained to respond well to external circumstances, so:

Covid-19 is just another external reality for which you need to craft a workable strategy;
You need not fall into a 'victim' or 'poor-me' mentality. It goes nowhere;
You have already found personal growth trauma and adversity; you can once again.

Point 3: Here are some immediate choices you can make:

Be realistic about viral pandemics. They're not new but are unfamiliar and can last for years;
Expect infection spikes anywhere and everywhere; there's a reason a story or song "goes viral";
Stay away from social media and news that is not science-based and that plays on stress and panic;
Be careful; you know how good hygiene, masks, and physical distancing will help protect you and your family; forgo large family gatherings.

Point 4: Even the pandemic has gifts to offer:

Improved *relationships* and a greater sense of *belonging* in society and family;
Greater *compassion* for those who are suffering;
Greater sense of *cooperation, purpose and appreciation*...all hallmarks of the military.
A chance to *teach* the rest of us how better to live with change, crisis, and distress;
An opportunity to deepen your spiritual connection with the Universe and all creation, keeping you focused on what really matters.

Point 5: Steps to take if you're still in the weeds over this pandemic.

Admit your *anger, hurt, or dislike* for whatever and whoever has hurt you.
Forgive, which means letting go of judgment of yourself and others.
Be *grateful* even for small things.
Remember *you* are the most important gift God's given you.
You can love others only if you love *yourself first*.
Get rid of *magical thinking* that somehow your distress will just disappear.
Remind yourself that you have done *all* you can do.

Want to discuss more? Contact Michael Parise for a complimentary coaching session at michael@mpariselifecoach.com
website: www.mpariselifecoach.com Click here to find him on [LinkedIn](#)

7-Steps to Rocking the VETS2INDUSTRY (V2I) Virtual Networking Event

– Daniel Collins, U.S Marine Corps (ret.)

If you follow the proven formula [VETS2INDUSTRY](#) has put together, you will make quality connections at a scale you are not use to. This is important if you are looking to jump start your transition.

After the last V2I networking event, in just five days, I connected with 100 veterans in transition or people who are also helping veterans in transition.

Here is the formula:

- Register for the V2I Virtual Networking Event and make sure you provide your LinkedIn Profile URL.
- A couple of days before the event, you will receive the pre-event email. Follow the instructions in the message that contains the URLs of the forthcoming participants. Send some LinkedIn connection requests to people in the list, making sure you include a note saying “I will be at the upcoming V2I networking event, lets connect.” Also, accept the connect requests from people who say they will be attending the event.
- Before the event, prepare and practice your [elevator pitch](#). At the event, you will be given numerous opportunities to give your pitch. You will also hear the pitches of others. Connect with people who made an impact on you at the event.
- During the event, take a picture of the event (Selfie or Shift-PrintScreen) and then make a LinkedIn post about your experience. Tag people who you met during the event. Make sure you tag [VETS2INDUSTRY](#) and [Nicole Naprstek](#).
- If you are following [VETS2INDUSTRY](#) or others that tag you in their posts, you will start seeing numerous posts about the event in your feed. Like and comment on each V2I post you see. The best type of comments are ones where you engage the poster about something that actually happened at the event.
- On your post, numerous people led by [Nicole Naprstek](#) and the V2I fairies, will comment on your post. Make sure you like and comment on every comment on your post. The more you comment, the further your post will be distributed.
- One week after the event, you will receive the post-event email. Follow the instructions in the message that contains the URLs that were collected during the event. Send some connection requests to people in the list, making sure you include a note saying “I attended the V2I networking event, lets connect.” Also, accept the connect requests from people who say they attended the event.
- The point of all of this is that these will be quality connections with people in your same situation, or people dedicated to helping you transition successfully. The main point is you will need to engage for the [VETS2INDUSTRY](#) magic to happen. Let’s do this!

DATA CENTER CAREERS CRITICAL FACILITY INFRASTRUCTURE

-Randy Niznick, U.S Navy (ret.)

There is a fast-growing industry that is a great fit for many veterans...data centers. The cool thing about the data center industry is it is multi-faceted and you do not need to be a computer whiz to enter into it. I will speak to my specific experience in data center operations specific to critical facility infrastructure.

