

HEROES TO HIRE



TRAIN

ASSESS

HIRE



Bridge your talent gaps with cost-effective and highly skilled transitioning service members.



Charitable Recruiting

TSSI

BRIDGING YOUR TALENT GAPS

Charitable Recruiting (part of the TSSI Group) are a DOD approved provider of SkillBridge and can recruit transitioning Service Members on behalf of our clients for a fee.

During a service members last 6 months of service or within 180 days of discharge, your organization has the opportunity to work with our team to hire service members on unpaid internships for a period up to 120 days, upon completion the service member can be hired directly by your company, or assigned as a contractor.

We time the program so that the 120 day period is as close as possible to the service members discharge date, minimizing wait time if you wish to hire them directly after the internship.

MEETING AGENDA

- The Benefits of our Heroes To Hire Program
- How the process works & timings
- Fees & costs
- FAQ
- Q&A

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BENEFITS OF OUR PROGRAM



Cost-effective Talent Acquisition

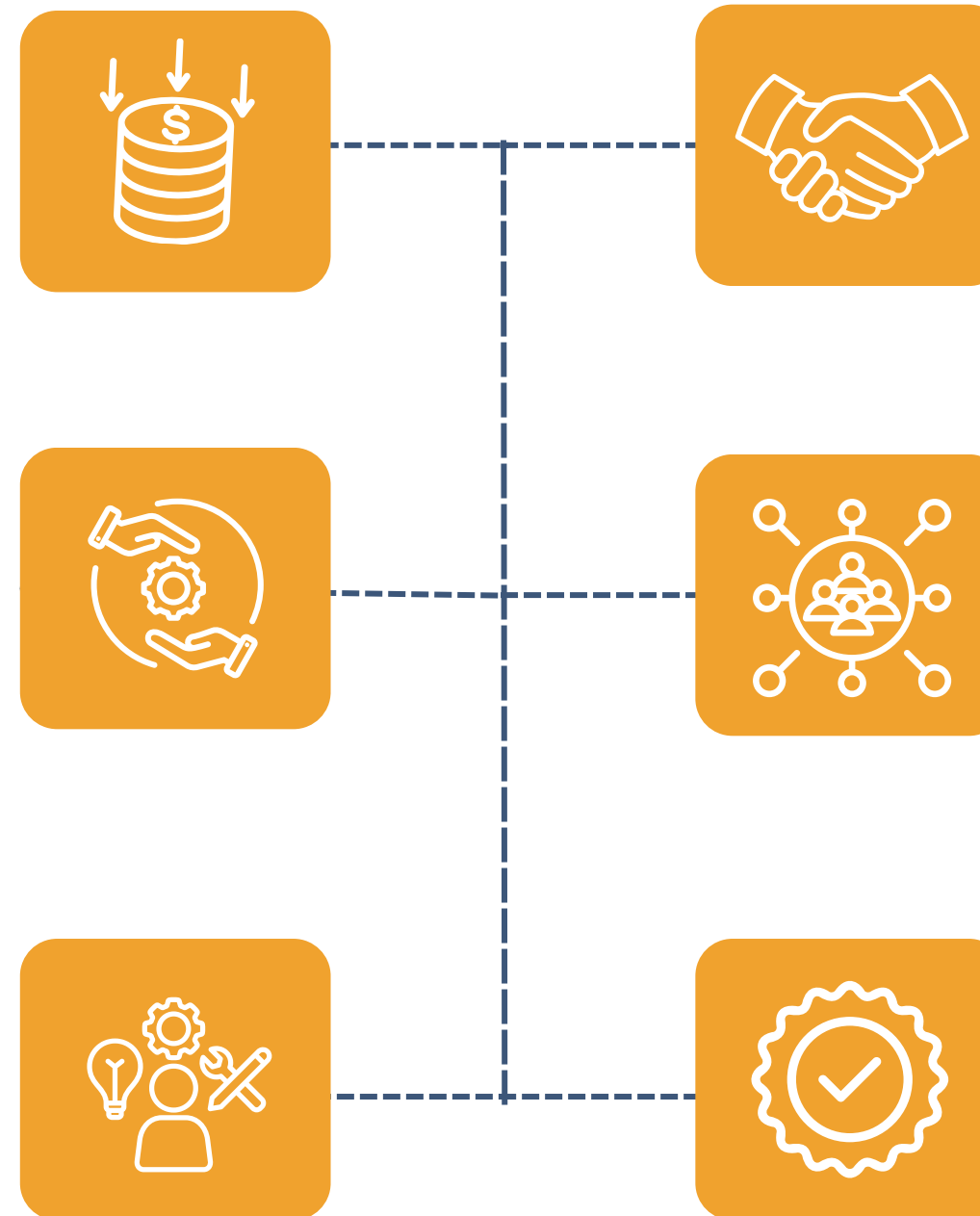
Service members are paid by the DoD during the internship period (30-120 days), providing significant hiring cost savings to your company while they gain hands-on experience.

