



To Whom it May Concern,

The purpose of my letter is to express strong support for Hire Heroes USA's community project funding request.

Through their proposed Veteran Hiring Initiative, Hire Heroes USA will implement an employer training program to educate hiring managers and talent acquisition personnel about veteran talent and recruitment. The goal is to help employers develop full-service veteran hiring programs that would significantly expand career opportunities for veterans and transitioning service members.

Hire Heroes USA is a nationally recognized leader in providing employment services to our nation's transitioning military members, veterans, and military spouses. Since its founding, Hire Heroes USA has revised over 80,000 resumes, posted over 36,000 jobs to its online job board, received over 1,450 volunteers, and proudly assisted with over 65,000 confirmed hires. These numbers are beyond impressive, but more work remains to be done.

On average, 270,000 active duty, guard, and reserve members leave the military annually, most without having a job lined up. The lingering effects of the COVID-19 pandemic have made the transition to civilian employment all the more difficult. Hire Heroes USA is proud to have helped thousands of veterans and their families navigate these challenges and succeed in the civilian workforce. In 2021, Hire Heroes USA had its 12<sup>th</sup> consecutive year of growth in annual hires for veterans and military spouses, exceeding its 2020 total of 11,580 hires.

As our economy recovers from the COVID-19 pandemic, the demand for employment services is only expected to increase. At the same time, employers nationwide are seeking to strengthen and diversify their workforce. Through the Veteran Hiring Initiative, Hire Heroes USA will provide employers with the tools and resources needed to expand their veteran hiring capacity and develop successful veteran recruitment models.

This project, if funded, will create meaningful, well-paying career opportunities for veterans while also addressing the workforce needs of employers. I would like to again emphasize my strong support for Hire Heroes USA's important initiative.

Thank you in advance for your consideration of this community project funding request.

Sincerely,

Debra Rosen  
President/CEO  
North San Diego Business Chamber