The critical facility infrastructure of a data center consists of the MEP (Mechanical, Electrical, Plumbing) systems. This includes critical cooling equipment, emergency power systems, ie, generators, fire suppression, etc.. All of these systems support and protect the IT equipment by keeping the equipment cool and protecting it from electrical power loss and fire. Some of the large data centers (think Facebook) actually can cost a company millions of dollars for each minute of downtime. Downtime can be caused by a great many things, but one of the more common is loss of critical cooling and/or loss of power and a failure of the emergency back up system to come online. To say that managing these systems is of a high op-tempo is an understatement! But this is why many veterans fit into this industry. We understand the importance of having detailed written procedures for critical tasks that are performed by “the troops”.

In critical facility operations, my teams of critical facility technicians are responsible to write MOP’s, SOP’s, EOP’s (Methods of Procedure; Standard Operating Procedure; Emergency Operations Procedure). They then follow these procedures for every critical preventative maintenance task that they perform in the data center. As you can imagine, every maintenance procedure in a data center is heavily managed due to the risk involved. One skipped step of a MOP or SOP and you could bring down a data center, a major “oh cr@p” evolution that one never wants to be a part of!

There are many other facets to the data center. Physical/Technical security, cabling, racking, etc.. And all of these facets require dedicated teams of professionals to manage and maintain. The best part is, you do not have to have any experience to get into this industry. There is a fantastic organization founded by a Army veteran titled “Salute Mission Critical”. Lee Kirby founded this organization because he saw the parallels between veterans and careers in the industry. This organization hires and trains veterans in various aspects of data center operations. The veteran then goes on to a fulfilling career in the data center profession.

If you want to know more, please do not hesitate to reach out to myself at niznickr@gmail.com. Or, feel free to connect with Lee Kirby on LinkedIn, he is always looking for veteran talent to fill data cen-



Randy Niznick is a retired Navy Seabee. He works for a Fortune 500 Corporate Real Estate Services firm where he currently leads Integrated Facility Management services for his client's nationwide CRE portfolio. He advocates on behalf of veterans and careers in Corporate Real Estate, specifically, facility management.

AT WAR WITH OURSELVES-Nicholas Busse, U.S Army (ret.)

Watching the ticking clock, for every second that passes, the compounding worry abounds. Anxiety kicking in, sweaty palms and you begin to question everything. What is my worth? Heart is pounding, a palpable beat racing, increasing by the minute.

Thinking about the future creates a feeling you always hoped to avoid.

You are fearful.

Fear is a feeling that alter our decisions, physiological future, and functionality as a human being. Sound familiar? If so, you may be currently transitioning out of the military or have already and want to have an immediate answer. You may go to sleep with a hopeful heart, but you also may wake up with a fear of the unknown, tomorrow.

You are okay.

I, too, have gone through this, many of us have gone through this, previously. I have spoken to many veterans about the transition and what I found was this is normal. The transition starts within the service and can continue months to years after separation. Some never experience fully adapting to civilian culture and have survive, nay, thrive, by finding opportunities within matrixed organizations like the local, state, and federal government provide. However, others find a transition that matches in entrepreneurship, startups, or the Fortune 500 space. No one's transition is the same, but we all transition with the honor of having served. You will always be unique and that is an amazing honor to have earned.

You are honorable.

Why do veterans find it hard to not only cope with the lack of structure, but also find it challenging to find employment? Well, military culture is the main factor. The moment you experience basic training or bootcamp, you change. We undergo institutional changes – how we move, our behavior, our work and learning styles, and how we speak. Most of your military career, you have rules, work patterns, and organizational structure. We know what to wear, when to wear it, and that our haircut better be perfect, otherwise.

You are new.

Most transitioning and transitioned veterans have experienced little or no training in how to transition. We spend three months in boot camp to become a Soldier, Marine, Sailor, Airmen, and a Coastie. Yet, most of us go through less than a week of transitioning preparation. After this transitioning preparation you have a resume, a new LinkedIn account, and have been told that just apply and the civilian sector will find you. Apply with your shiny new resume, but how do you translate the military language during an interview, how do you translate the culture, and assimilate into this new company culture? Most hiring managers have limited exposure to the military, and they can't understand the value that you bring.

