



Assisting our Returning Military with the Transition  
to their Next Careers



# 2016 Annual Report



AMERICAN  
CORPORATE  
PARTNERS

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American Corporate Partners  
2 Grand Central Tower  
140 E 45 Street, 19A  
New York, New York 10017

**acp-usa.org**

ACP is a 501(c)(3) nonprofit organization.



**@ACPUSA**



**American Corporate Partners (ACP)**



**@ACPUSA**



**American Corporate Partners (ACP)**

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# Mission

We are a nonprofit organization dedicated to assisting veterans in their transition from the armed services to the civilian workplace. With the help of business professionals nationwide, ACP offers veterans tools for career development through mentoring, career counseling and networking opportunities.

ACP engages the American people in a unique volunteer opportunity to provide advice to 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 to ACP and volunteer Mentors. By the end of 2009, ACP had paired 500 returning veterans with Mentors.

Currently, ACP has 2,600 veterans paired one-on-one with Mentors from more than 65 of America's top companies, universities and hospitals.

# Vision

We believe that the biggest 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.

We will continue to strengthen the bonds between the military and business worlds by designing new programs and initiatives to assist an increasing number of returning veterans.



April 1, 2017

Dear Friends of ACP,

This past September marked the 15th anniversary of 9/11, and Americans old enough to remember vividly recall that day. We also remember the days of uncertainty afterward, and concern for similar events in the future which, thankfully, haven't occurred due to the work of so many. ACP's unique mission to support returning veterans in their transitions into meaningful careers remains of utmost importance.

ACP's Veteran Mentoring Program received more applications in 2016 than any previous year, demonstrating there is a real need to provide career support to folks coming home. In response, we added nine new Partners, including a General Motors/United Automobile Workers co-sponsorship, to our group of 65+ best-in-class Fortune 500 companies, universities and hospitals.

Our ACP Citizens Program now invites individuals not associated with Partner Companies to be ACP Mentors. Hundreds of retirees, entrepreneurs, public servants, and others are contributing their time, expertise, and, in some cases, funds to ensure the wide-ranging career goals of our veterans are met. The ACP Citizens program enables our program to offer a more diverse mentor pool to our veteran applicants.

Just as the Citizens Program addresses the needs of a specific population of ACP Protégés, so does the Women's Veteran Mentoring Program. Launched March 2016 in conjunction with the U.S. Army and U.S. Army Reserve, this initiative pairs female veterans with senior businesswomen, and facilitates networking and development opportunities for participants. To date, 500 women veterans have been assisted.

From 2010-2016, 8,700 veterans successfully completed a mentorship, stating their ACP Mentors changed their lives. Last year, 98% of Mentors surveyed would recommend ACP to a colleague, and 97% would mentor with us again. Five hundred ACP participants nationwide attended 12 professional development and networking events co-sponsored by Partner Companies. Nearly 1,300 veterans gained meaningful employment during their mentorships - their estimated average starting salary of \$76,000 reinforces our belief that returning veterans seek new careers, not simply jobs.

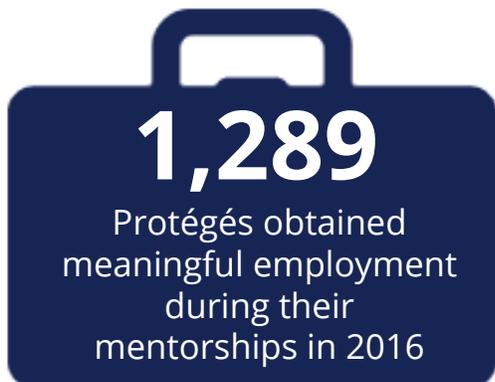
Looking forward, 2017 may be our most impactful year yet: we've moved to a larger office to allow for expanded staff, and the overhaul of our [acp-usa.org](http://acp-usa.org) website and internal database give us the ability to continue to grow our programs and track enhanced metrics. Earlier this month, I announced Martha Johnson has been appointed ACP's first President. Martha comes to ACP with a 35-year career in corporate and government organizations, and her leadership will allow ACP to enhance current programs and create new initiatives to build upon the opportunities we provide transitioning veterans.

After eight years serving our nation's veterans, we realize we would not be where we are today without the generous support of our friends, both individuals and organizations, and we thank you for your enthusiasm, assistance and encouragement. We look forward to another great year serving those who have served us.

