

Our value are our people

Supporting the veteran community at all stages of their civilian careers with purposeful career opportunities





Global Client Director (Veteran)





Introducing **Ex-Military** Careers

- Founded in 2010
- World's largest community of veterans, spouses and family members.
- Majority veteran-owned.
- Not-for-profit
- Operating across the US & UK

• Global leaders in high-caliber Diverse military, veteran, spouse, and reservist talent acquisition.



Our mission - Impact Metrics, 2022

Achieving meaningful employment for all veterans.

Veterans

1,285

Placed into meaningful employment





50%+

Internal veteran diversity target



Our global reach



Market leaders in DEI & ARM support strategies

462,000+

Members in our community



World's largest veteran supported social enterprise



Armed Forces Covenant – ERS Silver award winners

3,589

Our communities grow monthly

31

Internal ambassadors supporting our veteran community

900+

Over 900 registered business members



Armed forces covenant & our pledges



Promoting the value of veterans Armed Forces



National & International Events







Celebrity endorsement



Armed Forces Charities

Spouses & Partners



Investment into our people



Our organic LinkedIn stats

We conduct frequent research, polls and questionnaires with our community to ensure we know how we can make the most impact.



2.1M

Monthly impressions from our LinkedIn community



Top engaged LinkedIn content



Monthly click throughs from LinkedIn





91%

Would recommend Ex-Military Career services



Our locations

Our audience is made up of Ex-Military personnel across the world who are looking to expand knowledge, socialise and celebrate their transition to civilian life/consultants, EMC ambassadors located, we recruit internationally.

Top locations:

East Coast - USA

West Coast - USA

United Kingdom

Ireland

DACH



Partners

The partnerships we support ensure we deliver on our pledge, to the veteran community.









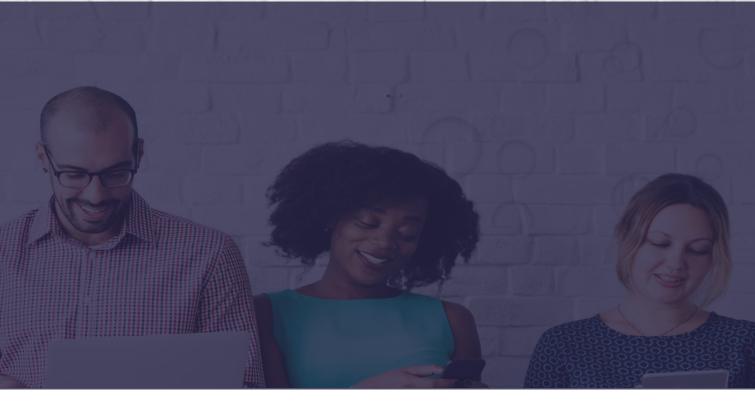


















What we do for our clients



Strategic market position as market-leading 'veteran friendly' employers. Events, podcasts, market affiliation, access & support. Education of a global audience on clients brand



Candidates from our diverse talent pool of over 462,000



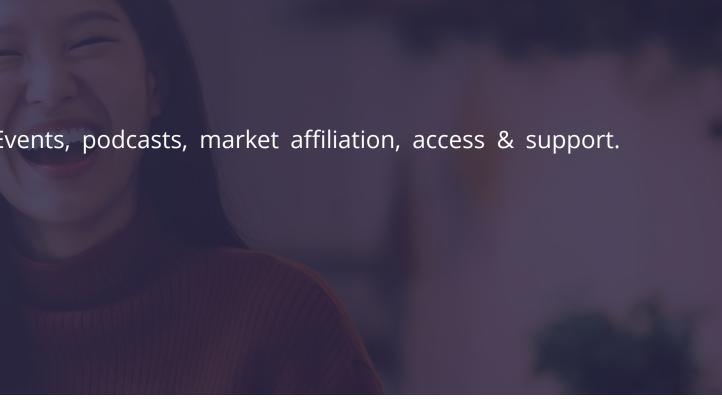
Consultative support - 'ARM', Attract Retain & Maintain strategies for Veterans and underrepresented communities & the development of internal Veteran Attraction pillars



Subject matter experts & training providers in Diversity, Equality and Inclusion (DEI). Ability to upskill clients workforce in all areas



