

Employer Roundtable: How to Host a Solar Ready Vets Fellow

February 24, 2021



**SOLAR
READY VETS®
NETWORK**
U.S. DEPARTMENT OF ENERGY

HIRING OUR HEROES
U.S. CHAMBER OF COMMERCE FOUNDATION

Facilitator for Today's Meeting



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Funding Acknowledgement & Disclaimer



U.S. DEPARTMENT OF
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Energy Efficiency &
Renewable Energy

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Solar Industry Benefits from Military Talent

- **Soft Skills**
Leadership, organizational, project management, planning, critical thinking, teamwork
- **Technical Skills**
Logistics, engineering, IT, operations, construction, safety, electrical, etc.
- **Diversity**
Service members leaving the military today are very diverse
- **Mission Driven**



Solar Ready Vets Network

Direct impact and capacity-building initiatives to strengthen solar career pathways and advances a nationwide pipeline of military talent into all levels and sectors of the solar industry.



SolarReadyVeterans.org



Direct Impact Activities

- **Solar Ready Vets Fellowship (Led by Hiring Our Heroes)**
 - For mid-to-senior level transitioning service members
- **Virtual Solar Career Fairs for Military Talent: Craft, Skilled Trades & Technical Sales Roles**
 - Employers hiring 10+ positions across country - April 8, 2021 & Late Sept. 2021
- **Coming Soon/Under Development**
 - Connecting qualified veterans to solar companies with openings in craft/skilled trades roles. Stay tuned!



Capacity Building Initiatives

- **GI Bill Eligibility for Solar Training & Credentials**
 - Cover NABCEP related training & exam costs
 - Certification Fast Tracks
- **Industry-Education Partnerships**
 - Adopt-a-Community College
- **New Apprenticeship Framework**



Solar Ready Vets Fellowship

Solar Ready Vets Fellowship extends the highly successful **Hiring Our Heroes Corporate Fellowship Program (CFP)** to the solar industry.

**HIRING OUR
HEROES**



HIRING OUR HEROES

U.S. CHAMBER OF COMMERCE FOUNDATION

CORPORATE FELLOWSHIP PROGRAM

Connecting Transitioning Service Members and Military Spouses to
Exceptional Professional Opportunities

HIRING OUR HEROES

A PROGRAM OF
THE U.S.
CHAMBER OF
COMMERCE
FOUNDATION

***Hiring Our Heroes** is a nonprofit, nationwide initiative to help veterans, transitioning service members, military spouses, and caregivers find meaningful employment opportunities.*

*The **Solar Ready Vets Fellowship Program** hosts Fellows through the existing **Corporate Fellowship Program** in locations nationwide.*



PROGRAM MANAGERS ON THE CALL TODAY:



MaryAnn Davit
Program Manager
Special Programs
Hiring Our Heroes



Tonna Williamson
Program Manager
El Paso, TX
Hiring Our Heroes



Eric Putt
Program Manager
Fort Hood, TX
Hiring Our Heroes



Karen Hrach
Program Manager
Mid-Atlantic Region
Hiring Our Heroes



Aleksandra Johnston
Regional Manager (East)
Tampa, FL
Hiring Our Heroes

A dark blue background image showing a group of people in a meeting or collaborative work environment. The image is semi-transparent, allowing the text to be clearly visible.

CORPORATE FELLOWSHIP PROGRAM

WHAT IS THE CFP?

— The Corporate Fellowship Program (CFP) is a Department of Defense (DOD) Skillbridge Program open to Active Duty Service Members in their last 6 months of military service

— The CFP is a **12 week program** held 3 times a year in 16 locations around the country, to include a program for employers located outside of existing program sites.

— **92%**

Job Placement Rate

— **Over \$90k**

Average Starting Salary

A dark blue background image showing a group of people in a meeting or presentation setting. The image is semi-transparent and serves as a backdrop for the text on the left side of the slide.