You are valuable.

Many non-profit organizations have been created to mitigate the many challenges that we the 1% who have served America have when we transition to the civilian space. One such program called SkillBridge is an incredibly powerful program that has 80% conversion rates through a direct fellowship. This program was created almost a decade ago by the Department of Defense to support the transitioning servicemember and is now incorporated into the Military Spouse ecosphere. Enterprise organizations like Amazon, Leaf Filter, Boeing, Microsoft, and nationally known companies have directedly incorporate this as a primary military transition program. How does LeafFilter stay connected and familiar with the veteran culture? Most of the large companies utilize Employee Resource Groups (ERG's) and have established sponsors and mentors within their organization to represent their veteran community. This is a great way to establish a mentorship network that allows the transitioning veteran to have the support that they need to transition to a new culture.

You will lead the way.

What is the lesson here? The obstacles you experience are normal; you are not alone. Always remember that there are numerous resources for you and your family. We will guide you, then you will guide others, and we will pass this beacon of hope to others together. Most importantly, your transition is your choice, you only have to reach out and be willing to learn.

You are the future.

Nicholas Busse (USMC) and Stephen Roberts (US Army) from Leaf Home Solutions are dedicated to building veteran awareness within their company. They are leading company sponsored programs to help you find that you are the next season of your life.

HURRICANE MARIA-Jason Heering, U.S Coast Guard

The dreadful noise of quivering windows persuaded me to leave our safe room. As I walked down the hallway, a devastating view filled my eyes. Tree tops spinning. Debris filled rain flying sideways. Flooded streets taking coconuts, tree branches, and whatever else the water could grab and throw over the nearby cliff. Churning waves and white caps bashing against the white sandy beach below. Even as Hurricane Maria ravaged Puerto Rico, I knew my family and I would be fine.



On 20 September 2017, Hurricane Maria struck with such force most of the island was without power and water until December. Incredibly frightening was the moment the eye passed over the base and neighbors came out of their homes thinking the storm was over, only to be sent back inside as Hurricane Category 4 force winds and rain ended the brief respite.

The Coast Guard has a proud history of responding to emergencies, but this was my first time seeing it in action. Not surprisingly, the Coast Guard community banded together to restore operations and start the cleanup. My son, Alexander, and daughter, Anna Lucia, along with other Coast Guard families, volunteered to pile up storm debris into miniature green and brown pyramids all around base. Neighbors checked up on one another, facilities staff distributed generators, and the command held regular townhalls.



As soon as the storm passed, Coast Guard C-130s started landing eight hours apart, bringing supplies in and evacuating families out. With the situation far worse than expected, my family and dog boarded a C-130 bound for Florida days later, leaving the devastation, and my wife Johanna's family, on the island.



During the days, weeks, and months that followed, the Coast Guard demonstrated a strong commitment to its people. Those who stayed behind were provided larger generators, additional supplies, and all the support they needed to help restore normalcy to life. Other families, who made the difficult choice to leave the island and their active duty spouses, were met with similar support. When our family landed in Clearwater, FL late in the evening, we were welcomed with food and given safe housing until we could return to Puerto Rico.

With my five-month temporary assignment to Ecuador imminent, the return to Puerto Rico on November 22nd was not an easy choice. Just as the Coast Guard had been prepared to evacuate us, the Coast Guard was just as prepared to receive us home. While large sections of Puerto Rico remained eerily dark and damaged, the Coast Guard's base had generators providing power and was quickly returning to a "new" normal.



For those five months apart and up until our departure, my family experienced the special camaraderie that exists among those who shared the experiences of Hurricane Maria. When boarding the plane for El Salvador in June 2018 for our new assignment, the island was still not back to normal. Still, it was bittersweet departing Aguadilla knowing the Coast Guard's dedicated support makes this a truly memorable experience.