Ensure clients have access to charity welfare support for all **workforce veterans**





Value

- Global market position within the 24.9 million veteran community, UK & US.
- A clear and innovative USP Vs Competitors Elevation of Brand Position.
- Enhancing added value to company.
- Enabling stronger business opportunities through linkage.
- Supporting internal communities.
- The provision of personnel, DEI training, impact metrics & ARM pillars
- Access & exposure to established Veteran & Diverse communities
- Immediate affiliation to veteran communities
- Strategical position: "Veteran Friendly Employer", Marketing & Branding.
- Expertise, guidance, & support for onboarding of veterans: "Veteran Ready"
- Access to charity welfare support for all workforce employees

"Companies who value and implement DEI strategies are 20% more innovative than those who do not".



Supportive Data (since 20) and Metrics



The most impactful DEI solution provider Globally



100,000 attendees to on and offline events



Our clients have placed 3,500 women Our clients have placed 1,160 Veterans

Our clients have placed 2,000 minority & ethnic backgrounds





Impact 100,000 people yearly from our community



Prevention of veteran pay cuts



EMC - ROLES

Top industries and example job functions:

Operations & HR

- HR administrator
- Office Manager
- Onboarding co-ordinator
- Sales support administrator

Security & Investigations

- Information Security Specialist
- Incident Response and Treat Hunting Specialist
- Paralegal
- Fire, Health & Safety Advisor

Medical, Drug Safety & Healthcare

- HIS Consultant Clinical Psychologist
- Senior Scientist
- Pharmacy Sales Manager

Military & protective service

- Planning Monitoring and Control Manager
- Defence Operations Director

Business Development

- Recruitment Consultant
- Regional Business **Development Manager**
- Business Insight Manager
- Account Manager/Exec

Information Technology

- UX / UI Designer
- Salesforce Developer
- Resource Manager
- Data base administrator
- Systems administrator

Data & Engineering

- Robotics Engineer
- Data Architect
- Machine Learning Engineer
- Software Engineering
- Systems Engineer

Supply Chain & Procurement

- Commercial Support Officer
- Supply Chain and Procurement Manager
- Procurement IT Commodity Manager

Finance, Compliance & Cyber Security

- Finance Manager
- Financial Accountant
- Compliance Officer
- Software Security Engineer
- Risk Controller

Construction

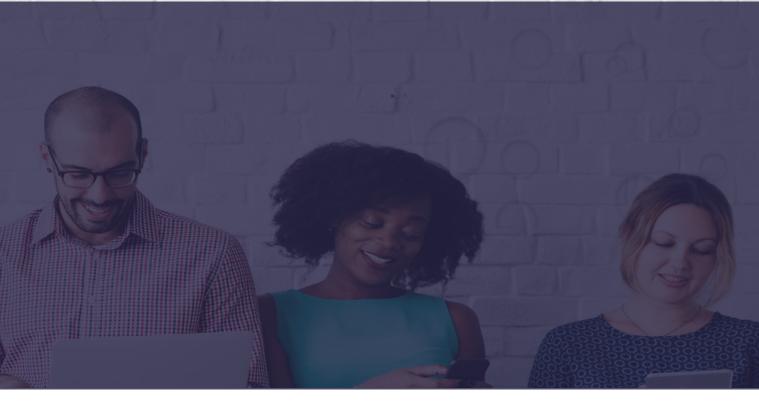
- Electrician
- Health and Safety Manager
- Gas Engineer
- Labourer



1. Agency

Agency functionalities:

- Full recruitment support & functionalities via Brand Partners Trinnovo (Extension of our business)
- Pre-vetted & qualified diversity focused, talent Veteran and wider communities
- Terms & financials agreed and signed + a statement of work understood
- Standard agency roles with POC and targeted diversity metrics in place
- Market position, candidates, consultative support





