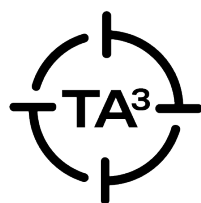




Fulfilling Logistically Complex IT Requirements; The Value of Transitioning Veterans



TangoAlpha³

EXECUTIVE SUMMARY:

Military veterans represent a valuable pool of talent for employers, including several in the IT industry where drastic shortages remain. In the U.S. alone there are approximately 1 million open IT jobs and 7.3 million total unfilled jobs as of October 2019.

The approximate 200,000 veterans transitioning from the military to civilian life provide a skilled, focused, efficient and disciplined candidate pool for employers in desperate need to fill roles.

However, the transition from military to civilian life is often cumbersome and frustrating for both the existing military member and their would-be civilian hiring counterparts. For starters, translating certain military skills and experience into terminology and practices common to the civilian business world is not always simple or intuitive.

The upside for employers looking to tap into this underutilized talent pool is that veterans represent excellent candidates for some of the most challenging positions. This is often due to the nature of military occupational environments and their experience working in “logistically complex” situations such as various outposts throughout the globe, working long shifts or non-traditional hours, in a vast range of environmental conditions and weather, and other austere work conditions.





LOGISTICALLY COMPLEX REQUIREMENTS

A Logistically Complex Requirement (LCR) is a highly challenging employment position - essentially any position that falls outside of the expectations of a typical 9-5 job. LCR candidates must have a specific set of skills and expertise that match the unique and often challenging requirements of the position.

Examples include positions that require specific certifications, remotely based, defined project-based or work that needs to be during non-traditional time periods.

LCRs do not have to impede the hiring process or result in unfilled positions for extended periods of time as they often do. They can be efficiently managed by a third party with experience in veteran staffing.

Our mission is to methodically resolve LCRs through our Proprietary Talent Pipeline which connects veterans to the right mission/job, on budget, on demand and on time.

Your workforce is built proactively before demand rises. We prepare and source the veteran talent pool your company needs and stand them ready for deployment. Our experience allows us to quickly identify which particular candidates are the most appropriate for a particular LCR.

In this whitepaper we will detail how this pipeline works, how our talent is tagged and organized, our experience and track record in staffing, strategic method for approaching each LCR, our proprietary deployment strategy for each veteran, redeployment, and our unique advantages and expertise.

WHY VETERANS ARE A WELL-TRAINED WORKFORCE

Military veterans represent top candidates for the rigors of an LCR position. Many companies have a great need to fill LCR positions and even traditional positions and significantly benefit from including military veterans in their candidate pool. Unfilled jobs in the U.S. tech market alone add up to a value of approximately \$20.1 billion according to Glassdoor, while veterans are skilled and capable enough of filling a vast range of these and other industry positions with the proper hiring process.

DOD 8570

Military veterans who have access to privileged systems will also frequently be trained for DoD 8570 compliance which can be achieved through a variety of different certifications. A vast range of civilian defense positions require DoD 8570 compliance. As a result, military veterans with prior expertise working in roles that required DoD 8570 compliance are frequently excellent candidate for these positions in particular.

SECURITY CLEARANCES

Many veterans also have an existing security clearance or can have their prior clearance easily reinstated, further making them a top choice for positions that require them. Many thousands of positions require security clearances in fields such as computer programming, intelligence, overseas positions, engineering and more. Qualified veterans with security clearances can save employers many thousands of dollars on the hiring process compared to those without one. This is because background checks for a security clearance can take many weeks or months – time that many employers simply don't have.

WELL TRAINED

Veterans work in some of the most austere, mentally and physically challenging work conditions anywhere. They go through hundreds of hours of training in the field and classroom, learning about their particular job and the technology related to it. Many of these skills translate to civilian roles. Veterans are also exposed to a vast range of different work environments which makes them suitable for positions that are dynamic with frequently changing roles or travel requirements. Military training is also very much hands-on where training is put into practice immediately, allowing companies to benefit from similar types of training where they require their employees to produce as quickly as possible.

THE UNIQUE SKILLS THAT MILITARY VETERANS PROVIDE EMPLOYERS

Military veterans frequently exceed employer expectations and achieve a higher level of productivity than their civilian counterparts due to a range of soft skills that they naturally acquire in the field. Military service provides a filtering environment in which only those who are fully committed, hard-working, team focused, ethical and honest are able to withstand the rigors of service and excel.