TOGETHER WE STAND STRONG: COMMUNICATION THROUGH AFFIRMATION –Clinton Mayo, U.S Army Veteran



After a successful military career, it is time to leave the comfort of daily 0630 Physical Training and military housing. It is time for that service member to embrace the changes in post-military life. For the service member with a family, the transition can be a struggle as each family member carries their vision of this often scary process. The service member may want to relax, find a new job, or maybe take some time off to finally go to the doctor, judgment-free. The spouse must change jobs again, among other things. Let us not forget the children. They have school, friends, routines, and employment as well.

Each person has their expectations of how the transition will play out. Each person wants the same end goal of a happy family, but this is where change gets tricky. Each family member may have the same destination in mind but will likely want to take a different road to get there. Purposeful communication is necessary to meet individual needs. Open conversation and active support are imperative to the family's success.

My exit from the military was unexpected and untimely. My wife and I were unprepared for what would happen next as I transitioned. I had to mentally deal with my physical handicaps and an inability to do the work I loved. As I dealt with separating from the Army, I shifted to stay at home father, and my wife worked. Between my disability and her meager income, we were barely able to pay the bills. Things were bleak for me while I coped with the change. Communication became strained until we found our footing and developed a plan that worked for our whole family. We utilized financial assistance from veteran-friendly organizations to survive and finally decide on a plan

“It’s time for that service member to embrace the changes in post-military life.”

During that first year, we made a concrete post-Army plan that worked for every family member, even the children. The plan needed time to come to fruition, and after three years, we are still ironing out the details. With each step forward, we check in on our goals and adjust as needed. We affirm each other's positive forward motion. I also saw a therapist to make it through the mental effects of my military separation. After seven years of soldiering and even more years as a mechanic, that was all taken from me. I came to realize I was not transitioning by myself. I had to depend on my family to keep me whole as they rely on me to get back to work and provide. We needed outside help to make it, but we are stronger now and able to make it on our own.

Fast forward a few years, I am about to graduate with my bachelor’s degree, my wife is successful in her career, and my children have strong social and educational networks. None of this would have been possible if we did not communicate and stick together through our changes.

OVERCOMING ADVERSITY IN UNIFORM AND AT HOME—Matthew Brink, U.S Navy

In 2016, my wife fell ill two months after reporting to my most challenging job in my naval career and only months after our son was born. Both my wife and I were enjoying the blessing of our son and out of nowhere, our life changed without warning. We were not prepared for this and I reflected back on a saying my mother engrained into me as a young adult, “this too shall pass” and “the lord will never give you more than you can handle”. Through incredible prayers and support, my wife recovered from her illness weeks before my nine-month overseas deployment. Because of the support my wife had at home, I was able to join my team on mission and with a clear head.



In 2019, I reported to my next command after completing an incredibly rewarding and arduous three-year tour at sea. I was looking forward to having more time to connect with my family. Once again, about two-months at my new command, my wife stated she needed to see the doctor about something she was feeling “off” about. Two weeks later, we were faced with Groundhog Day. My wife was ill again. I was advised it was time to start looking at retirement options. The amount of chaos going on in my head at that time was overwhelming. Then it happened, the unthinkable...It got worse! Our Nation was faced with the most life-threatening virus we have ever known, COVID-19. I remember saying “what next lord?” Our family basically lived in a cocoon of fear for months. I kept thinking about how challenging it was going to be to retire in a pandemic.

“I remember holding my son and putting on a brave face while I told him everything will be alright.”

I was watching folks being laid off and reading daily news reports of how this virus was only getting worse. I was at one of my lowest points in my life where I was looking at the reality of not having a job after dedicating 26 years of my life to the uniform. I began questioning my ability to support my family in this crisis? I remember holding my son and putting on the brave face while I told him everything will be alright. Thankfully, through many prayers given and received, our family once again persevered and continued to find ways to beat down the invisible enemy. Our family continues to rebuild and we are more connected than ever. My wife is now healthy, and we are stronger than ever. I now dedicate my time towards helping others who are struggling in their own way! I truly believe when we listen with unbiased ears, open our hearts to heal and engage with purpose, we will lift each other up and overcome any type of adversity we may face either in uniform or at home.

Stay safe, stay blessed and always be sure to look out for one another!

