



# 2017 Annual Report

Assisting Our Post 9/11 Service Members  
to Find Their Next Career



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[acp-usa.org](http://acp-usa.org)



# Mission

We are a nationwide, nonprofit organization dedicated to assisting veterans in their transition from the armed services to the civilian workplace.

With the help of corporate professionals, ACP offers veterans career guidance and development through mentoring, career counseling and networking opportunities.

ACP provides the American people a unique volunteer opportunity to assist our returning military.



# History

Founder Sidney E. Goodfriend launched American Corporate Partners on Labor Day 2008 with the help of six founding Partner Companies, who provided funding and volunteer Mentors.

ACP currently has more than 3,000 veterans paired one-on-one with Mentors from more than 70 of America's top companies, universities and hospitals.

# Vision

We believe that the most significant issue facing our returning service members is not unemployment - it's underemployment. ACP focuses on helping veterans find meaningful employment opportunities and develop long-term careers through professional development and mentorship.

Since its founding, ACP has focused on expanding its number of Partner Companies, reaching out to a larger number of returning service members and designing new programs and initiatives to help a growing number of returning veterans.



Dear Friends of ACP,

As ACP approaches its tenth anniversary this September, we are grateful for all of the Protégés, Mentors and Partner Companies and other supporters who have enabled us to grow from modest beginnings in 2008. We started with six founding Partner Companies and free office space and have grown into a maturing nonprofit with more than 70 Partner Companies and a staff of 40. While we have grown rapidly in the past few years, we've never lost sight of our singular focus on helping veterans find meaningful careers. ACP seeks to combat veteran underemployment by bringing together the military and business communities for mentorship, networking and career counseling.

To the best of our knowledge, ACP is the only organization assisting post-9/11 veterans in their transitions through high-touch, customizable mentorships with leaders in the private sector. More than 70% of our veteran applicants don't know what they want to do post military service and are looking to explore what career opportunities exist. Our Mentors generously give their time and talent to help veterans navigate a successful transition into a rewarding civilian career, stepping in to fill the gaps where MOS translators and job fairs can fall short.

The need for private sector transition assistance continues to grow. In 2017, ACP's Veteran Mentoring Program saw a 21% increase in veteran participants and ended the year with nearly 3,000 veterans paired nationwide and more than 12,000 veteran alumni.

Our ACP Citizens Program invites individuals not affiliated with our Partner Companies an opportunity to be mentors. This initiative continues to expand rapidly, and we launched new giving opportunities for interested individuals outside our Partner Companies to mentor, sponsor or do both. Our ACP Women's Program completed its second year, and we've assisted more than 1,000 women veterans since launching the initiative at the Pentagon in 2016.

In 2018, we plan to continue this upward trajectory and we are most appreciative of the generous support we continue to receive. We thank you for your time, energy and resources, which makes all of this possible. We look forward to another great year of serving those who have served us.

Sincerely,

Sidney E. Goodfriend  
Founder and Chairman

Colleen Deere  
Executive Director



## What Does A Successful Mentorship Look Like?

Throughout each mentorship, ACP surveys our Protégés to measure their satisfaction with our program. Since the program's inception, ACP has received 10,412 responses to the survey.



**98%** of Protégés would recommend ACP to a fellow veteran

**1,538**  
Protégés

Obtained meaningful employment during their mentorship in 2017

**82%**  
of Protégés

Who obtained jobs are still with the same company one year later

**\$83,595**  
Average Starting Salary

ACP's salary estimate for Protégés who obtained a job in 2017

Protégés Obtained Employment at Top Companies Such As:



Branch of Service



44%  
U.S. Army



22%  
U.S. Navy



16%  
U.S. Marine Corps



16%  
U.S. Air Force



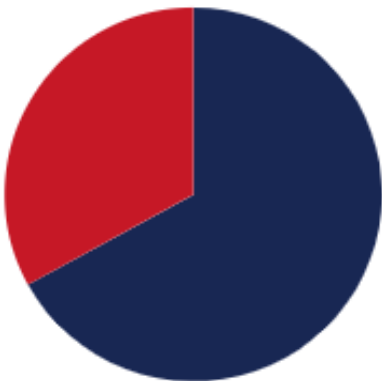
2%  
U.S. Coast Guard

Average Age: 35

Age 30 or Younger: 25%    Age 40 or Older: 32%

Rank

- Officer (33%)
- Enlisted (67%)



Level of Education

- Graduate degree or above (28%)
- Bachelor's degree (34%)
- Less than a four-year degree (38%)