2. Partnership

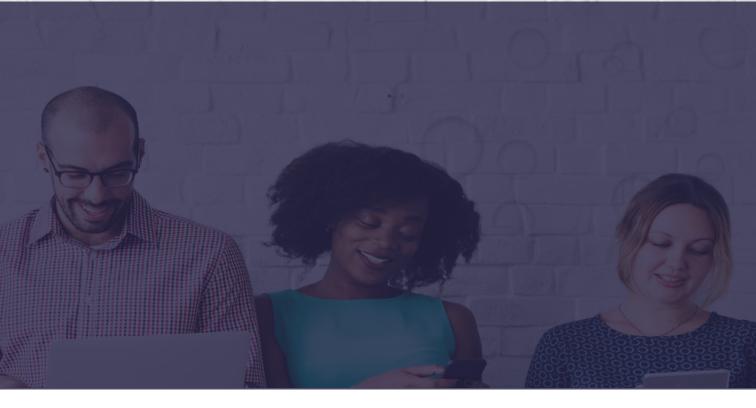
"Military Veteran and Diversity Strategic Partner"

Bronze

- 12-month period
- Logo on EMC careers Website
- Featured job slots
- Micro site on EMC website
- Affiliate promotion social media
- Monthly exposure promo's

Silver

- 12-month period
- Logo on EMC careers Website
- Micro site on EMC website
- Featured job slots
- 1x PCM social media promo
- 1x Speaker (PA) slot at networking
- 1x written article post (mailing etc
- 1x Podcast slot with EMC lead



Gold

- 12-month period
- Stakeholder training attract & retain veterans
- Logo on EMC careers Website
- Micro site on EMC website
- Featured job slots
- PCM social media promo
- 2x Speaker (PA) Panel slot at networking
- 2x written article post (mailing etc)
- 1x Podcast slot with EMC lead
- 1x Co-branded white paper report
- Feature in PA impact report



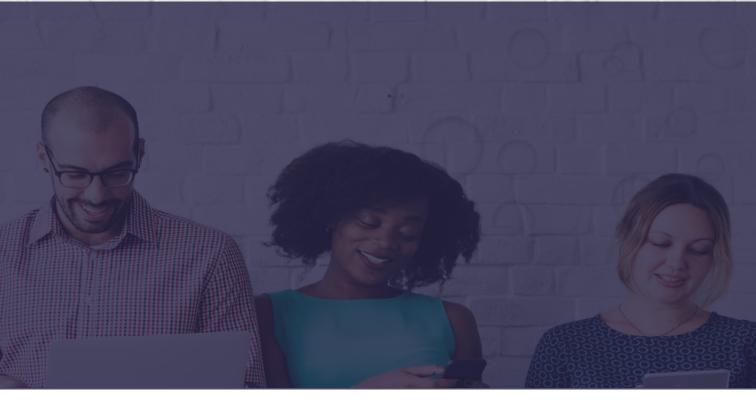
3. Training – on site or remote

Full company wide services:

- Diversity, Equality & Inclusion annual training
- Company diversity assessment report & advisory
- Women in leadership
- Leadership (ALP)
- Unconscious Bias
- Unconscious Bias & Competency based interview
- Veteran attraction pillar, Veteran ready + ARM

Talent Advisory Services:

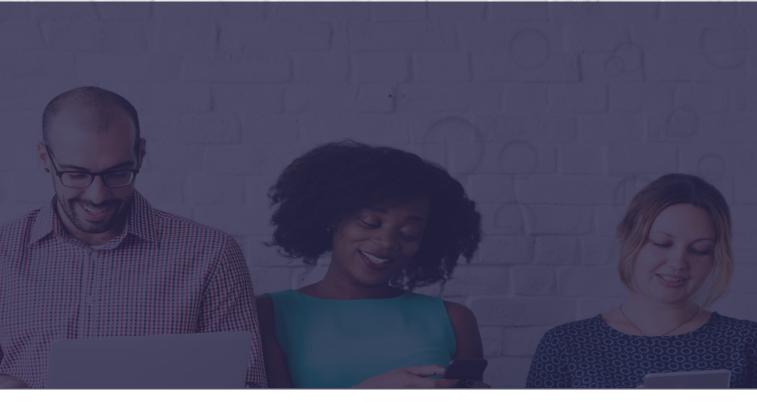
- Attraction
- Assessment & Selection
- Onboarding
- Training and Development
- Retention





4. Bespoke

Together we develop a custom-made product, fit specifically for your needs





EX-MILITARY CAREERS.COM

www.ex-militarycareers.com

