



MILITARY
HIRE.com 

Company, Product and Service Overview



Connecting employers with the most highly educated, highly skilled, diverse, & dedicated talent pool on the planet



Recruiters can reach hundreds of thousands of candidates from the Veteran Community



JOB SEARCH

Job seekers can explore hundreds of thousands of career opportunities from around the world



Full-service solutions:

recruiter accounts to post job ads, attend events, send email campaigns, create website and social media content

PROUD PARTNERS & CUSTOMERS



U.S. Customs and
Border Protection



GENERAL DYNAMICS
Mission Systems



ManTech.
Securing the Future



MILITARY HIRE - BY THE NUMBERS

- **35,000+** employers have used MilitaryHire to reach candidates
- **650,000+** members of the military and Veteran community served
- **256,000 users in the past year (83% new users) - source Google Analytics**
- **15,000+** sign-ups achieved for virtual hiring events in past year
- **50%+** of registered Veterans have some level of security clearance
- **Additional 600,000+ Veterans, 8.5M recruiters reached via social media**
- **Over 300,000 subscribers to our Hot Jobs Veteran Email newsletter**

Employment Navigator and Partnership Program

MilitaryHire is excited to announce our partnership with the U.S. Department of Labor's Employment Navigator and Partnership Pilot (ENPP)

MilitaryHire committed to ensuring transitioning service members and their spouses have the tools and resources they need to successfully transition to civilian employment. Learn more about partnerships with ENPP at dol.gov/employmentnavigator

"We are pleased that MilitaryHire is participating in the Employment Navigator and Partnership Program. Meaningful career opportunities are a priority for transitioning service members, and their families. With MilitaryHire's support, we can meet many of the needs of these job seekers."

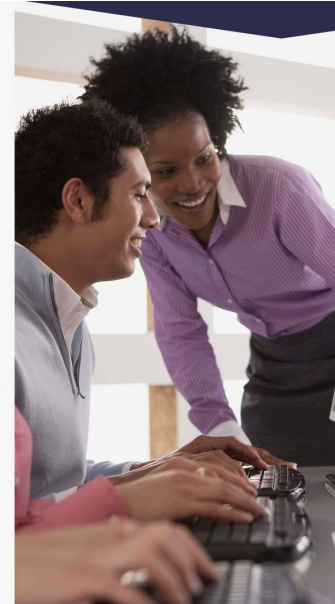
Ivan Denton, Director, National Programs, US Department of Labor,
Veterans' Employment and Training Service



ENPP
EMPLOYMENT NAVIGATOR AND PARTNERSHIP PROGRAM
APPROVED PARTNER

Navigating employment services.

We help transitioning service members and their spouses prepare for civilian careers.



Recruiters - Why choose MilitaryHire

- Post jobs AND search candidates
- Set up automated searches which send matching candidates to you
- Equip your team with a plan that meets its size and budget
- Get direct access to hundreds of thousands of US Veterans
- Detailed candidate profile information with resume, salary requirements, clearance levels, employment preferences, and more
- Member of U.S. Department Of Labor Employment Navigation and Partnership Pilot
- Leverage Veteran services for Veterans through our partners
- Metrics to measure job applications and views (with option to link to your Applicant Tracking System)
- Virtual and in person job fairs available - virtual job fairs on Brazen platform with thousands of attendees

Full array of service solutions to find, meet and hire US Veterans, Service Members, Military Reservists and Military Spouses





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Membership Plans scaled to meet any company's search needs

Membership Plans: 3 Star Membership



The "Small Business" Plan - Communicate to Candidates through the Military Hire portal

- Training offered weekly
- Communication to Veterans only through our platform
- Job Seekers apply only through MilitaryHire platform
- 1 recruiter account
- Up to 10 job postings
- Up to 250 resume views per month
- Save up to 10 resume searches as ResumeScouts
- 3 Star memberships will not allow you to see who has viewed your jobs, which is a lead source for your candidate searches. It will also not allow candidate applications to be forwarded to your email address or company website, but instead they go to the MilitaryHire platform. Automated job feeds are not available for any term of the 3 Star membership. (these features are available in higher grade memberships).

