

**From: Bridges, Robert A CTR (US)**  
**Re: H.807**  
**Date: March 1, 2016**

Thanks for the invitation to testify regarding H-807. I am unable to attend the hearing but offer the following comments.

Hero2Hired (H2H) is a Department of Defense sponsored program with the mission of assisting our National Guard and Reserve Component Service members, and their spouses, find suitable employment.

I support any initiative which assists our Veterans and Current Service Members with finding employment. Our Federal and State Governments both allow preferential hiring practices for Veterans so it only follows that a private employer should be allowed to do the same.

What are the reasons for hiring a Veteran or Current Service Member?

Here's the Top 10 Reasons Veterans Make Great Employees, from the U.S. Department of Labor's Veteran Hiring Toolkit.

1.Ability to learn new skills and concepts. While in the military, Service Members undergo rigorous training programs to become experts in a wide-range of skills and concepts that can easily be transferred to a civilian work environment. The skills Service Members have learned and applied in real-world situations in the military make them ideal candidates to enhance your organization's productivity.

2.Strong leadership qualities. The military trains Service Members to lead by example as well as through direction, delegation, motivation and inspiration in some of the toughest situations imaginable. Service Members are not only well schooled in the academic theory of leadership; they also understand and have used practical ways to manage behaviors for results.

3.Flexibility to work strongly in teams or work independently. Military training teaches Service Members to work as a team by instilling a sense of a responsibility to one's colleagues. In addition, the size and scope of military operations necessitates that Service Members understand how groups of all sizes relate to each other and support the overarching objective. While military duties stress teamwork and group productivity, they also build individuals who are able to perform independently at a very high level.

4.Diversity and strong interpersonal skills. Service Members have learned to work side by side with individuals regardless of race, gender, religion, ethnic, and cultural backgrounds, economic status, and geographic origins as well as mental, physical and attitudinal capabilities. Many Service Members have also been deployed or stationed in numerous foreign countries that give them a greater appreciation for the diverse nature of our globalized economy.

5.Ability to work efficiently and diligently in a fast-paced environment. Service Members have developed the capacity and time-management skills needed to know how to accomplish tasks correctly and on time, in spite of limited resources and immense pressure.

6. Respect for procedures and accountability. Service Members know how policies and procedures enable an organization to be successful and they easily understand their place within an organizational framework. Service Members understand the responsibility that comes with being responsible for the actions of subordinates and they understand how to properly elevate issues through the proper supervisory channels.

7. Hands on experience with technology and globalization. Today's military uses the cutting-edge technology to maintain our dominance over the enemy in the battlefield. From communications technology to the security of computer networks and hardware, Service Members must stay aware of emerging technologies in the public and private sector.

8. Strong personal integrity. Military training demands that individuals not only abide by a strong Code of Ethics, but that they live it each and every day. Military personnel are often trusted with security clearances that give them access to highly sensitive information. An employee with a proven track record of trustworthiness is often an asset to an organization.

9. Strong sense of health, safety and property standards. Service Members are aware of health and safety protocols both for themselves and the welfare of others. Individually, they represent a drug-free workforce that is cognizant of maintaining personal health and fitness. On a company level, their attentiveness and care translate into respect for employees, property and materials.

10. Triumph over adversity. In addition to dealing positively with the typical issues of personal maturity, Service Members have frequently triumphed over great adversity. Service Members have proven their mettle in mission critical situations demanding endurance, stamina and flexibility. In the case of wounded warriors, they have overcome severe disabilities, acquired injuries (including invisible injuries) through strength, determination and personal conviction.

Thanks for the opportunity to make these statements.

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