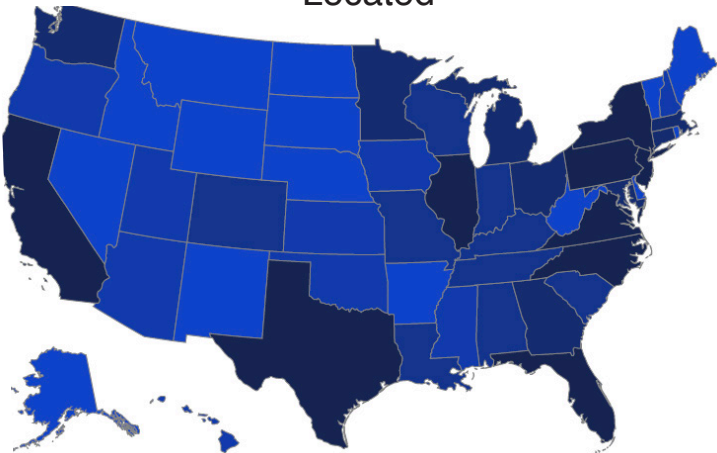


Gender

- Women (16%)
- Men (84%)



Towns and Cities Where Protégés are Located



1<15    # of towns and cities    120+1



Throughout each mentorship, ACP surveys our Mentors to measure their satisfaction with our program. In 2017, ACP received responses from more than 2,000 Mentors.

**99%** of Mentors are glad their company participates with ACP

**99%** would recommend ACP to a colleague

**98%** would consider being a Mentor with ACP again

## Top Industries Represented by Mentors from our **70+ Partner Companies**

- Finance
- Project Management
- Information Technology
- Manufacturing
- Operations
- Business Development
- Small Business

## Top Industries Represented by Mentors from our **Citizens Program**

- Cyber Security
- Project Management
- Construction
- Logistics
- Business Development
- Small Business
- Engineering

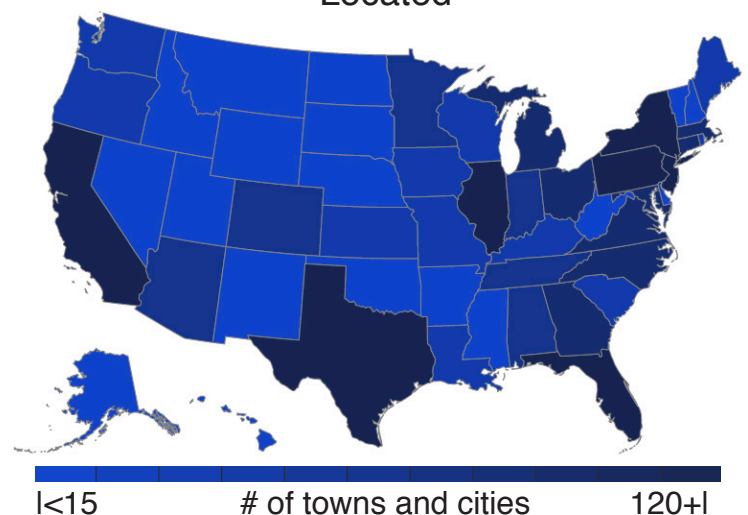
**31%** of ACP Mentors are veterans

Gender



■ Women (32%)  
■ Men (68%)

Towns and Cities Where Mentors are  
Located



# Success Stories



"Sharon has been a tremendous help over the past few months as I have gone through my transition from the military. We met at an ACP Women's Veteran Mentoring Program networking event, and since then, we have connected regularly. She has also linked me up with different organizations and people in her network."

- Mercedes E., New York, NY, U.S. Marine Corps



"Wenny has been a pleasure to work with and has provided targeted guidance to help me get to this point. Wenny and I are having productive discussions helping me discern a good career fit and a 'working identity.' This program has been instrumental in helping me find employment."

- Travis C., San Diego, CA, U.S. Navy



"Everything concerning the ACP mentorship with Tim has been great! He has supported me through a recent move, taking and passing my PMP exam and he has helped prepare me for multiple interviews, which ultimately led to an offer for a Supply Chain Senior Associate position that I recently accepted."

- Charles H., Harker Heights, TX, U.S. Army



"ACP did a great job matching a good Mentor with my goals. My Mentor has been extremely resourceful and valuable to me. I am currently working on a business plan that she will review and give me her feedback on. I would recommend this program to any veterans transitioning or starting a business."