Available in 1, 3, 6 and 12 month plans based on \$219/month price

Subscriptions can be cancelled at any time by member company by the customer's administrative license holder in the administration portion of their online account. Account will remain active and be billed based on agreed term, otherwise account will renew at the end of the agreed term and be billed accordingly to the initial agreed term..

Membership Plans: 4 Star Membership



Available in 1, 3, 6 and 12 month plans based on \$379/month price

Subscriptions can be cancelled at any time by member company by the customer's administrative license holder in the administration portion of their online account. Account will remain active and be billed based on agreed term, otherwise account will renew at the end of the agreed term and be billed accordingly to the initial agreed term.. Automated xml feeds of jobs included in 6 and 12 month packages if feed is deemed technically feasible based on test feed being submitted. If no custom coding is required, this will be included in 6 and 12 month packages only, otherwise this will be quoted as a separate service

Standard Monthly Membership Benefits

- Contact Job Seekers directly via phone or email
- See the profiles of all candidates viewing your job posts (leads)
- Up to 3 recruiter accounts
- Up to 40 job postings
- Up to 1,000 resume views per month
- Save up to 40 resume searches as ResumeScouts
- Save Up to 200 Resumes for later review
- Job Seekers apply via your ATS, website, or email

Quarterly Plan Membership Additional Benefits

- All benefits above, plus:
 - Account management support services available for membership terms of 3 months or more
 - Company name and job listing link included in weekly Veteran newsletter (sent to MilitaryHire Veteran subscribers)
 - Company name and job listing link included in 3 Hot Jobs pages on MilitaryHire, including pages: Job Seekers, Military Spouses, and Veterans

Semi-Annual Plan Membership Additional Benefits

- All benefits above, plus:
 - One state emailing (\$500 value) - includes personalized, branded and highly targeted emails to promote your company to MilitaryHire Veteran members within the state of your choice. Content must be approved by MilitaryHire. Email metrics are provided with this service.
 - Automated xml job feed included only if deemed technically feasible and no additional programming required, otherwise quoted separately

Annual Plan Membership Additional Benefits

- All benefits above, plus:
 - One sponsorship of one weekly issue of MilitaryHire's Veteran Hot Jobs email newsletter, sent to all subscribers of this newsletter.

Membership Plans: 5 Star Membership



Available in 1, 3, 6 and 12 month plans based on \$649/month price

Standard Monthly Membership Benefits

- Contact Job Seekers directly via phone or email
- See the profiles of all candidates viewing your job posts (leads)
- Up to 10 recruiter accounts
- Up to 100 job postings
- Up to 2,000 resume views per month
- Save up to 100 resume searches as ResumeScouts
- Save Up to 500 Resumes for later review
- Job Seekers apply via your ATS, website, or email

Quarterly Plan Membership Additional Benefits

- All benefits above, plus:
 - Account management support services available for membership terms of 3 months or more
 - Company name and job listing link included in weekly Veteran newsletter (sent to MilitaryHire Veteran subscribers)
 - Company name and job listing link included in 3 Hot Jobs pages on MilitaryHire, including pages: Job Seekers, Military Spouses, and Veterans

Semi-Annual Plan Membership Additional Benefits

- All benefits above, plus:
 - Curated list of 5 resume-screened candidates (for job(s) of their choice)
 - One state emailing (\$500 value) to all MilitaryHire member Veterans in a state of your choice, Message to be approved by MilitaryHire.
 - Newsletter sponsorship (1 per 6 months)
 - Automated xml job feed included only if deemed technically feasible and no additional programming required, otherwise quoted separately

Annual Plan Membership Additional Benefits

- All benefits above, plus:
 - One additional state emailing (2 total)
 - Quarterly social media post to 500k members/followers