STATISTICS on FELLOWS to DATE

CFP BY THE NUMBERS

Total # of Fellows in 2020 - 1239

408 Fellows in cohort 2020-1
413 Fellows in cohort 2020-2
418 Fellows in cohort 2020-3

First cohort of 2021: 506 Fellows

We anticipate another 600-800 candidates for cohort 2021-2 and 2021-3
Overall, we anticipate total of 1500-2000 fellows for 2021

SOLAR FELLOWS TO DATE

17 fellows hosted across various Solar Companies

Cohort 2020-2: 2 Fellows, 1 offer, 1 accepted
Cohort 2020-3: 7 Fellows, 6 offers, 4 accepted
Cohort 2021-1: 8 Fellows, offers TBD



Typical Roles in the Corporate Fellowship Program

The fellows' education, experience, and individual skill sets are commensurate with management/professional roles such as:

- Project Manager
- Human Resources
- IT/Cyber
- Operations Supervisor
- Program Manager
- Supply Chain Manager
- Project Engineer
- Data Analyst
- Financial Analyst
- Field Consultant
- Area Manager
- Business Development

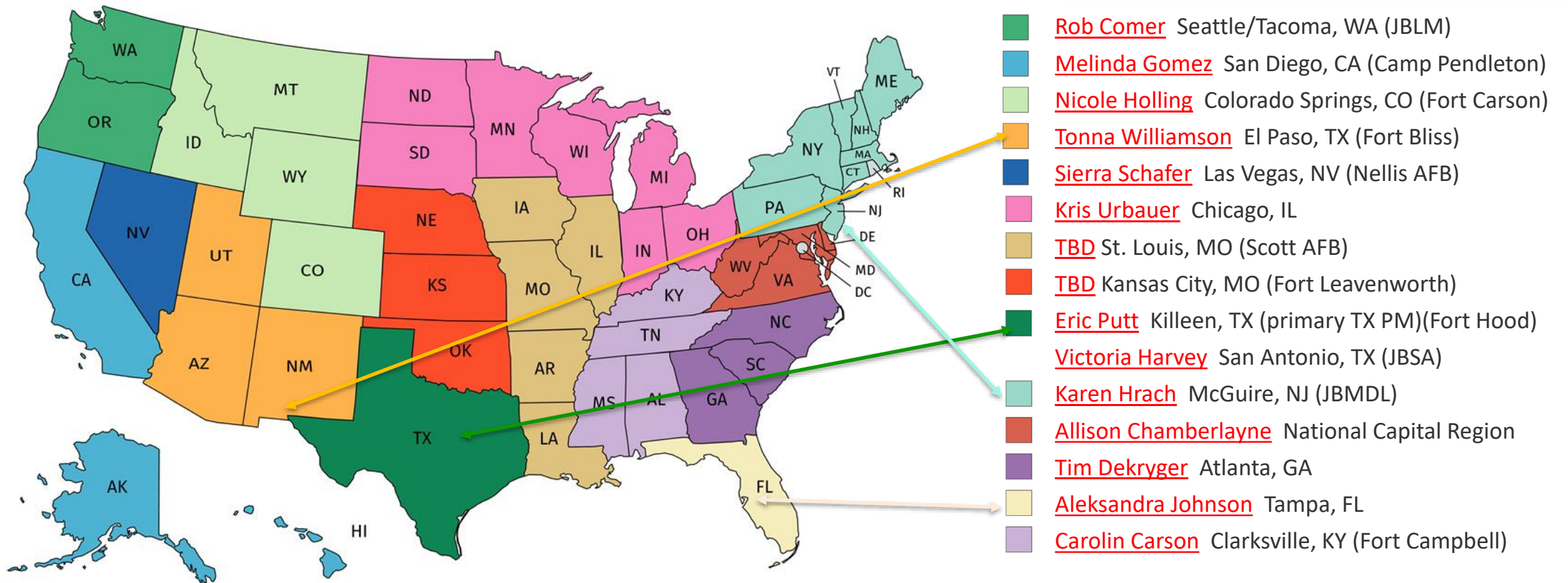
Solar Fellows' roles have included:

- Project Manager
- Operations Manager
- Business Development Manager
- Logistics and Supply Chain Manager
- Project Engineer
- Policy Manager