Mobile Ready

Veterans are a mobile ready workforce that is highly adaptable to a range of employment circumstances. Veterans and their families have often already been relocated numerous times and are capable of doing so at a moment's notice. Many have experience working in some of the most challenging remote conditions while being deployed globally. This experience naturally prepares them for rapid deployment for some of

Accountable

Veterans are an accountable workforce because the military only accepts and keeps those who are responsible, ethical and accountable. They work with a high level of integrity and honor on any job or mission. Those who are dishonest and unethical are removed from the military before they ever enter our talent pool. Veterans have a great respect for management and other company leaders and hold themselves fully accountable to their bosses.

Highly Adaptable

Adaptability is increasingly important for fast moving civilian jobs in IT and other industries. Military veterans represent one of the most adaptable workforces on the planet. In their prior experience, many have worked on missions that have rapidly changing requirements, by the moment, hour or day. They excel in fast moving jobs that may require critical thinking and problem solving under deadline or other pressures. They excel at finding quick solutions to problems and often perform at their best under pressure.

Team Players

Every veteran must work as a part of a coordinated team in the military. This is a requirement not only for the success of each mission but also for safety. They are able to get through basic training and succeed in demanding missions by relying on their team and contributing to it. Veterans are willing and able to execute their particular role so that their team functions seamlessly and efficiently. This provides a natural transition to the civilian workforce where teamwork is essential.

Mission Oriented

Veterans have a mission-first mentality that ensures they succeed at each task they are presented with and place their employer's needs above their own. They are frequently willing to arrive earlier, work longer hours, and perform additional work to achieve their employer's goals. They strive for ways to perform their roles more effectively and look for opportunities to provide more value to their employer's team.



TA3 IS LCR FOCUSED:

TA3 offers a proprietary talent pipeline to connect qualified veterans to appropriate Logistically Complex Requirements (LCRs) based on their unique skill set, background and expertise. We constantly work to build your workforce before demand arises. We find top quality talent and stand them ready for deployment for any complex and challenging position, even those that may need to be filled quickly.

LCR Pipeline with a Well Trained Workforce

We strive to fully understand the guidelines of each mission and then access our tagged pipeline to quickly identify the appropriate talent with the req in mind including the required start date, title, job description, pay and geographic requirements.

Our well trained veteran workforce offers an unmatched work ethic, focus, and variety of soft and hard skills that translate well to LCR positions. They are mobile and ready to be deployed on demand when your mission requires it.

Many of those in our talent pipeline already have the appropriate certifications or security clearances (DoD 8570, Sec+, CCNA, etc.) for jobs that require them. They are trained, eager to take your lead and begin a challenging new position and are always ready for your mission.

LCR Tagging

We are always searching for new veteran talent to add into our pipeline. Each talent is tagged with numerous criteria in order to keep track of the capabilities and potential of each candidate and efficiently identify the most appropriate option for LCRs

Candidates are tagged based on their: location, clearance, salary range, timing, and for particular roles such as medical, tactical, datacenter and cloud

LCR Deployment

When you have a need to fill a position, we engage our pipeline for the benefit of your mission and can deliver top talent: on mission, on budget, and on demand.

Our process for deployment includes:

- Analyzing your req in detail
- Matching highly qualified pre-tagged candidates
- Interviewing and vetting each candidate
- Communicating with them about their upcoming role

Redeployment

Our LCR pipeline is not a transition only workforce. We track and communicate with deployed talent so when they are ready to deploy again, they enter the pipeline. Successfully completed engagements allow for redeployment..



HOW TA3 IS DIFFERENT

TA3 is a Service Disabled Veteran Owned Small Business (SDVOSB) and we employ veterans. We understand Logistically Complex Requirements better than anyone and we have built a business around filling challenging positions. We are not a req-based solution that only begins when you have a need. We are proactively finding top veteran talent day after day to keep our pipeline active and updated.

We are passionate about what we do because each of our candidates is a person, a family, a life that we want to see make a strong and long lasting reentry into civilian society. To us, this is a labor of love and our desire is to serve you to the best of our abilities. To deliver great talent on mission, on budget and on demand.

Contact TA3 Today

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