



# Recruiting and Hiring Veterans

*"They've worked in an environment where it's extremely important to make sure the job gets done and the mission is accomplished. We see that [dedication] in many of the veterans who come to work for us."*

- Rocco DeFelice, CPP, Executive Vice President of Human Resources

## Life After Duty

The United States Department of Labor estimates that the military annually discharges 160,000 active service members and 110,000 Reserve and National Guard members. Studies show that successful employment of veterans is one of the most important steps in assimilating back into civilian culture. Our veterans face many challenges once they return from military service and when they are denied opportunities to gain employment, they can be exposed to homelessness, as well as substance abuse and mental health issues. As recently as November 2013, the unemployment rate for post 9/11 (Gulf War-era II) veterans was almost double the rate of other veterans, at a staggering 10%.

Securitas USA, along with many other companies, has been inspired to seek new ways to strengthen our support of veterans and honor their commitment to our country. Our service members offer unique and valuable perspectives that inherently strengthen our Company, as well as our industry. Not only do these individuals have specialized training that can be an asset in the workplace, but they are also driven by the same values that lead our company: Integrity, Vigilance and Helpfulness. For these reasons, we are proud to make an active effort in the recruitment and hiring of military service members.

## Taking Action

Securitas USA has a long history of hiring military veterans, and in 2012, the Company was presented with the opportunity to join the 100,000 Jobs Mission

Initiative. We are proud to be a part of this coalition of companies across America, which originally committed to hiring at least 100,000 veterans by 2020. As of March 2014, Securitas has added more than 14,000 veterans to its workforce, constituting 12 percent of the coalition's total contributions, by utilizing military advocacy groups, transition assistance programs, veteran-focused job fairs and employee referrals. In 2014 alone, Securitas USA and its affiliates were responsible for hiring 6,829 veterans.

Securitas USA is also involved in a number of other military-focused hiring programs and we have been formally recognized for our efforts. We have joined with Military.com's Veteran Employment Center to promote the active recruiting and hiring of veterans and military personnel into the Company. Additionally, Securitas USA was recently awarded the 2014 Military Friendly Employer title from Victory Media. This award acknowledges the Company's strong recruitment programs and meaningful job opportunities for individuals with military backgrounds. Many of our branches and regions have been recognized locally for their military recruitment efforts.

In addition to these ongoing hiring efforts, Securitas USA has more than 15,000 current employees who are veterans. These men and women are working every day to help ensure the safety and security of their communities. We value our military employees, and we are pleased they are part of the Securitas USA team.

## Making a Difference

As our national economy strengthens and as organizations recognize the skills possessed by returning military members, more veterans will enter the civilian work force. As of December 2014, the unemployment rate for veterans was down to 5.3%, but still remained higher for Gulf War-era II veterans. We have more work to do to help our veterans obtain civilian employment. The 100,000 Jobs Mission has grown tremendously since it began, and has exceeded its original goal of hiring 100,000 veterans into the workforce. In 2013, the goal of 100,000 veterans hired was increased to 200,000, due to the success and growth of the initiative. We are happy to report that this goal has again been increased! As of January 2015, the 180 participating organizations have employed over 210,000 veterans. The goal has now been set at 300,000 veterans hired by 2020. The 100,000 Jobs Mission coalition has helped bridge the gap between military and corporate cultures, creating opportunity for veterans as they seek employment.



**Securitas USA wants to continue to help employ our veterans. If you know a military member or veteran who would be a good fit for our organization, please refer him or her to [www.securitasjobs.com](http://www.securitasjobs.com) or to your local branch Human Resources representative. Securitas USA is proud of our military members and veterans and we will continue to support their efforts in the workforce. ■**