Sample Solar Fellowship Roles

- Business Development
- **Project Development**
- **Project Management**
- Construction Management
- Policy / **Government Relations**
- **Engineering** / System Design
- Manufacturing / **Quality Assurance**
- Communications / Public Relations / Marketing
- Finance / Accounting
- **IT / Software** / Cyber
- Research / Data Analysis
- **Operations / Asset Management**
- **Logistics & Supply Chain Management**
- Human Resources
- Other Corporate Functions

CFP PROGRAM MANAGER COVERAGE MAP





2021 Cohort Dates

The Corporate Fellowship Program runs 3 times per year in January, May, and August

Cohort 21-1	In session, started in January 2021, graduates April 1, 2021
Cohort 21-2	Starts in May 2021
15 Mar 2021 15 Apr 2021	Resumes released to Employers Final Placement Selections Due to Program Manager (rankings of candidates after all interviews are completed)
03 May 2021 10 May 2021 22/23 Jul 2021	Orientation Week for Fellows with Program Manager First Full Week at Host Companies (M-T) Cohort Graduation

HOSTING A FELLOW

Host companies should offer the following:

- **Have open requisitions and/or intent to hire** fellows at the completion of the fellowship assuming goodness of fit
- **Hands-on experience** in positions requiring a Bachelor's Degree or equivalent experience
- Supervisors and mentors **willing to share their experience** and knowledge and provide feedback
- Post-fellowship salaries of at least \$60,000. **Competitive salaries** may be higher in major metropolitan areas.



WHAT TO EXPECT NEXT

- Program Manager distributes resumes to Hiring Managers or other Host Company POC
- We recommend hiring teams set aside time on their calendar to review resumes
- Host company selects multiple candidates to interview – reach out directly to the applicant to schedule the interviews
- **Interview Window period for Cohort 21-2 is from March 15 - April 15, 2021.**
- Submit selection form to Program Manager by April 15th – rank interviewed candidate in order on selection form
- Final placements will be announced after April 15th

File Home Insert Page Layout Formulas Data Review View Help Tell me what you want to do