- Maria M., Broken Arrow, OK, U.S. Army Reserve



# Success Stories



"It has really been a great partnership so far. Natasha has helped me with my résumé, cover letter and has even recommended some great books to read. We talk for about an hour or more each time, and it has been very helpful. We also utilize a lot of the resources that ACP provides for various avenues of exploration."

- Rebecca C., Charlotte, NC, U.S. Army



"Brian has helped me explore a number of different LinkedIn forums and prepared me for the job hunt. We have developed not just a wonderful working connection but a true friendship! It is obvious to me that he has my best interests at heart. ACP is a phenomenal program that paired me up with an incredible Mentor."

- Vincent C., Springfield, VA, U.S. Army



"Thank you so much for connecting me with Allison. She is the best! She is doing more than I could have ever expected. She helped me refine my interviewing skills which were not very good. Together we prepared for an interview for a volunteer position at the NIH, a role that I was later offered!"

- Kokouvi A., Washington D.C., U.S. Air Force



"Beth has been an incredible resource and so helpful to me. I have some opportunities on the horizon, one being a private sector contract, the other being a state position. She helped me explore the pros and cons of each and how they might impact future career progression. Beth is great and full of insight."

- Noah R., La Mesa, CA, U.S. Marine Corps

# Citizens Mentoring Program

ACP's Citizens Mentoring Program invites individuals not affiliated with our Partner Companies an opportunity to be mentors. This initiative continued to find new ways to engage and support Mentors from beyond ACP's Partner Companies to meet the diverse career interests of our Protégés. They created new giving opportunities for individuals or foundations to sponsor a Fire Team, Squad or Platoon of mentorships at the level of 5, 10 and 25 mentorships, respectively. Additionally, ACP's Citizens Mentoring Program hosted its first fundraising event and initiated quarterly roundtable meetings to discuss how best to engage new Mentors and supporters in key industries.

The Citizens Mentoring Program team looks forward to strengthening and expanding these efforts in 2018 to create new partnerships and provide Mentors in high-demand career fields, such as real estate and cyber security.

## The Ideal Mentor

**35+**  
years of age

The average age of our Protégés is 35

**8+**  
years experience

To lend your guidance to a veteran Protégé

**12**  
sessions per year

Pairs commit to one conversation per month

## Citizens Program Sponsors



Fire Teams: 16



Squads: 8



Platoons: 7

## Citizens Mentoring Program Events:

### October - New York, NY

The Citizens Mentoring Program held its first Roundtable discussion with nine influential individuals on ways to grow the Citizens Program. Topics included expanding ACP's network and areas to explore in new industries. Roundtables will continue to meet on a quarterly basis in 2018.

### November - Washington, D.C.

The Reserve Officers Association hosted ACP and supporters to celebrate ACP's Mentoring Program, announce ACP's partnership with the American Academy of Orthopedic Surgeons and raise funds to support Citizens Program mentorships.



For more information, email Tim Cochrane at [tcochrane@acp-usa.org](mailto:tcochrane@acp-usa.org)



# Women's Veteran Mentoring Program

Since launching in 2016 at the Pentagon, more than 1,000 female Veterans have participated in ACP's Women's Veteran Mentoring Program. In 2017, the Women's Veteran Mentoring Program continued its mission to support the unique transitions of female veterans. They hosted several networking events and conference calls with ACP Mentors. The Women's Veteran Mentoring Program will continue exploring new ways to engage and support more female Veterans in 2018.

## 2017 Conference Call Topics

January	Planning for the Year Ahead <i>Nancy Halpern, Ellevete Network</i>
April	Confidence and Rejection in Corporate America <i>Terri Clark, Ellevete Network</i>
May	Finding the Right Corporate Fit <i>Sharon Mahn, Ellevete Network</i>
June	Effective Civilian Management <i>Traci Earls, Cargill</i>
August	Navigating and Advancing in a Male Dominated Field <i>Mari Kay, General Motors</i>
September	Serving up Feedback, One BITE at a Time <i>Amy C. Waninger, Liberty Mutual</i>
October	Managing Up, Across and Down <i>Martha Johnson, ACP Advisory Council Member</i>
December	Preparing for Your Year End Review <i>Michelle Hughes, USAA</i>

## Partners

Ellevete Network, LeanIn.Org, 100 Women in Finance

## Additional Support Received From

Coca-Cola, Lockheed Martin, PepsiCo., Raytheon, UPS, USAA



## Networking Events

**March**  
**Washington, D.C. and Raleigh, NC**  
In honor of the Women's Veteran Mentoring Program's one-year anniversary, Arconic hosted a panel discussion and networking event of senior female Mentors at their D.C. office to provide advice on the military to civilian transition.