Transferable Skills

Service members bring highly transferable skills in areas such as technical expertise, leadership, problem-solving, teamwork, and are disciplined individuals with strong work ethics.

Highly Skilled Professionals (Security Clearance)

73% of service members hold active security clearances, and 45% have a bachelor's degree or higher. Many also hold industry IT certifications.



Support Those Who've Served

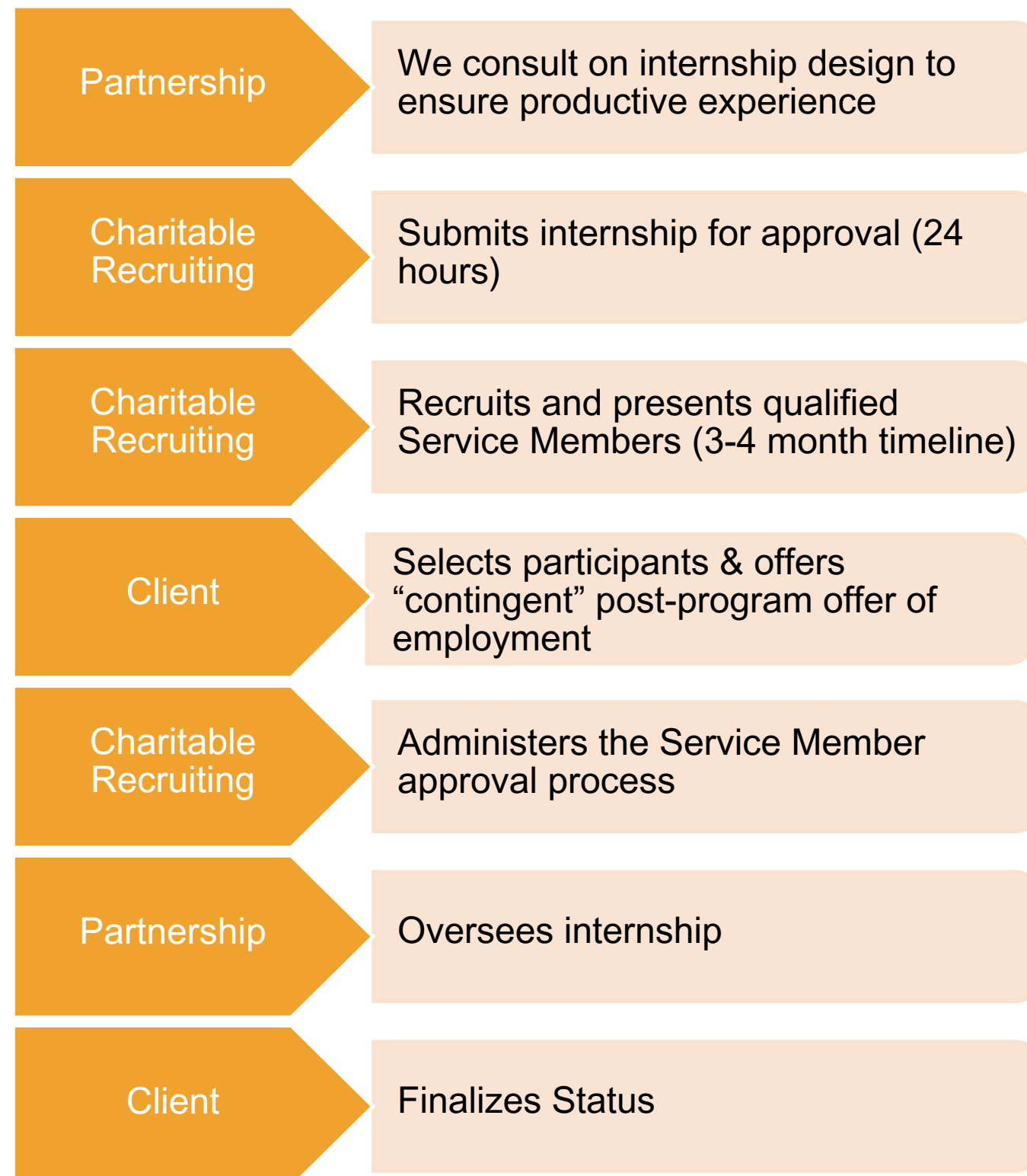
Our program provides an opportunity for our partners to help those who have served their nation to transition into a rewarding civilian career.