Subscriptions can be cancelled at any time by member company by the customer's administrative license holder in the administration portion of their online account. Account will remain active and be billed based on agreed term, otherwise account will renew at the end of the agreed term and be billed accordingly to the initial agreed term.. Automated xml feeds of jobs included in 6 and 12 month packages if feed is deemed technically feasible based on test feed being submitted. If no custom coding is required, this will be included in 6 and 12 month packages only, otherwise this will be quoted as a separate service

Membership Plans: Enterprise Basic Membership

**Available as a
12 month plan only**

Standard Membership Benefits

- Unlimited recruiter accounts
- Unlimited job postings
- Unlimited resume views per month
- Unlimited automated Resume Search agents
- Save unlimited resumes for later review
- Job Seekers apply via your ATS, website, or email
- Account management support services
- Company name and job listing link included in weekly Veteran newsletter (sent to MilitaryHire Veteran subscribers)
- Company name and job listing link included in 3 Hot Jobs pages on MilitaryHire, including pages: Job Seekers, Military Spouses, and Veterans pages (at least 3 places)
- Contact Job Seekers directly via phone or email
- See the profiles of all candidates viewing your job posts (leads)
- One regional emailing - up to 5 states of your choice
- Four (1/quarter) sponsorships of a weekly issue of MilitaryHire Veteran Hot Jobs email newsletter
- 6 monthly social media posts on all of our partner social media sites, reaching over 500k additional Veterans.
- One virtual job fair Basic Level Sponsorship - includes a company logo on the event landing page and virtual job fair event page
- Our expert military HR staff will curate a list of 20 resume-screened candidates based on job postings of your choice.
- Automated xml job feed included only if deemed technically feasible and no additional programming required, otherwise quoted separately

Subscriptions can be cancelled at any time by member company by the customer's administrative license holder in the administration portion of their online account. Account will remain active and be billed based on agreed term, otherwise account will renew at the end of the agreed term and be billed accordingly to the initial agreed term.. Automated xml feeds of jobs included in this package if feed is deemed technically feasible based on test feed being submitted. If no custom coding is required, this will be included in this package only, otherwise this will be quoted as a separate service

Price: Call for Quote

Updated plan offering as of and after July 1, 2023



Membership Plans: Enterprise Plus Membership

**Available as a
12 month plan only**

Standard Membership Benefits

- Unlimited recruiter accounts
- Unlimited job postings
- Unlimited resume views per month
- Unlimited automated Resume Search agents
- Save unlimited resumes for later review
- Job Seekers apply via your ATS, website, or email
- Account management support services
- Company name and job listing link included in weekly Veteran newsletter (sent to MilitaryHire Veteran subscribers) (quarter min.)
- Company name and job listing link included in 3 Hot Jobs pages on MilitaryHire, including pages: Job Seekers, Military Spouses, and Veterans pages (at least 3 places)
- Contact Job Seekers directly via phone or email
- See the profiles of all candidates viewing your job posts (leads)
- One national emailing
- Twelve (1/month) sponsorships of a weekly issue of MilitaryHire Veteran Hot Jobs email newsletter
- Twelve (1/month) social media posts on all of our partner social media sites, reaching over 500k additional Veterans.
- Four virtual job fair Gold Level Sponsorships - includes a gold virtual booth sponsorship, logo and link on the event landing page and virtual job fair event page
- Our expert military HR staff will curate a list of 25 resume-screened candidates based on job postings of your choice.
- Automated xml job feed included only if deemed technically feasible and no additional programming required, otherwise quoted separately

Subscriptions can be cancelled at any time by member company by the customer's administrative license holder in the administration portion of their online account. Account will remain active and be billed based on agreed term, otherwise account will renew at the end of the agreed term and be billed accordingly to the initial agreed term.. Automated xml feeds of jobs included in this package if feed is deemed technically feasible based on test feed being submitted. If no custom coding is required, this will be included in this package only, otherwise this will be quoted as a separate service

Updated plan offering as of and after July 1, 2023

Price: Call for Quote

- Payment terms: Available to pay monthly for 12 months OR Pay semi-annual w/ first payment up front: 5% discount OR Annual up front: 10% discount