Normal Page Break Preview Page Layout Custom Views

☒ Ruler ☒ Formula Bar ☒ Gridlines ☒ Headings

Zoom 100% Zoom to Selection

New Window Arrange All Freeze Panes Split Hide Unhide

View Side by Side Synchronous Scrolling Reset Window Position

Switch Windows

Macros

Workbook Views Show Zoom Window Macros

O2																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	

1	Program	Last N	First N	Rank	Service Branch	Email Address	Phone	Terminal Le	Transition I	Available to w	Education (Degree	Certification	Security Cle	Foreign L	Industry of Interest	Position Interest (Combined)	Willing
2	Tampa	Anderson	Tyrone	E6	U.S. Marine Corps	tyr1anderson52@gmail.com	(516) 265-8888	3/20/2021	4/20/2021	4/2/2021	Bachelor's	Cybersecurity & Info CompTia A+ ; C	TS/SCI w/Poly			Cyber / IT	Cyber Security ; Information Technology ; S	Yes
3	Tampa	Bland	Justin	E5	U.S. Air Force	justinb3lland@gmail.com	(528) 895-8274	4/13/2021	5/19/2021	4/12/2021	Master's	MBA, Business - Hea	N/A	Secret		Logistics / Supply Chain	Administration ; Business Development ; F	Yes
4	Tampa	Blackship	Michael	O4	U.S. Army	mb4killingblackship@gmail.com	(853) 561-3572	1/31/2021	3/31/2021	4/2/2021	Master's	Strategic Intelligence	PMP Candidate	TS/SCI w/Poly		Cyber / IT	Cyber Security ; Defense Contracting, Cybe	Yes
5	Tampa	Bosner	Joshua	O2	U.S. Marine Corps	joshabosner@gmail.com	(516) 416-1158	5/15/2021	6/15/2021	4/19/2021	Bachelor's	Organizational Lead	OSHA 30-Hour C	Secret		Project Management	Defense Contracting ; Logistics ; Operatio	Yes
6	Tampa	Brown	Belace	O5	U.S. Army	abrown26@gmail.com	(282) 424-5282	5/1/2021	6/1/2021	5/1/2020	Master's	Masters in Higher Ec	PHR (Professor	TS/SCI		Human Resources	Defense Contracting ; Education ; Human	Yes
7	Tampa	Bruce	Bruce	E8	U.S. Air Force	brucebrucebruce@gmail.com	(516) 375-8183	3/1/2021	5/31/2021	4/19/2021	Master's	Emergency Manager	Lean Six Sigma	TS/SCI		Operations	Emergency Management ; Operations ; Pro	Yes
8	Tampa	Coyote-Straube	Lucas	E7	U.S. Air Force	lucascoyotes892@gmail.com	(816) 558-8877	4/5/2021	6/1/2021	4/5/2021	Associate	Instructor of Techn	Professional Ma	Secret		General Management	Administration ; Open ; Program Managem	Yes
9	Tampa	Cook	Bradford	O2	U.S. Army	bradcoo2@gmail.com	(816) 555-9889	4/20/2021	6/9/2021	4/12/2021	Bachelor's	Mechanical Engineering		Secret		Defense Contracting	Defense Contracting ; Engineering ; Logisti	Yes
10	Tampa	Cross-Harmon	Christina	E5	U.S. Air Force	crossc@live.com	(282) 582-2519	2/15/2021	3/29/2021	3/30/2021	Bachelor's	Information Technology, Minor in M	Secret			Cyber / IT	Analyst ; Information Technology ; Softwa	Yes
11	Tampa	Cunningham	Brian	E6	U.S. Air Force	brianccunningham79@gmail.com	(781) 447-4525	3/1/2021	5/1/2021	4/2/2021	Master's	Organizational Deve	Lean Six Sigma	Secret		Project Management	Healthcare ; Open ; Operations ; Program	Yes
12	Tampa	Davies	David	O5	U.S. Navy	davidjdavies@gmail.com	(858) 577-5484	4/20/2021	6/1/2021	4/2/2021	Master's	Bachelor: Industrial	PMP Candidate	TS/SCI		Operations	Logistics ; Operations ; Program Managem	Yes
13	Tampa	Decker	Alice	E5	U.S. Air Force	alicedecker242@gmail.com	(516) 510-8864	4/3/2021	5/3/2021	4/12/2021	Associate	Information Techno	CompTIA Securi	TS/SCI w/Poly		Cyber / IT	Cyber Security ; Defense Contracting ; Inf	Yes
14	Tampa	Greene	Alvin	E5	U.S. Navy	alvinag88@gmail.com	(482) 265-4162	4/5/2021	5/13/2021	5/14/2021	Bachelor's	Criminal Justice	Certified Home	Secret		Project Management	Defense Contracting ; Open ; Operations, I	Yes
15	Tampa	Hallack	Kyle	O5	U.S. Army	KH5kyle@gmail.com	(814) 748-5825	5/1/2021	6/1/2021	5/3/2021	Master's	Aerospace Engineer	DISAM (foreign	TS/SCI		Project Management	Operations ; Process Improvement ; Progr	Yes
16	Tampa	Harrell	Eric	O5	U.S. Army	ericaharrell19@gmail.com	(582) 856-6168	4/10/2021	5/31/2021	5/3/2021	Master's	General Administrat	N/A	TS/SCI		General Management	Construction Management ; Defense Cont	Yes
17	Tampa	Hempel	Alan	E8	U.S. Army	alanhempe1@gmail.com	(416) 564-9536	5/31/2021	6/1/2021	6/1/2021	Master's	MBA, Math, Marketing		TS/SCI w/Poly		Operations	Consulting ; Defense Contracting ; Open ;	Yes
18	Tampa	HICKS	DOYNE	E4	U.S. Army	DOYNEH@MAIL.USF.EDU	(850) 647-3477	4/12/2021	4/29/2021	4/15/2021	Bachelor's	Psychology		Secret		General Management	Hospitality ; Human Resources ; Operatio	Yes
19	Tampa	Jones	Michael	O5	U.S. Air Force	mjones3892@yahoo.com	(521) 568-9555	5/31/2021	7/1/2021	6/1/2020	Master's	MBA, Masters in Strategic Studies		TS/SCI		Defense Contracting	Defense Contracting ; Human Resources ;	Yes
20	Tampa	Joffe	Clarence	O3	U.S. Air Force	clarencejoffe@gmail.com	(816) 788-5141	3/22/2021	5/19/2021	4/19/2021	Bachelor's	Biology, Masters in	Contracting Off	TS/SCI		Project Management	Defense Contracting ; Operations ; Progra	Yes
21	Tampa	Jones	Jane	E6	U.S. Army	janejones255@gmail.com	(816) 742-7562	2/19/2021	6/1/2021	4/19/2021	Bachelor's	Management		Secret		Defense Contracting	Defense Contracting ; Human Resources ;	Yes
22	Tampa	Levy	Tiffani	E6	U.S. Army	Tiffani.levy@gmail.com	(781) 584-2855	4/10/2021	4/10/2021	4/12/2021	Bachelor's	Environmental Studi	OSHA,	Secret		General Management	Commercial Real Estate ; Healthcare ; Pro	Yes
23	Tampa	McDonald	Lloyd	E8	U.S. Army	lloyd22@yahoo.com	(813) 785-8884	#####	3/31/2021	4/2/2021	Bachelor's	Criminal Justice		TS		Operations	Administration ; Human Resources ; Opera	Yes
24	Tampa	McMurray	Richard	E8	U.S. Army	richmcmurray33@gmail.com	(516) 644-7877	1/28/2021	5/31/2021	4/19/2021	Master's	Communication and	None	Secret		Project Management	Communications ; Defense Contracting ;	Yes