COMPANY CULTURE-Bryan Ostrowski, Son of a U.S Marine Corps Veteran



Whether it is at a world headquarters or one of the many offices or manufacturing plants around the world, everyone remembers their first day taking the plunge into the corporate world. At first, obvious things like how people are dressed or noticing if employees generally seem happy are what a person may think sets a company culture, but that's just the tip of the iceberg.

The deeper portion of company culture involves its personality, character, shared beliefs, and values. This is the bit that will take a new employee some time to understand since it's often only implied and not written in a manual. Also, the larger the company, the longer it will take to truly understand how the matrix of norms come to life. These cultural items include, but are not limited to, meeting norms, openness to hearing ideas, work-life balance, employee recognition, fun being incorporated into work, approach to innovation, building trust, identifying toxic teams, and the preferred method that employees communicate.

For example, meeting norms vary and while company A seems to be ok with employees coming in late and using their phone or laptop throughout the meeting, company B looks at it negatively and considers it poor time management skills. Another example is around how people interact with senior management. Company A employees are confident in sharing issues or risks immediately with a leader so a timely business decision can be made, while company B employees fear that bringing the news will look poorly on them and they will try to fix the issue without leadership knowing. The latter usually ends badly because the issue almost always gets so out of hand that the leader must be informed. In this case, the leader often states that they wish that someone would have been told them months ago when the issue was identified.

Nowadays, work-life balance is ranked as a top concern by employees, so it is important to understand this before committing to a company. For example, company A is flexible with parents working around their kids' schedule and being remote when needed, but company B is a bit strict with the in-office hours of 8:30am to 5pm. While company B claims to be flexible, all employees know that leaving before 5pm or not being face-to-face will limit promotions and bonuses.

One item that is very important but can only be learned over time (much like the military) is the company's language. Not English, French, etc., but its manner of speaking and using homegrown words and the 1000's of acronyms that are often specific to the one company. Never be afraid to ask people what an acronym represents, the same one is often used by multiple teams and can mean different things.

The best way to understand a company's culture is to research reviews and speak to current and former employees before accepting a position. While culture can change, it's often very difficult and can take many years to accomplish. I have seen entire change management teams established to try and tackle culture, but it takes perseverance and a strong commitment from top leadership in both time and resources.

HONOR, COURAGE AND COMMITMENT—Jack Beavers, U.S Marine Corps Veteran



I proudly served in the U.S Marine Corps and during that time I was deployed to Afghanistan. Adversity is something that is very hard when you are away from your wife and children for months upon months at a time not knowing when or if you will come home. I had to endure many deployments leaving and saying goodbye time and again.

As I celebrate another Veteran's day for 2020, I am extremely grateful that I am home with my family and children. Not everyone was that lucky. I watched a man get blown up in front of me during a deployment which is something you never forget. I know a lot of my fellow Marines reading this have either lived it or know what I'm talking about.

Being thrown from a Humvee fifty feet because we went across a mine field was another event that happened but that only makes me stronger because I survived and went on to other deployments. I was not injured as badly as some other men in my group and some were not as fortunate as I was.

“We ALWAYS have each others backs in military service and beyond.”

The Marine Corps teaches us honor, courage and commitment. I learned the strongest lessons a man can learn from these deployments. A US Marine's honor and integrity is a value we take with us to our grave and when we meet fellow USMC veterans it is like meeting a platoon member. We ALWAYS have each other's backs in military service and beyond.

Adversity is taught through each deployment, learning to overcome barriers no matter what life throws at you. Having a warrior mindset requires putting aside bad memories and not letting the bad situations that happened overtake your mind. Be a bada**, take names and kick a**.

*Jack and his wife, Lynette, have three girls and are a USMC veteran family determined to combat veteran suicide and homelessness.
Find them on Twitter @lynetteandjack and on LinkedIn helping Vets2Industry.*



The Defenders Gateway App and Network–Carol Watanabe



The Defenders Gateway™ App and Network is our Nation’s way of saying “thank you”. This multi-platform custom App is designed to offer discounts on goods and services from thousands of local and national businesses, services, and organizations. Carol Watanabe, Founder of the Defenders Gateway App, wanted a way to give back to our nation’s Military, Veterans, First Responders, and their families. She did just that and more!