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Additional Marketing Services

Email Marketing as a Service

Statewide emailings to MilitaryHire Veteran member job seekers	Regional emailings to MilitaryHire Veteran member job seekers	National emailings to MilitaryHire Veteran member job seekers
<p>Personalized, branded and highly targeted emails promote your company to MilitaryHire Veteran members in the state of your choice.</p> <p>This email can be written by your company and sent to our opt-in list of interested Veterans. Content must be approved by MilitaryHire.</p> <p>Email metrics and leads provided after the emailing is sent.</p> <p>Price: \$250</p>	<p>Personalized, branded and highly targeted emails promote your company to MilitaryHire Veteran members to three states of your choice.</p> <p>This email can be written by your company and sent to our opt-in list of interested Veterans. Content must be approved by MilitaryHire.</p> <p>Email metrics and leads provided after the emailing is sent.</p> <p>Price: \$1,000</p>	<p>Personalized, branded and highly targeted emails promote your company to all MilitaryHire Veteran members nationwide.</p> <p>This email can be written by your company and sent to our opt-in list of interested Veterans. Content must be approved by MilitaryHire.</p> <p>Email metrics and leads provided after the emailing is sent.</p> <p>Price: \$4,500</p>



August Events Online

Weekly Webinar Series
 U.S. Customs and Border Protection wants you to learn more about exciting and challenging career opportunities in federal law enforcement in the live webinars listed below. You'll receive a link via email two days before these events.

Border Patrol Agent (USBP)

- [Wednesday, August 7 @ 1 PM ET](#)
- [Wednesday, August 14 @ 7 PM ET](#)
- [Wednesday, August 28 @ 1 PM ET](#)

Customs and Border Protection Officer (OFO)

- [Wednesday, August 15 @ 7 PM ET](#)

Marine Interdiction Agent (AMO)

- [Wednesday, August 21 @ 1 PM ET](#)

Veterans & Military Spouses Webinar
 Join Jeff Jack, CBP's Veteran Employment Program Manager, and others to learn about the CBP Hiring Process and career opportunities with USBP, OFO, AMO, and OPR.

- [Thursday, August 22 @ 6 PM ET](#)

Focus on Law Enforcement & Resume Workshop
 Join us on August 15 from 1 – 3 PM ET for an exclusive opportunity to connect directly with USBP, OFO, AMO, and OPR Recruiters and learn more about what it takes to become part of the CBP law enforcement team.

emailing example



Virtual Veteran Hiring, Made Easy With Brazen

Features and Functions

- **Your booth. Your Brand.** You control booth content including graphics, text, featured jobs, and embedded media... and you can build it all on Brazen in a matter of minutes.
- Choose a live booth for your recruiters to engage directly with candidates, or set up a content-only booth to simply educate candidates and capture contact information.
- Representatives can participate live on event day and control the way they engage with candidates (text-only, video, and/or audio).
- Access candidate profiles, resumes, ratings reports, and booth activity reports for 12+ months after the event.
- Rate candidates for appropriate follow-up after the event has closed.
- Access 24/7 customer service and support from Brazen.
- Receive live training prior to the event.

Build a Booth, Reuse, Repeat

Once your organization builds a booth for a MilitaryHire event, your booth can be copied to any of our future events so you never have to recreate content. You can easily edit previous booths, change featured jobs, and remove or add recruiters for each event.



Basic Booth

- One virtual booth for one virtual hiring event
- Add up to 3 recruiters
- Access to all event participant and booth data

Price: \$395

Silver Sponsor

- One virtual booth for one virtual hiring event
- Add up to 5 recruiters
- Company logo to be included on the event registration page
- Access to all event participant and booth data

Price: \$595

Gold Sponsor

- One virtual booth for one virtual hiring event
- Booth will be positioned in the lobby above non-Gold+ sponsors
- Add up to 10 recruiters
- Mentioned in MilitaryHire's social media and marketing campaigns
- Company logo to be included on the event registration page
- Access to all event participant and booth data

Price: \$795

Virtual Job Fair Performance Data

4 major events hosted (quarterly).