SELECTION PROCESS:

March 15	March 15- April 15	Before April 15	After April 15	
Hiring Manager Reviews Resumes after receiving resumes from Program Manager	Hiring Manager Interviews Candidates (direct communication with candidates)	<p>Hiring Manager reports back "rankings" to the Program Manager by email: For example:</p> <p>"We would like to offer a Project Manager Fellowship to the following candidates: John Smith - #1 choice Sarah Jones - #2 choice Bill Brown - #3 choice</p> <p>We also interviewed Thomas Sullivan but did not find him to be a good fit for the role"</p>	<p>Program Manager communicates back to Hiring Manager with the candidate's acceptance/declination</p> <p>"John Smith has chosen to move forward with a different opportunity, however Sarah Jones has accepted your Fellowship offer! Please reach out to Sarah to welcome her to your team"</p>	Hiring Manager back in contact directly with (now) Fellow before start of the Fellowship



Interview Process Tips for Employers

- The interview window period goes by quickly and candidates often have several interviews with multiple companies. We recommend reviewing resumes quickly and scheduling interviews early (by March 22)
- It is important to make sure potential fellows understand the requirements of the role you are interviewing them for in regards to travel requirements, responsibilities, potential for growth, salary range etc.
- Work with your Program Manager if you would like to offer a candidate a fellowship. He or she can let the candidate know, but understand that **nothing will be locked in until Final Announcements are made after the interview window closed on April 15th.**