Sincerely,

Sidney E. Goodfriend  
Founder and Chairman  
American Corporate Partners

# Significant Impact



**1,289**  
Protégés obtained meaningful employment during their mentorships in 2016

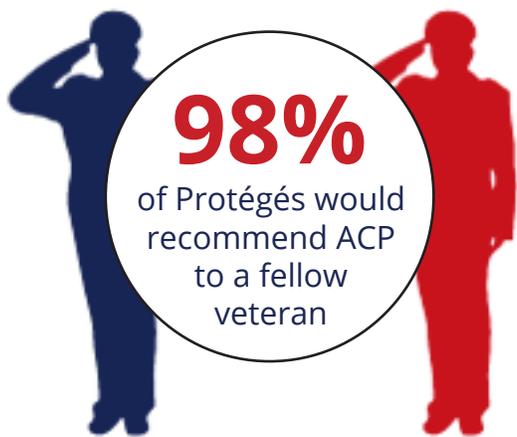


**\$76,000\***  
Average starting salary for Protégés who obtained a job in 2016

\*ACP estimate

## Protégé Experience Survey

ACP surveys Protégés after six months of mentorship to learn more about their areas of growth and professional development. From 2010 to 2016, we received responses from 7,629 Protégés.



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

- 70%** Learned about career opportunities
- 67%** Improved résumé & interview skills
- 66%** Built a professional network
- 62%** Translated military experience into civilian terms
- 59%** Refined civilian career goals
- 39%** Discussed work/life balance
- 32%** Determined whether to go back to school
- 27%** Advanced at a current job
- 12%** Learned how to start or grow a small business

# Protégés

## Branch of Service\*



44%



22%



18%



14%

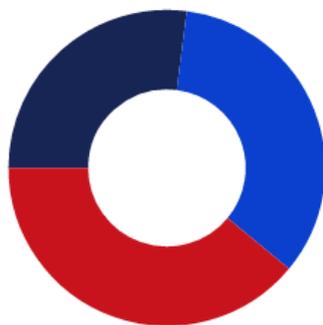
U.S. AIR FORCE



2%

\*Reserve data included within respective military branch

## Education



- Less than a four-year degree (39%)
- Bachelor's degree (34%)
- Graduate degree or above (27%)

Average Age: **35**

Age 30 or younger: **36%**

Age 40 or older: **30%**

Enlisted

66%

Officer

34%

Wounded Disclosure

**14%** Service-Connected Disability

Gender

82%

18%



Our Protégé Alumni come from more than 2,430 cities in the U.S.



# Mentors

## The Mentor Experience

ACP surveys Mentors after six months of mentorship to gauge satisfaction and learn more about their experiences. In 2016, we received responses from 1,770 Mentors.

Mentors are glad their companies participate with ACP



Mentors would recommend ACP to a colleague



Mentors would consider being an ACP Mentor again



“ACP is the best veteran-based organization I have ever worked with.”

- AT&T Mentor Thomas Cobb



**Mentors  
represent more  
than 65 Partner  
Companies**

## 31% of Mentors are veterans

### Gender

68%



32%



### Top Industries Represented

- ✓ Financial Services
- ✓ Project Management
- ✓ Technology
- ✓ Manufacturing
- ✓ Operations
- ✓ Business Development

# Success Stories



"I enjoyed meeting with Steve for a full day of professional development at one of Arconic's manufacturing plants.

The visit included informational interviews, a plant tour and lunch with Arconic's Veteran Employee Resource Group."

- Aaron Kaplan, KY, U.S. Air Force



"I feel comfortable speaking to Suzanne about anything and everything related to my transition from Captain Swartwout to Art Swartwout.

She helped me land a graduate assistantship at Virginia Commonwealth University's School of Business."

- Arthur Swartwout, VA, U.S. Army



"ACP has been a great resource for me during my transition from the Army.

I've been introduced to numerous corporate HR professionals to assist me with interview skills."

- Benjamin Garrett, VA, U.S. Army



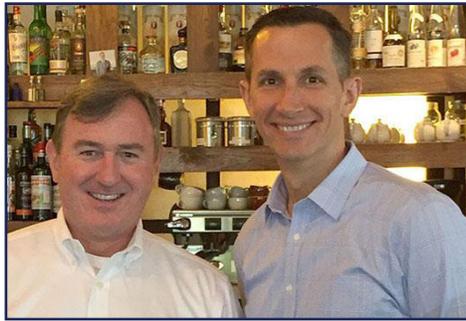
"I met with several Whirlpool employees for informational interviews and to gain perspectives on my transition to corporate America."