**September**  
**Annapolis, MD**  
ACP Advisory Council Member Martha Johnson hosted 20 female Mentors and Protégés in her home to discuss the transition process as a woman and to provide additional support.



[acp-usa.org/womensprogram](http://acp-usa.org/womensprogram)  
[womenvets@acp-usa.org](mailto:womenvets@acp-usa.org)

# Events



**February:** ACP and **Occidental Petroleum (Oxy)** hosted the first webcast event in ACP's Industry Exploration Webcast Series. More than 100 veterans tuned in to learn about career opportunities at Oxy and in the oil and gas industry. Panelists answered questions from veteran attendees around the country. Oxy invited interested veterans to apply to open positions.



**March:** **Credit Suisse** hosted a mock interview and networking session for ACP Protégés. Opening remarks were made by John Toronto, Managing Director and ACP Mentor. ACP Protégés engaged in mock interviews and received direct feedback from employee volunteers. Following the interviews, participants enjoyed a networking reception.



**March:** To celebrate the first anniversary of ACP's Women's Veteran Mentoring Program, ACP Protégés in the Raleigh area met at a local bar and bonded over drinks and food. Protégés exchanged contact information and will continue to network and share insight into the transition process.



**March:** Local veterans and professionals gathered at **Cargill** in Minneapolis, MN for a networking event. Presenters spoke about how veterans can translate their skills to roles at their respective companies. The evening concluded with a networking cocktail reception.





**June:** ACP's Founder and Chairman Sid Goodfriend presented the ACP Award for Excellence in Veteran Engagement and Integration to the Chairman and CEO of **AT&T**, Randall Stephenson at AT&T Headquarters in Dallas, Texas. This award is given to a company and its CEO who lead by example in the recruiting, hiring, training and retention of returning U.S. veterans so they can develop lasting careers.



**October:** **Wells Fargo** hosted a live webcast event to introduce veterans to the vast array of careers available at the company and describe the job search and hiring process. Panelists spoke about their personal experiences working at Wells Fargo and the value veterans can bring to the company. Following the event, veteran attendees were invited to connect with a Wells Fargo recruiter for a one-on-one conversation.



**November:** **Morgan Stanley** hosted a professional development and networking event in Baltimore and New York City with a panel discussion on the transition process and translating military skills. After the panel, guests participated in discussions with Morgan Stanley employees and ended the evening with an open networking reception.



**November:** **Bloomberg** hosted a panel discussion on connecting military experience with the civilian workplace. Panelists discussed the various positive aspects of hiring, training and mentoring transitioning service members.

# ACP AdvisorNet

## We Connect Veterans with Business Leaders

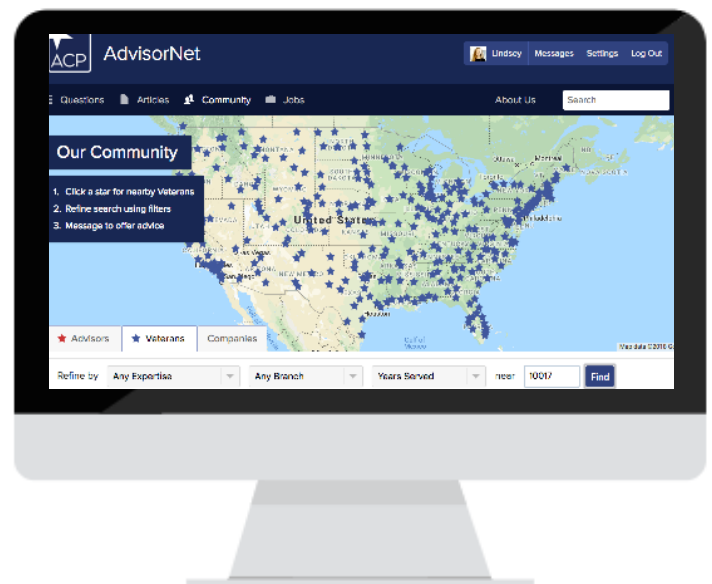
ACP AdvisorNet is an online community that connects all veterans, regardless of service dates or duration, with professionals in the fields that interest them. Anyone with professional experience can sign on and answer questions, provide advice or post jobs for ACP AdvisorNet's veteran community.



A million of America's finest are coming home over the next five years. You can play a meaningful role in their transition by offering career guidance on the go with ACP AdvisorNet!