HOST COMPANIES IN 2020

GEODIS	iC-1 Solutions	KSA Integration	Mears Group	Northwestern Mutual
Gillespie Forensics & Investigations	Icarus	Leidos	Medical Center of the Americas	Novetta
Global Commerce and Services	Idaho National Laboratory	Level One	MH Equipment	Omni Hotel
GMG Construction of South Texas	Ingram Micro	Lexus of Austin	Microsoft	Operation Stand Down Tennessee
Grant Thornton	Innova Consulting	LMI	Mission Critical Solutions	Oshkosh
Greencastle Consulting	Invenergy	Lockheed Martin	Molex	PACCAR
Gutter and Roof Solutions Northwest	Jabil	Logue Enterprises	Morgan Stanley	Parkhill, Smith & Cooper, Inc.
HCA Healthcare	Jacobs Engineering	Longevity Consulting	MSTS/NNSS	Parsons Corporation
Hensel-Phelps	JMH Capital	M1 Support Services	Mutual of Omaha	Patricio Enterprises
Hewlett Packard Enterprise	Johnson & Johnson	Macy's Logistics	NASA	Patriots International LLC
Highmark Health	JTEK Data Solutions	Madigan Army Medical Center	Navy Federal Credit Union	PayPal
Hillsborough County	JW S.A. Hill Country Resort &Spas	Magellan Corporation	NeoGenomics	Penske
Hitachi Rail	Kaiser Permanente	Magnolia Realty	New York Life	Pentagon Federal Credit Union
Holland 1916	Kansas National Guard	Marathon Petroleum	NexTech Solutions LLC	PepsiCo
Home Depot	Keller Williams	Mardeb Inc.	Nike	Phillips 66
Home Pros Real Estate Group	Kelley Blue Book	Markon Solutions	NikSoft Systems Corporation	Plumlee & Associates
Honeywell	Kelloggs	Marview Holdings	Non Commissioned Officers	
HST Healthcare Systems & Technology	Keystone Achievements	McKenna & Associates, LLC	Association (NCOA)	
Hy-Vee	Kinnard Mission Training Center	McKinstry	Northrop Grumman	

* Sponsors in bold

HOST COMPANIES IN 2020

Point 3
Polar Shades Sun Control
Power HRG
Premise Health
Prudential
PSAV
Quiet Professionals
Rack Space
RailWorks
Red River Technology
RedKorr
Regency
Regions Bank
Ridgeline International
Sales Platoon
Scientific Games
Shell Oil
Sherwin-Williams

Sitel Group
SkillStorm
Slalom Build
Slalom Consulting
Smith Brothers Farms
Solstice Consulting
Sound Community Bank
Spear Power Systems
Spectrabotics
State of Tennessee
Strategy Consulting Team
Stryker Medical Technologies
Summit Technical Solutions
Sunbelt Rentals
Synapse
Telos Corporation
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Texas Juvenile Justice Department

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TTG Healthcare Advisors
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Wichita Animal Action League
Wind Talker Innovations
WWC
Wyndham Hotels

Wytrwal Industries
Xcel Energy

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Adirondack Capital International
ADM
Agile Defense Inc
AGRI-WEST INTERNATIONAL, INC
Alaska Airlines
Alion Science and Technology
All Secure Foundation
Allegiant Air
Allstate
Amazon
Amazon Web Services
Ameren
American Business Solutions
Amgen
Anheuser-Busch
Applause
Aramark

Aristocrat Technologies
Arrow Electronics
ASM Premier Consultants
August Robben Sons Inc
Axiologic Solutions
B.E.A.T. LLC
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Fanatics
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Become a Fellowship Host!

2020 Solar Ready Vets Fellowship Hosts

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ENERGY TOOLBASE™



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Solar Company Fellowship Host Guests



Maribelle Bostic
**Director of Diversity, Equity &
Inclusion**
SunPower



Kathrine Lukes
Operations Manager
Icarus RT

Jim Purekal

Manager, Market Development & Policy

Jim's experience consists of 20 years in the Marine Corps as a helicopter pilot, budget analyst and legislative affairs correspondent. He has deployed and operated out of Iraq, Kuwait, Bahrain, Israel, Kenya and Pakistan. During his deployed time, Jim planned aviation assault support missions, bi-lateral training exercises and world-wide theater reserve operations aboard several amphibious vessels such as the USS Iwo Jima, USS Bataan, and the USS Kearsarge. During the second half of his career, Jim supported Presidential and Vice-Presidential operations as a pilot for Marine Helicopter Squadron – One, and most recently obtained his legislative experience through a Congressional Affairs Fellowship.