During these trying times, it is the strength of our community that binds us together. Many veterans are utilizing apps and websites to purchase their goods and services, so it is understandable that businesses are now online to reach their customers. Local and nationwide businesses want to show their appreciation for the endless sacrifice our Defenders make to ensure freedom, peace, and prosperity; but how? With the Defenders Gateway app, discounts for our military are now available with a click of a button.

Carol Watanabe is also the founder and director of Little Patriots Embraced, a 501c3 charity that is dedicated to strengthening the lives of Military children and their families, while their loved ones protect and defend our freedom. Their primary focus is to serve military children and aid families in crisis. More than 73,000 military children found help through Little Patriots Embraced over the last 16 years. Carol is truly about putting families first.

The App can be downloaded on Apple and Android platforms. To gain access, you must be military/veteran, a first responder, or family of a fallen hero. This state-of-the-art technology has a proprietary verification process to ensure integrity of the App. Stolen Valor is strictly prohibited.

To truly see the amount of support and love Carol has for the veteran community, just look at her staff. Members of her team are either honorably discharged, or a retired service member, active duty spouse, or gold star family member.

In addition, nonprofit organizations and others, have an opportunity to earn money with every business they connect with the Defenders Gateway Network. It truly is a win-win situation for all involved.

What are you waiting for?

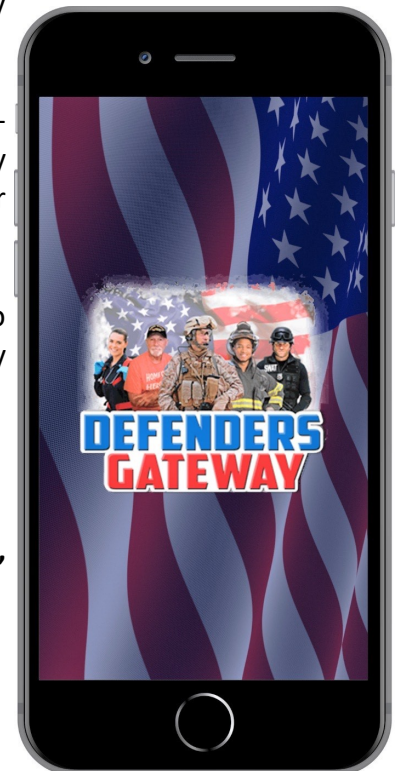
If you have interest in helping build the Defenders Business Network, please contact Lisa Foster at lisa@defenders-gateway.com

Check out the website here:

<https://www.defenders-gateway.com/>

Commercial:

[Click this link to see Commercial](#)





TESTIMONIAL - Dave Weaver– U.S Army (ret.)

A truly great event for all veterans. Veterans sharing transition experiences and also helpful resources to help accomplish the next mission or make a smooth entry into the civilian life before, during & after separating or retiring. V2I is where you need to be to connect with other veteran leaders that are making a difference. Thank you V2I .

TESTIMONIAL - Amanda Herring– Military Spouse, U.S Army

I'm the spouse of an active duty member. After I was laid off from a job I loved, I found myself feeling hopeless, alone and unwanted. My husband was currently living in another state which made everything worse. I focused on pushing through unemployment and the pandemic. That is when I reached out to a friend who connected me with V2I. I attended a virtual networking event and I was hooked. I had been feeling isolated and alone before the event. Afterward, I had gained at least twenty new friends and connections. I kept attending the events and my number of connections grew exponentially. It was incredible to meet leaders all over the country. I have a new family in V2I. I have subject-matter experts I can call on at a moment's notice. I have friends. And best of all, they all pushed me and guided me to a new amazing career. I am now employed as a Lifestyle Coordinator for an assisted living facility, a job I had never done before. Not only was I hired, but I negotiated my pay! I never had the confidence to negotiate anything before I had my V2I family giving me confidence. It's crazy to believe I was hired with no experience and they offered me more pay when I simply asked. I wouldn't have moved out of my comfort Zone if not for V2I. And I would not have learned so much and honed all my career searching skills without the resources V2I provided.

“I’m able to build friendship and talk with other service members that I can relate with that are in the same foxhole as me transitioning out of the military.”