- Jeff Young, OH, U.S. Navy

# New Initiatives

## ACP's Citizens Mentoring Program

The Citizens Program encourages individuals not affiliated with one of ACP's Partner Companies to become Mentors, as a response to increased demand from the American people to engage with the veteran population in a meaningful volunteer experience. ACP recruits select individuals with unique career backgrounds to serve as Mentors in order to broaden ACP's mentor offerings and serve a diverse group of returning veterans. Citizens Program Mentors include small business owners, physicians, lawyers, consultants, government employees and more.



## ACP's Women's Veteran Mentoring Program

In March 2016, during a press conference at the Pentagon, ACP launched a special initiative to better assist women veterans with their unique transition needs. ACP committed to assist a minimum of 500 women veterans in the program's first year, and is pleased to report that this commitment was surpassed in 2017. The women's initiative is focused on connecting female veterans with female entrepreneurs and business leaders, and ACP is proud to be working with LeanIn.org, Ellevest Network and 100 Women in Finance to engage their members as ACP Mentors. Women veterans in the program are invited to monthly career development workshops and networking events in select cities.

**"Women in particular face a unique set of challenges and I salute ACP and our business leaders' effort to build this program." - Retired Gen. Ann Dunwoody, U.S. Army**



# Events



February: 75 ACP Protégés and Mentors attended a networking event hosted by **Deloitte** in Washington, D.C. Protégés listened to a presentation on personal branding and received one-on-one feedback on their elevator pitches.



August: 40 ACP Protégés attended an interactive workshop hosted by **UBS** in New York City. Protégés engaged with UBS employees and received individualized feedback on their personal brand and interview readiness.



November: **Morgan Stanley** hosted a professional development and networking event for 30 ACP Protégés in New York City. Protégés were paired with Morgan Stanley employees for mock interview sessions and feedback.



November: local veterans and professionals gathered at **AT&T's** Atlanta office for a panel discussion and Q&A session focused on translating military skills to the corporate sector. Informal networking was encouraged after the event.

# ACP AdvisorNet

## We Connect Veterans with Business Leaders

ACP is proud to have the support of General (Ret.) David H. Petraeus in our newest television Public Service Announcement in support of ACP AdvisorNet. The PSA received more than 20,000 airings on national and local networks in 2016, encouraging Americans to share career advice with veterans transitioning into new careers.

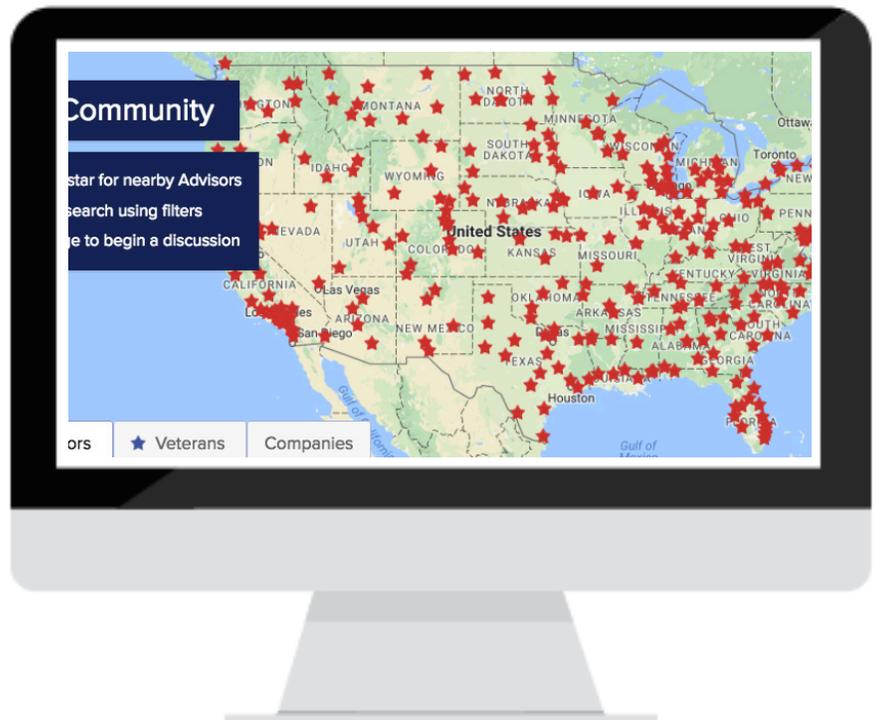


"Serve those who have served us by helping them find their next career."