Professional Experience

United States Marine Corps

- Congressional Affairs Officer for Marine Corps Aviation, The Pentagon, VA (1/2019-12/2020)
- Budget Analyst for Marine Corps Programs & Resources, The Pentagon, VA (10/2017-12/2018)
- Congressional Affairs Officer / Marine Senate Office, Washington, DC (1/2016-10/2017)
- Pilot / Marine Helicopter Squadron One (7/2011-12/2015)
- Assistant Air Officer / 26th Marine Expeditionary Unit (5/2009-6/2010)
- Pilot / Marine Medium Helicopter Squadron - 264 (1/2004-4/2009)

Education/Licenses/Credentials

- Bachelor of Arts: Political Science / Economics, Tufts University, Medford, MA, 1998
- Master of Arts: International Economics, American University, Washington, DC, 2019
- Certification: Government Affairs, Georgetown University, Washington, DC, 2015
- Certification: Planning, Programming, Budgeting & Execution, Graduate School USA, Washington, DC, 2019
- Certification: International Humanitarian Law: Law of Armed Conflict, United States Institute of Peace, Washington, DC, 2015



David Perez

Fellow, Project Engineer

David graduated the University of Illinois with a degree in Systems Engineering and joined the US Navy Civil Engineer Corps after graduation. He spent 8 years in the US Navy doing project engineering, contract/construction management, and had the chance to lead teams doing humanitarian and military construction projects in Spain, Central/South America, and the Middle East.

Professional Experience

- Project Manager/Engineer / 820th REDHORSE Squadron (USAF), Las Vegas, NV (6/2018-Present)
- Director of Operations/Design Engineer / 1st Expeditionary Civil Engineer Group (USAF), Doha, Qatar (10/2018-5/2019)
- Supervisory General Engineer / Naval Facilities Command Southwest, Oceanside, CA (11/2016-6/2018)
- Project Manager / Naval Mobile Construction Battalion 133, Gulfport, MS (9/2014-11/2016)

Education/Licenses/Credentials

- BS Systems Engineering – Business Systems Integration and Consulting: University of Illinois at Champaign-Urbana, Champaign, IL, 2009 – 2013
- Professional Engineer: Civil, Nevada License # 027030
- Secret Clearance
- OSHA 30 Hr Training for General Industry
- EM-385 40 hr Training
- Pursuing PMP certification
- Acquisition Level 1 (US Gov't)



Algernon (Reggie) Clark

Fellow, Logistics

Reggie's experience consists of 20 years in the Marine Corps as a Logistics/Mobility Manager. He had the joy of deploying and embarking well over 200 s/tons of cargo and equipment to and from Kuwait, Iraq, Afghanistan, Korea, Philippines, Thailand, and Japan. While in these countries, Reggie facilitated and managed the functions of Logistics and supplies to include personnel, to accomplish the set mission of the unit.

Professional Experience

United States Marine Corps

- Logistics Operations Manager / Combat Logistics Battalion 7, Twentynine Palms, CA (5/2017-Present)
- Logistics/Mobility Manager / Marine Helicopter Squadron One, Quantico, VA (2/2015-5/2017)
- Logistics/Mobility Manager / Marine Heavy Helicopter Squadron 361, San Diego, CA (7/2012-2/2015)
- Logistics/Mobility Manager / Marine Light Attack Helicopter Squadron 369 (7/2010-7/2012)
- Production Recruiter/Supervisor / Recruiting Station, Akron, OH (5/2007-7/2010)
- Logistics/Embarkation Clerk, Various Locations (4/2001-5/2007)

Education/Licenses/Credentials

- Bachelor of Professional Studies: Business and Management, Excelsior College, Albany, New York, 2020
- Associate of Science: General Studies, Northern Virginia Community College, Annandale, Virginia, 2006
- Certification: Operational Safety and Health Administration, 30-Hour General Industry, Afghanistan, 2012
- Certification: Demonstrated Master Logistician (DML), The International Society of Logistics, 2015
- Certification: Certified Logistics Associate, Manufacturing Skill Standards Council, 2019
- Certification: Certified Logistics Technician, Manufacturing Skill Standards Council, 2019
- Certification: Master Project Manager, American Academy of Project Management, 2019
- Certificate: Lean Six Sigma Green Belt, Twentynine Palms, California, 2019.
- Certificate: Lean Six Sigma Yellow Belt, Twentynine Palms, California, 2019.



HIRING OUR HEROES

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