TESTIMONIAL—Chauntel Oliwek– Military Spouse, U.S Navy

Finding VETS2INDUSTRY really helped open my network of resources in searching for jobs that would be tailored to me and my unique situation, being a military spouse & disabled. VETS2INDUSTRY, has connected me to others around the nation in a time where my spouse has decided it is time for him to transition from the U.S. Navy after 20 plus years of service to civilian life. Walking through transition as a military spouse is more nerve-wrecking than arranging a new duty station move every 3-4 years. Thank you VETS2INDUSTRY for the effort and time your team puts forth to help families and fellow service members.

TESTIMONIAL—JB Jaso III– Transitioning U.S Army Soldier

After discovering VETS2INDUSTRY, I quickly discovered how important this non-profit organization is to all transitioning and transitioned Veterans regardless of rank or time in service. The amount of relationship building that I’ve been able to gain throughout these events is remarkable!! It is more than a connection on LinkedIn or an expansion of my “professional network”. I’m able to build friendships and talk with other service members that I can relate with that are in the same foxhole as me transitioning out of the military. It’s like each of my deployments to Afghanistan and Iraq where my “Battle Buddies” and I were there for each other to get through the deployment. Even the recruiters at this event are looking out for us too, as most are Veterans. Regardless if you want to join their company or not, they will still be there to assist you, and help connect you with individuals in the career field you’re wanting to join. Simply said, thank you to Brian Arrington and his team of volunteers that share their experiences and wealth of knowledge. You will not get this same type of experience through any of the services transition assistance programs! I hope to see you all at a future V2I event so we can share these experiences together!

VETERAN OWNED BUSINESS OF THE MONTH

SENTRI (VETERAN OWNED & OPERATED) - Paul Peng, U.S Army



I joined the U.S Army in 2000 and went to basic training July 4th, 2001 to become a military policeman. 9/11 occurred during basic training which changed my entire career. I had two combat tours under my belt, both in Iraq. While I was deployed, I conducted a variety of operations including prison ops, rule of law, tactical training, urban warfare and project management. My squad leader and I met with local tribal leaders weekly to discuss local issues and projects needed to better the region as a whole.

When I left the military in 2009, it was in the middle of a recession. I had a hard time transitioning. I be-

came an alcoholic without actually realizing it. I didn't feel safe unless I had a loaded pistol under my pillow (which my roommate DID NOT like at all—don't worry I don't do that anymore). I got married in 2013 after meeting my ex-wife while attending graduate school. While married, I was constantly accused of being angry and emotionless. I was told that I could not empathize with anyone and that I treated everyone as if I was still in the military. Well this led to a divorce in 2016 which led me to almost taking my own life until I reached out to the crisis line that flew me to Boston to get me emergency help (sponsored by the Wounded Warrior Project). After leaving this treatment center I continued to regularly seek counseling in both group and one on one sessions.

My fiancée is the one that mentioned to me about starting my own business. Specifically, it was on one of her Uber rides where she was talking with the driver about firearms training and the topic of me teaching it came up and voila! We started our business in July of 2019. We are a veteran owned firearms and security certifications company that focuses on the fundamentals of firearms and security operations.

We also have a variety of specialty courses such as Concealed Carry Weapons (CCW-Certified in Los Angeles, Orange and San Diego Counties), Executive Protection Certification and Active Shooter Survival Training. Our company is quickly expanding to where we will soon start to offer complete security packages for corporate and small businesses to include surveillance solutions imbedded with cutting edge AI solutions.

Right now we are offering a 20% discount on all firearms and specialty certification courses.

<https://www.sentriinstitute.com/>



VETS2INDUSTRY

Want to know how to help VETS2INDUSTRY provide support, opportunities for success, life-support needs, and give HOPE to our military family?