- General (Ret.) David H. Petraeus, U.S. Army

## Feature to Explore: Community

- ▶ Use the **Interactive Map** to network with business leaders and veterans in your location
- ▶ Search users by **Zip Code**, expertise, branch of service, experience level and more
- ▶ Exchange **Private Messages** for in-depth offline mentoring conversations
- ▶ Find Advisors from thousands of companies, including both **Fortune 500** firms as well as independent small businesses



# Partner Companies

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



# Leadership & Staff

## Board of Directors

Sidney E. Goodfriend, Chairman  
Martha N. Johnson, President  
Daniel H. Bayly  
Cathy Benko  
Thomas P. Bostick  
Margaret Cosentino

Mark F. Erickson  
Lori B. Feinsilver  
Amy O. Goodfriend  
Gerald Greenwald  
Lawrence Jacobs  
Alain Lebec

Joel Molinoff  
Charlotte Moss  
John H. Myers  
Michael A. Neal  
Barbara Scanlon

## Advisory Council

Jesse Angelo  
David Axelrod  
Jack D. Bergen  
Howard B. Bromberg  
Alvin H. Brown  
Devon Cross  
Ann Dunwoody  
Christy Ferer  
Dr. John J. Hamre  
John P. Havens

Karen Hughes  
Jack H. Jacobs  
John M. Keane  
William Kristol  
Robert J. Kueppers  
Joseph I. Lieberman  
Joseph E. Martz  
Mary Jo Myers  
Richard B. Myers  
Robert Norsworthy

Raymond T. Odierno  
Peter Pace  
David H. Petraeus  
David Rogers  
Karl Rove  
Jon Stewart  
Lawrence H. Summers  
Paul Wolfowitz

## ACP Staff

### ACP Management Team:

Sidney E. Goodfriend, Founder and Chairman  
Martha N. Johnson, President  
Timothy Cochrane, ACP Citizens Program  
Colleen Deere, Chief of Staff  
Rachel Providence, Vice President, Corporate Relations  
Samantha Greenberg, Manager, Mentoring Program  
Melissa McCauley, Manager, Mentoring Program  
Lily Moaba, Manager, Corporate Relations  
Marcin Szudek, Manager, Strategic Partnerships

### Operations Associates:

Nadia Ahmed  
Allison Basco  
Konstantin Cherco  
Josh Chrisman  
Maddie Coffin  
Jonathan Cutler  
Avital Elkayam  
Stephanie Forman  
Molly Fortunoff  
Becky Ganley  
Genevieve Gillespie  
Lauren Gilmartin

Laura Kuhn  
Krista Loven  
Megiana Maska  
Avi Mayville  
Kay McGowan  
Richard Morin

### Senior Operations Associates:

Kathleen Dunn  
Andrea Williams  
Katie Wilt

Lindsey Perotti  
Elizabeth Regan  
Mikhail Relushchin  
Erik Schlacter

# Financial Statement

Below is a financial summary for the fiscal year ending December 31, 2016.

## ASSETS

Cash and cash equivalents		\$3,521,467
Restricted cash - certificate of deposit		\$301,790
Prepaid expenses and other assets		\$17,490
Property and equipment, net of accumulated depreciation of \$58,363		\$326,033
<b>Total Assets</b>		<b>\$4,166,780</b>

## LIABILITIES AND NET ASSETS

Total Liabilities (Accounts payable and accrued expenses)		\$70,025
Total Assets		\$4,096,755
<b>Total Liabilities and Net Assets</b>		<b>\$4,166,780</b>

## CONTRIBUTIONS AND OTHER INCOME

Grants in Cash		\$3,352,251
In-Kind Donations		\$0
Interest Income		\$4,753
<b>Total Contributions and Other Income</b>		<b>\$3,357,004</b>

## EXPENSES

Programs	98.3%	\$2,523,688
Support Services	1.7%	\$44,427
<b>Total Expenses</b>	<b>100.0%</b>	<b>\$2,568,115</b>

## CHANGE IN NET ASSETS

Net Assets, Beginning of Year		\$3,307,866
Net Assets, End of Year		\$4,096,755
<b>Change in Net Assets</b>		<b>\$788,889</b>

A copy of the complete audit is available upon request.