15,000+ candidates signed up (can still be contacted through the Engagement Hub).

11,000 fully registered (complete registration questionnaire and most added resumes which are all still accessible).

8,000+ chats were completed between candidates and recruiters.

51-100% candidate attendance rate across all events.

Annual bundle plans available

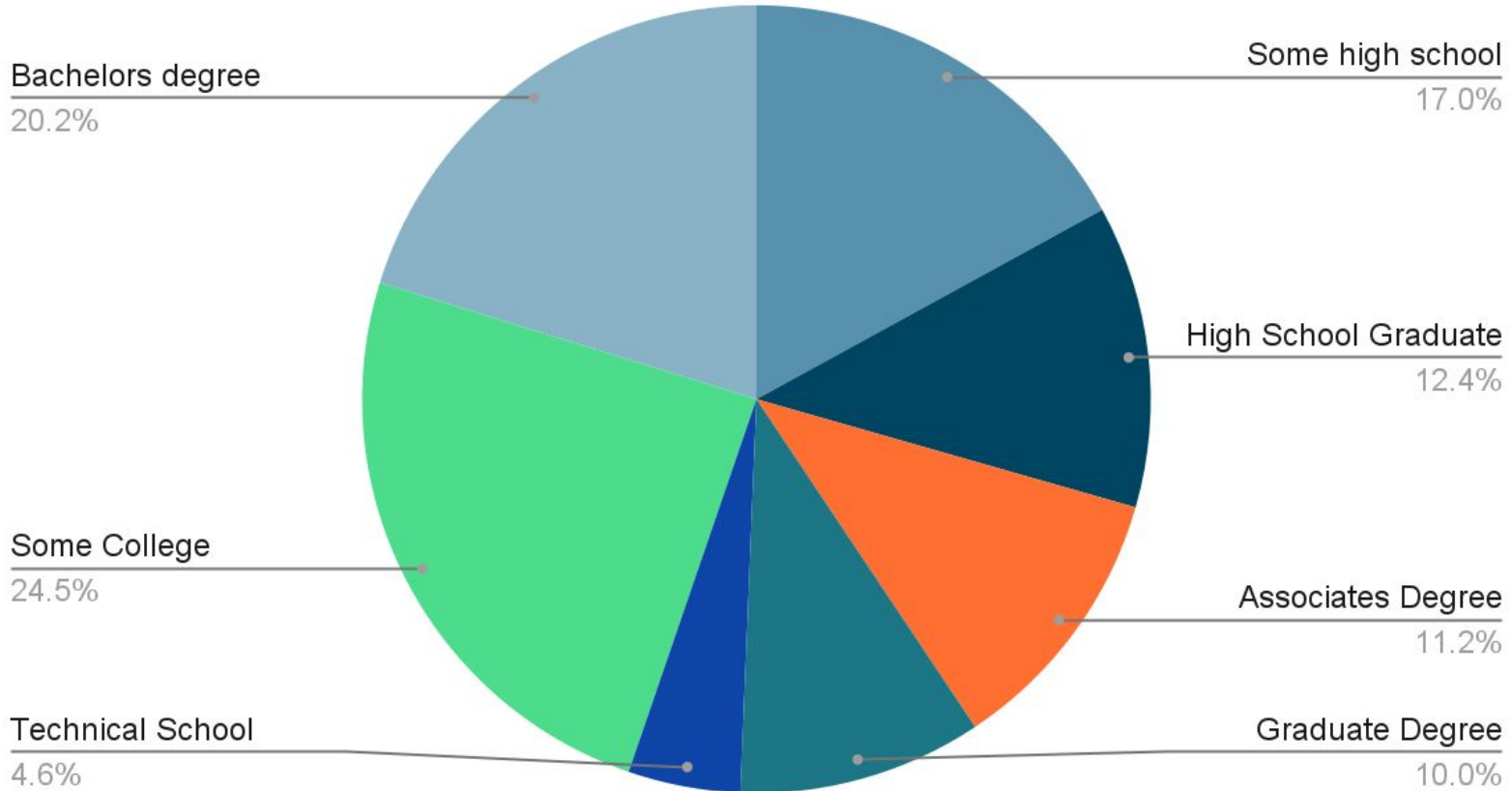
Events planned for: March 5, 2025, June 4, 2025, September 10, 2025, November 5, 2025



