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Upcoming Job Fairs

Corporate Gray Virtual Job Fairs give you the opportunity to interview with military-friendly employers nationwide. These events are especially for transitioning service members and veterans of all rank and branches of service. Military spouses and civilians are welcome to participate. Our Job Fairs are free to all job seekers. To prepare for a Job Fair, view these tips: https://www.corporategray.com/tips-
Virtual Military-Friendly Job Fair
December 16, 2022 - Online, 11am-2pm (ET)


Virtual Military-Friendly Job Fair
January 19, 2023 - Online, 11am-2pm (ET)

Save the date to meet online with many companies and government agencies nationwide at the January 19 Virtual Military-Friendly Job Fair. Register now and check back often as more companies will be added to the list: www.CorporateGray.com/jobfairs/466.

More Events
Check out the list of 2023 Virtual Military-Friendly Job Fairs at www.CorporateGray.com/jobfairs

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Transition Advice

Handling the Salary Question

Many individuals leaving the military are initially unprepared to properly handle the salary question, believing it is predetermined. However, most employers have some flexibility to negotiate salary. It is important to determine your salary requirements and negotiate a fair salary based on the requirements of the civilian job.

Before going into salary negotiations, determine your salary requirements based on your pay and benefits combined. Transitioning service members often underestimate their value in the civilian work world because they tend to equate salary with base pay. To determine your equivalent civilian compensation, use the Military Compensation Calculator found at http://militarypay.defense.gov/Calculators/RMC-Calculator.

Your military salary has been based on your rank and years of service. The situation is far different in the private sector. Recruiters are looking to pay someone based on the requirements of the job rather than the rank you held in the military. You must be prepared to negotiate your compensation based on your projected value to the employer.

Although salaries are usually assigned to jobs rather than to individuals, not everyone is of equal
value in performing the job. Since individual performance differs, you should attempt to establish your value in the eyes of the employer rather than accept a salary figure for the job. That's where the art of negotiating comes in. Try to keep the salary question open until the end of the interview process, after you've had a chance to demonstrate to the employer your worth.

When negotiating salary with the employer, first summarize the job responsibilities and duties as you understand them. This will help to clarify them and emphasize your value and the worth of the position to the organization. Read more about handling the salary question and negotiating your best salary in the Transition Guide on Corporate Gray Online.


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**Featured Employers & Schools**

These companies have sponsored *The Military-to-Civilian Transition Guide* because they are hiring military veterans. They want to hear from you. Contact them about your next career move!

**California Correctional Health Care Services** (CCHCS) is shaping the future of correctional medicine, providing comprehensive and coordinated health care to patients within the California Department of Corrections and Rehabilitation’s (CDCR) statewide system. Here, you'll enjoy a highly structured organization, a wide variety of career options, competitive compensation, and generous State of California benefits. Visit [www.cchcs.ca.gov/careers](http://www.cchcs.ca.gov/careers) to find a rewarding post-military career.

Established in 1952, [Carter Machinery](http://www.cartermachinery.com/) has a clear mission: enabling every customer to achieve their highest level of success. We demonstrate this commitment through our support of the people and equipment working in diverse industries including construction, mining, forestry, paving, electric power generation, industrial engines, Governmental, and marine. Our territory of 30 locations includes Virginia, West Virginia, Maryland, Delaware, and Washington D.C., and our workforce of 2,000+ professionals will be doubling in size over the next 5 years, adding 365 new Technicians in 2022 alone. Learn more at [Carter Machinery Careers](http://www.cartermachinery.com/careers).

The [Cayce/Reilly School of Massage](http://www.caycereilly.edu) offers a holistic learning environment in the growing field of massage therapy, and about 25% of their students are former military. Massage therapy gives you the opportunity to become your own boss and have flexible hours. The Cayce/Reilly program converges technical instruction with the concepts of holism, healing, and theory of body/mind/spirit. Learn more about becoming an exceptionally well-trained and successful massage therapist at [www.caycereilly.edu](http://www.caycereilly.edu).