Build Diverse Talent Pools: A Wide Range of In-Demand Skillsets

Fill skill gaps across a wide range of industries, including skilled labor roles such as construction, logistics expertise in supply chain and transportation, sales skills in customer relations and marketing, Telecoms, and technical IT fields like cybersecurity, software development, network administration, and IT project management.

We Bring Expertise

Recruiting service members is a high-touch and intensive process that is vastly different to traditional recruiting. We bring the expertise, network and experience to create a talent pool that is specifically tailored to Ciena's needs.



We/Charitable Recruiting hold a SkillBridge Memoranda of Understanding & recruit transitioning Service Members on behalf of client for a fee.

Charitable Recruiting responsibilities:

- Employer of Record
- Coordinating DoD approval for job specific internship
- Recruiting SkillBridge participants:
 - Sourcing qualified Service Members
 - Providing pre-screened candidate portfolio
 - Coordinating Service Member approval for up-to 120 days
- Consulting & advisement during internship

Client responsibilities:

- Approving assignment of individual participants to their organization
- Adherence to the terms of MOU, including
 - Reasonably anticipating need to hire
 - Not allowing participants to work more than 40 hours per week
 - Allowing Service Members time off for pre-transition appointments
 - Meeting all other SkillBridge requirements
- Final decisions regarding participant conversion to full-time employees or contractor

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FREQUENTLY ASKED QUESTIONS



Charitable Recruiting

TSSI

- ***Am I responsible for wages, benefits, & taxes during the program?***

Service Members are paid by the DoD and prohibited from receiving wages, training stipends, or financial compensation.

- ***What if someone is hurt on the job?***

During the program, Service Members are on active duty and the employer is their assigned duty station. Therefore, they are covered by the DoD for any occupational injuries. (For this reason, DoD may not approve an internship for high-risk roles.)

- ***Am I liable for other types of damages?***

Employers are liable for other types of damage caused by the participant to others, the same as other employees when acting in course and scope of their employment.

- ***Can I reduce the time for Service Members getting out sooner?***

Yes. If the Service Member is close to discharge or terminal leave and has sufficient skills to hire upon transition, you can offer a program as short as 30 days.

- ***Do I have to hire the Service Member?***

No. There must be a legitimate intent to hire the intern at the end of the program. If business needs change or the Service Member does not meet your standards, then you do not have to hire them.

- ***What is the success rate of conversions?***

This really depends on the client, the experience, the role and opportunity you offer. We would anticipate a conversion rate equal to or better than your standard 90-day retention rate.

- ***What benefits can I expect?***

In addition to lowered onboarding/training costs, you can expect:

- Lower first year turnover
- Improved productivity in first 90 days after hire