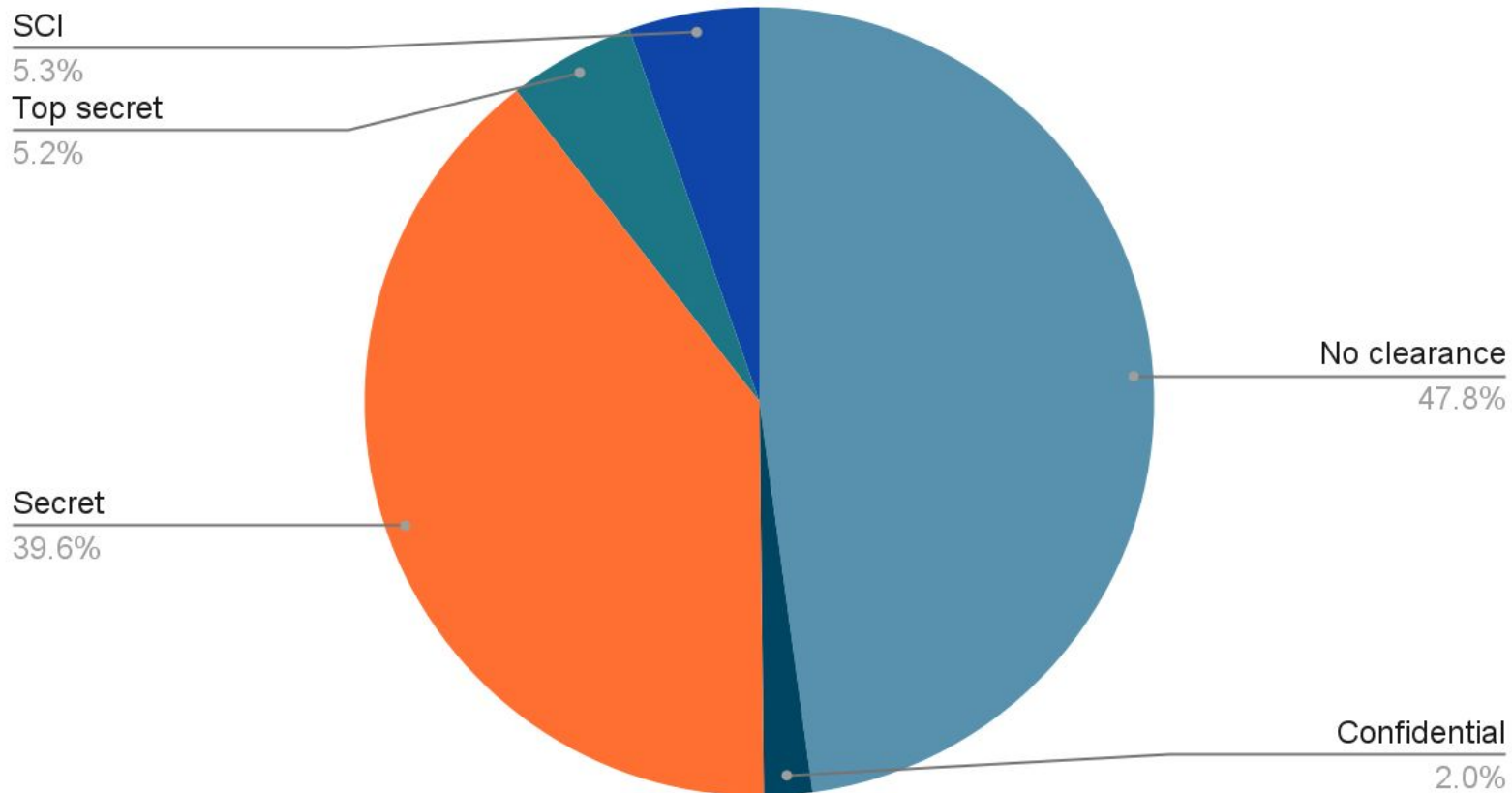
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Performance and User Data