The [Central Intelligence Agency](http://www.cia.gov/careers) is the premier agency responsible for providing global intelligence on the ever-changing political, social, economic, technological and military environment. Here, your paramount goal and mission will be to protect the national security of the United States. Virtually any job you can imagine is available at the CIA — plus, some you can’t even imagine. View their available career opportunities at [www.cia.gov/careers](http://www.cia.gov/careers) to learn more.
Leidos is a Fortune 500® information technology, engineering, and science solutions and services leader working to solve the world’s toughest challenges in the defense, intelligence, homeland security, civil, and health markets. The company’s 38,000 employees support vital missions for government and commercial customers. Headquartered in Reston, Virginia, Leidos reported annual revenues of approximately $11.09 billion for the fiscal year ended January 3, 2020. For more information, visit www.leidos.com.

Scientific Research Corporation (SRC) is an advanced technology company that designs, develops, integrates, fields, and supports electronics and information-based systems and solutions for the Department of Defense and other U.S. Government customers. SRC currently has over 1,500 employees in numerous states and countries around the world. As a U.S. Government contractor and SkillBridge partner, SRC encourages qualified veterans and active service members to apply. Visit: www.scires.com.

Meet with these featured organizations who will be participating in the December 16 Virtual Military-Friendly Job Fair: Central Intelligence Agency, Leidos, LexisNexis, SAIC, and U.S. Postal Service.

Hot Jobs & Opportunities

California Correctional Health Care Services is hiring for the following positions in multiple locations in California:
- **Correctional Supervising Cook** in Ione
- **Licensed Vocational Nurse** in Crescent City
- **Licensed Vocational Nurse – Psychiatric Inpatient Unit** in Soledad
- **Medical Assistant** in Crescent City
View all their career opportunities at https://cchcs.ca.gov/careers.

Carter Machinery, the authorized Caterpillar dealer serving Virginia, West Virginia, Maryland, Delaware and Washington D.C., is currently hiring for the following positions:
- **Electric Power Generation (EPG) Apprentice Technician** in Elkridge, Maryland
- **Express Lube Technician** in Chesapeake, Virginia
- **Track Rebuild Technician (Reman)** in Baltimore, Maryland
- **Rental Shop Technician** in Dulles/Sterling, Virginia
Visit Carter Machinery Careers to view all of their current job openings and apply today.

Becoming a massage therapist gives you the opportunity to be your own boss and have flexible hours. The Cayce/Reilly School of Massage program converges technical instruction with the concepts of holism, healing, and theory of body/mind/spirit. Learn more about this program at www.caycereilly.edu.

The Central Intelligence Agency is currently seeking military-experienced candidates for the following positions in Washington, DC:
- **Auditors**
- **Attorneys**
• Foreign Language Instructors
• Operations Officers
Find these and more CIA career opportunities at https://www.usajobs.gov/Search/Results?a=CIA00&p=1.

Leidos is seeking cleared, experienced and motivated individuals for the following positions:
• Navy Qualified Validator Security Engineer - R-00088260, Secret, in Dahlren, Virginia
• Active Directory Exchange Specialist - R-00092882, Secret, in New Orleans, Louisiana
• GEOINT Instructor/Trainer - R-00089163, TS/SCI, in Fort Belvoir, Virginia
• Counterintelligence Senior Instructor/Trainer - R-00091682, TS/SCI, in Fort Mead, Maryland
Visit www.leidos.com/careers/operation-mvp to search all positions and learn more about Operation MVP.

Scientific Research Corporation (SRC) has openings in multiple locations and encourages qualified veterans and transitioning service members to apply. Visit www.scires.com to view their open positions.

U.S. Customs and Border Protection (CBP) is currently seeking military experienced candidates for these immediate openings in multiple locations:
• Border Patrol Agent GL-7 (entry level—no prior law enforcement experience needed) – Locations: Arizona, California, Texas
• Border Patrol Agent GL-9 (must have law enforcement experience to qualify) – Locations: Arizona, California, Texas
• Marine Interdiction Agent GL-9 – Locations: California, Florida, Puerto Rico, U.S. Virgin Islands
• Pilot--Air Interdiction Agent - Locations: Arizona, California, Florida, Puerto Rico, Texas
Click the job titles above to apply to these positions.