Please Donate to us at <https://vets2industry.com/donations/give/>

Every \$25 donation or more receives a VETS2INDUSTRY Challenge Coin

If you are interested in volunteering with VETS2INDUSTRY too, please send an email to support@vets2industry.com

To ensure you are not missing out on our Post Event Goodies such as our event videos, main chat transcripts, LinkedIn URLs of those signing up for our amazing VETS2INDUSTRY Virtual Networking Circuits, and tons of FREE V2I webinars, website updates, and announcements, ensure you have added the following email addresses (note: all edu and org email domains block our emails if we are not added to your contacts):

events@vets2industry.com
marketing@vets2industry.com
support@vets2industry.com
operations@vets2industry.com
testimonials@vets2industry.com

V2I RESOURCES AND LINKS

Testimonials

[Testimonials](#)

Vets2Industry

<https://vets2industry.com>

Vets2Industry LinkedIn Group

[Vets2Industry LinkedIn](#)

Vets2Industry Facebook Group

[Vets2Industry Facebook](#)

A How To Guide to Crush the V2I Virtual Networking Circuits

[V2I Networking Guide Link](#)

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VETS2INDUSTRY Partners

Shout out to the V2I partners for being a part of our growing team.

These partners will only enhance our reach and availability to pair Veterans and their families with the needed resources.

We look forward to working with our partners and growing this partner list.

Make sure you check out our partner pages by clicking on the company logo's to see the services that are available.

Partner Chat

Veteran Tax Credits - Bridging the Gap Between Veterans and Employers

We proudly offer a system to connect Veterans seeking jobs to employers looking to hire quality candidates. Plus, by using our turnkey program to take advantage of the Veteran tax credits for hiring qualified candidates, businesses can reinvest those dollar for dollar tax credits back into their business.



Vetlign - Intelligent Job Search That saves you time

Create a Profile and see the jobs you align to simply by entering your Branch, Rank and MOS automatically. It's the world's most advanced veteran employment application designed, developed and managed by veterans.



Oplign - Align in seconds and open all the opportunities around the world.

No more resumes, no more cover letters, no more never hearing back from a company you submit to. Just a 24/7/365 alignment engine working to find you every job you qualify for and want to see.



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Make sure you check out our partner pages.

Partner Chat

Blue Star Families

Founded in 2009 by military spouses with you in mind, we empower military families to thrive by connecting them with their civilian neighbors – both people and organizations – to create strong communities of support.



Andrew Vernon & Associates

We will deliver positive outcomes to all who use our services, while continuously developing long term and compassionate relationships for a more informed and veteran centric experience.



Still Serving Veterans

To serve and honor Veterans and their families by empowering them to build meaningful lives through connections to fulfilling careers, benefits and services; and to proactively strengthen Veteran communities through leadership and collaboration.



RESOURCE CENTER OF THE MONTH

Beyond the Uniform

<https://beyondtheuniform.org/>

Free resources to help military Veterans identify, evaluate, pursue and succeed at their ideal civilian career.

Breakline

<https://breakline.org/veterans/>

BreakLine is an immersive educational program for veterans transitioning into new careers.

Climb4

<https://www.climb-4.org/>

Bridging the gap between veterans and the Great Outdoors in order to prevent veteran suicides resulting from a combination of transitioning to civilian life, as well as any number of traumas experienced prior-to and during military life.

Concerned Veterans for America

<https://cv4a.org/>

Concerned Veterans for America's mission is to advocate for policies that will preserve the freedom and prosperity that we and our families so proudly fought and sacrificed to defend. The Goal of Concerned Veterans for America is to translate the experience, concerns and hopes unique to veterans and their families into a common vision of freedom.

FASTPORT

<https://www.fastport.com/>

FASTPORT is a veteran employment software company with the sole mission to help all members our nation's military community find great career opportunities with great employers. FASTPORT is delighted to help connect any Veterans, transitioning service members, members of the Guard and Reserve, military spouses that are under your care who are in need of employment across the country.

Hope for the Warriors

<https://www.hopeforthewarriors.org/>

Provides comprehensive support programs for service members, veterans, and military families that are focused on transition, health and wellness, peer engagement, education and connections to community resources.

Leader Transition Institute

<https://changing-focus.org/>

The Changing Focus program assists veterans and their families by changing the mindset from the we to the me. It will prepare you to live the life of your dreams...not the one that just happens to you.

Bridges to Work

<https://bridgestowork.org/>

Bridges helps young adults with disabilities prepare for the workplace and find jobs with companies looking for qualified, entry-level applicants.



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