Education level of current candidates



Security clearance level of current candidates



Jobs on MilitaryHire

Job	# of jobs
Technician	35,821
Driver/Transportation	57,934
Engineer	34,985
Sales	30,803
Security	51,560
Human Resources/Talent Acquisition	105,604
Logistics/Supply Chain	22,370
Medical	352,040
Cyber/IT	353,000
HVAC	24,870

The following are recent sample searches and job post results which are present on our platform.



Recent Profile Skillsets on MilitaryHire

Skillset	# of Candidates
Technician	24,024
Driver/Transportation	9,906
Engineer	10,692
Sales	19,485
Security	44,546
Human Resources/Talent Acquisition	34,338
Logistics/Supply Chain	44,725
Medical	18,472
Cyber/IT	39,514
HVAC	37,929

The following are recent sample searches and profile skillset results which are present on our platform.



MilitaryHire Candidate MILITARY RANK

MilitaryHire candidate Military rank	%
E-4 Non Commissioned	30.4%
E-5 Non Commissioned	21.5%
E-6 Non Commissioned	10.3%
No Rank Held	9.6%
E-3 Junior Enlisted	7.8%
E-7 Senior Non-Commissioned	7.3%
Other	13.1%



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Case Studies and ROI

Case Study: Working with Agency to Serve Multiple Clients

Who: Major professional services provider with several Fortune 500 clients

Problem Statement: The professional services provider needed an easy to use platform to identify and pre-qualify candidates for their clients.

Solution: MilitaryHire provided the client an Enterprise license which the agency then used to post jobs for each client, create resume scouts to uniquely for each client under the umbrella Enterprise license.

Results: Each of the four clients identified qualified candidates efficiently and with greater individual visibility on the platform at a 75% cost savings had each company sought a solution individually.

Case Study: Serving manufacturers and distributors

Who: Major manufacturer and its network of 300 distributors

Problem Statement: A major manufacturer wanted to provide a program to its distribution network to collectively empower them to find and hire Veterans. Its network of 300 distributors were dispersed geographically and were not large enough to constitute a license to gain the visibility they would without a collective enterprise license.

Solution: MilitaryHire provided the client an Enterprise license which the manufacturer then used as a member benefit of their distribution network.

Results: The customer has been with us for 3 years, increasing its population of users year over year. Individual employers now benefit from the candidate traffic drawn from its parent company's presence on the website, driving local candidates to their respective smaller geographical locations to gain and hire qualified candidates.



Case Study: Virtual Job Fair Identifies Significant Talent

Case Study 3: One time engagements with significant results

Who: Mid sized manufacturer

Problem Statement: Had not worked with us on any previous virtual hiring events.

Solution: The customer purchased a booth to attend our Virtual Veterans Day Hiring Fair in November 2024 where there were over 9,000 registrants and over 3,000 in attendance online.

Results: The client interviewed 60 candidates during the four hour event and said it planned to hire 30 of them. The cost of the engagement was \$500. Or an ROI of \$16 per prospective hire.



Case Study: Enterprise Solution - Full Scale Marketing

Who: Our Enterprise customers are listed on our website

Problem Statement: Needed a multi-faceted solution to help large HR teams across multiple divisions to promote their company, and find, interview and hire US Veterans

Solution: The Enterprise package from MilitaryHire has helped dozens of leading employers utilize a scalable, multifaceted online solution to provide an online job board, candidate database, marketing and social media promotions, virtual job fairs and more.

Results: Several of our Enterprise clients use MilitaryHire as their central platform in the area of Military talent acquisition. They are able to post hundreds of thousands of jobs, gain hundreds of applications per month, post jobs and receive applications seamlessly through our applicant tracking system feed service.





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