Find more jobs on Corporate Gray Online at www.corporategray.com/jobs/search. Type in your keywords or search by company name.

Post your resume online! Help recruiters find you!

Visit www.CorporateGray.com/login and log in using your email: {%%EmailAddress%%} and password. If you forgot your password, you can use the "Forgot password?" link on a computer (not mobile device) to reset it. Be sure to change your account password on a frequent basis.

Help recruiters find you! Post your resume on Corporate Gray Online or upload a revised version. Having a resume helps you get noticed by employers searching for individuals with your skills! Upload your resume by clicking the "My Resume" link after logging into the site. Your resume was posted on [ {%%ResumePostedDate%%} ]. If that value is blank or outdated, be sure to upload your current resume. If you haven't created a resume yet, checkout these downloadable resume samples in Microsoft Word to help get you started: Sample Resumes (listed on right side of page).

Use the Find Jobs link to search and apply for job opportunities best matching your skills and interests. Access key elements of Corporate Gray’s Military-to-Civilian Transition Guide here: Online
Transition Assistance Partners

National Guard Employment Resources
The Enlisted Association of the National Guard of the United States (EANGUS) was formally organized in 1972 with the goal of increasing the voice of enlisted persons in the National Guard. EANGUS is a non-profit organization dedicated to providing an adequate national defense and promoting the status, welfare, and professionalism of the men and women of the Army and Air National Guard. See their employment resources and more at https://eangus.org/employment.

MOAA is Here to Help
Whether you are finding your way through your military-to-civilian transition, worrying about your job security in these uncertain times, or on the hunt for new employment in the age of virtual interviews, the Military Officers Association of America (MOAA) is here to help. From webinars and virtual career events which are offered free to all members of the military and veteran community – officer and enlisted, Guard and Reserve, as well as military spouses – to personalized resume reviews and career counseling for paid members, MOAA’s transition experts will assist you to navigate this uncharted portion of your career path. Find more about MOAA's services and upcoming events here: https://www.moaa.org/content/benefits-and-discounts/transition-and-careers/transition-and-career.

NCOA - Services for NCOs
The Non Commissioned Officers Association (NCOA) was established in 1960 to enhance and maintain the quality of life for noncommissioned and petty officers in all branches of the Armed Forces, National Guard and Reserves. The Association is a leader in Veterans and Spouse Employment and is a strong voice on Capitol Hill and with the Veterans Administration. NCOA is proud to offer a wide range of benefits and services in education, healthcare, finance, and more, designed especially for current and former enlisted service members and their families. For information on benefits and to become a member, visit https://ncoausa.org.

Stuck at a Career Crossroads?
Need to feel confident and prepared to present yourself and attend Corporate Gray's next Job Fair? Book a complimentary 30-minute Career/Job Search Strategy Session with me and I'll help you walk and talk with courage and confidence. Janet Spadola, Founder of WHAT'S NEXT BY DESIGN and a certified military transition expert: https://whatsnextbydesign.com/ola/services/30-minute-coaching-session or email info@whatsnextbydesign.com.

Career Coaching Services
Need a Career Coach, someone to help you think through 'What Comes Next'? Bill Golden, a Senior Technical Recruiter for DoD, IC and STEM-centric organizations offers a menu of services: Resume Review/Rewrite, Social Media Presence Optimization, Employers-that-need-YOU Identification, and Career Consulting for those that have done almost everything --- BUT NOT sure what it is they do or how to explain that to employers. For more info, visit https://careers.intelligencecareers.com/about. FYI, Bill Golden is US Army (Retired, CMF 26/35/98/352) and a corporate recruiter since 2012.

Department of Labor - Veteran Employment Reps
Find a DoL Veteran Employment Representative by state here:
Free Suits for Vets

**Save A Suit** is a 501(c)(3) nonprofit organization that provides veterans and transitioning service members with business suits, professional attire, and other clothing resources they need to achieve job security. Learn more about receiving or donating professional clothing at [www.saveasuit.org](http://www.saveasuit.org).