## Features to Explore:

- Connect veterans with Advisors from **thousands of companies**, including Fortune 500 firms and independent small businesses
- Use the interactive map to **expand your veteran and civilian network** and search users by zip code, expertise, branch of service and experience level
- Exchange **private messages** for in-depth mentoring conversations at your own pace
- Post **job listings** for interested veterans, and use your Advisor account to communicate with veterans directly



[acp-advisornet.org](http://acp-advisornet.org)

# Partner Companies

ACP is grateful to the following companies for providing Mentors, funding and in-kind donations to ACP's programs. Thank you.



ARCONIC  
Innovation, engineers



Deutsche Bank



HARVARD UNIVERSITY





# Leadership & Staff

## Board of Directors

Sidney E. Goodfriend, Chairman  
Daniel H. Bayly  
Cathy Benko  
John D. Bergen  
Thomas P. Bostick  
Alvin H. Brown

Mark F. Erickson  
Lori B. Feinsilver  
James Flaherty  
Amy O. Goodfriend  
Gerald Greenwald  
Alain Lebec

Joel Molinoff  
Charlotte Moss  
John H. Myers  
Barbara Scanlon

## Advisory Council

Jesse Angelo  
David Axelrod  
Howard B. Bromberg  
Raymond F. Chandler III  
Margaret Cosentino  
Ann Dunwoody  
Christy Ferer  
Lawrence Jacobs  
Martha Johnson  
John M. Keane

William Kristol  
Robert J. Kueppers  
Joseph E. Martz  
Mary Jo Myers  
Richard B. Myers  
Michael A. Neal  
Robert Norsworthy  
Raymond T. Odierno  
Peter Pace  
David H. Petraeus

Michael Quinn  
David Rogers  
Karl Rove  
George Sorial  
Jon Stewart  
Lawrence H. Summers  
Terri Tierney Clark  
Tom Troy  
Paul Wolfowitz

## ACP Staff

### ACP Management Team:

Sidney E. Goodfriend, Founder and Chairman  
Colleen Deere, Executive Director  
Timothy Cochrane, President, ACP Citizens Program  
Jenny duPont, Vice President, Corporate Relations  
Allison Basco, Manager, Mentoring Program  
Kathleen Dunn, Manager, Operations  
Samantha Greenberg, Manager, Mentoring Program  
Kay McGowan, Manager, Corporate Relations

### Senior Operations Associates:

Konstantin Cherco  
Josh Chrisman  
Jonathan Cutler  
Genevieve Gillespie  
Lauren Gilmartin  
Avi Mayville  
Richard Morin  
Lindsey Perotti

### Operations Associates:

Bernard Agrest	Avital Elkayam	Shay Islam	Ashley Prather
Chris Barrett	Molly Fortunoff	Andrew Klarman	Robert Rahni
Sarah Bass	Joseph Hawthorne	Laura Kuhn	Kate Ramp
Taylor Boggio	Megan Hening	Krista Loven	Shane Salanger
Jessica Ciemniecki	Caitlin Hearle	Yasmina Madeira	Erik Schlacter
Maddie Coffin	Florjan Hyka	Megiana Maska	Jillian Szewczak

Current as of June 2018

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Facebook: [facebook.com/americancorporatepartners](https://www.facebook.com/americancorporatepartners)  
LinkedIn: American Corporate Partners

# Financial Statement

Below is a financial summary for the fiscal year ending December 31, 2017.

## ASSETS

Cash and cash equivalents	\$3,476,449
Restricted cash - certificate of deposit	\$303,758
Prepaid expenses and other assets	\$27,154
Property and equipment, net of accumulated depreciation of \$266,080	\$285,808
<b>Total Assets</b>	<b>\$4,093,169</b>

## LIABILITIES AND NET ASSETS

Total Liabilities (Accounts payable and accrued expenses)	\$188,851
Total Assets	\$3,904,318
<b>Total Liabilities and Net Assets</b>	<b>\$4,093,169</b>

## CONTRIBUTIONS AND OTHER INCOME

Grants in Cash	\$3,362,753
In-Kind Donations	\$0
Interest Income	\$4,641
<b>Total Contributions and Other Income</b>	<b>\$3,367,394</b>

## EXPENSES

Programs	\$3,210,551
Fundraising	\$29,126
Support Services	\$320,154
<b>Total Expenses</b>	<b>\$3,559,831</b>

## CHANGE IN NET ASSETS

Net Assets, Beginning of Year	\$4,096,755
Net Assets, End of Year	\$3,904,318
<b>Change in Net Assets</b>	<b>(\$192,437)</b>

A copy of the complete audit is available upon request.