American Corporate Partners
Annual Report 2018
Combating Underemployment. One Veteran at a Time.
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.

Founder Sidney E. Goodfriend launched American Corporate Partners on Labor Day 2008 with the help of six founding Corporate Partners, 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.

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 Corporate Partners, 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,

This year was a monumental one as we celebrated our Tenth Anniversary and launched our new Active Duty Spouse Mentoring Program. Because of the support and dedication of our veterans, Mentors, Corporate Partners and donors we have grown from humble beginnings in 2008 — with six founding Corporate Partners and donated office space — to a nationwide nonprofit with 75 Corporate Partners and a staff of more than 40.

On October 24, we hosted our Tenth Anniversary Celebration at the Pierre Hotel in New York City. The event, which was attended by more than 320 guests including ACP veteran Protégés and representatives from our Corporate Partners, honored ACP’s first Corporate Partner — PepsiCo and celebrated the impact that our volunteer Mentors have had on more than 14,000 veterans who have told us the program has been life-changing. More than $1 million was raised to support ACP’s Citizens Mentoring Program and to continue assisting service members and veterans in their transition to meaningful civilian careers.

In November, ACP formally launched our Active Duty Spouse Mentoring Program with the generous support of Johnson & Johnson and PepsiCo. There are more than 600,000 spouses of active duty service members nationwide, and with frequent moves, service member deployments and a lack of portable careers, many spouses struggle to focus on their career development. ACP’s program aims to help with career exploration, résumé and interview preparation, networking, career coaching and overall professional development through yearlong mentorships. Additionally, ACP’s programs specifically designed for women veterans and for service members facing mental health challenges continue to thrive and we look forward to their expansion in 2019.

While we have expanded our offerings, we always keep our original mission of assisting post-9/11 veterans as they find meaningful careers in focus. ACP actively combats veteran underemployment by bringing together the military and business communities for mentorship, networking and career counseling. We are proud to have supported more than 14,000 veterans who report that ACP’s program and their ACP Mentors have been instrumental in their successful transition to a civilian career. More than 3,000 veterans are actively being mentored nationwide today through ACP and we expect to mentor a minimum of 500 active duty spouses this year.

The need for meaningful career assistance continues to grow — in 2018, ACP saw a nearly 20% increase in veteran applicants and we are working hard to add new Mentors and Corporate Partners to meet the demand for mentorship.

ACP’s success over the last ten years has only been possible because of the generous support we have received from our veterans, Mentors, Corporate Partners and donors. We could not have accomplished this without all of you — thank you! We look forward to the next ten years of serving those who have served us.

Sincerely,

Sidney E. Goodfriend
Founder and Chairman

Colleen Deere
Executive Director
ACP’s Corporate Partners

Current as of April 2019
What does a successful mentorship look like?
Throughout each mentorship, ACP surveys our Protégés to ensure their satisfaction with our program. Since the program’s inception, ACP has received 11,491 responses to the survey.

14,000+
Veteran Alumni*
More than 14,000 veterans have found ACP valuable to their transition. In 2018, 2,681 veterans completed a mentorship, the highest number of successful ACP mentorships in one year.

*as of Quarter 1 2019

98% of Protégés would recommend ACP to a fellow veteran

$82,105
Average Starting Salary
ACP’s salary estimate for Protégés who obtained a job in 2018

1:1
Mentoring
ACP Mentors are hand selected for each veteran

1,954
Protégés
Obtained meaningful employment during their mentorship in 2018

68% Improved résumé and interview skills
61% Built a professional network
61% Translated military experience into civilian terms
61% Learned about career opportunities
59% Refined civilian career goals
42% Discussed work/life balance
37% Searched for job opportunities
29% Decided to go back to school
10% Learned how to start or grow a small business

56%

84%

Average Veteran
Job Retention
A 2010 Chamber of Commerce Foundation survey of 1,000 veterans found that only 56% remained in their first post-military jobs for more than a year.

ACP Protégé
Job Retention
84% of ACP Protégés who obtained meaningful employment during their mentorship in 2016 remained at the same company for at least one year.

1,954

1:1

$82,105

98%

56%

84%
Since 2010, ACP Veteran Applicants have come from more than 5,300 towns and cities across the U.S.

49% U.S. Army  
19% U.S. Navy  
16% U.S. Marine Corps  
14% U.S. Air Force  
2% U.S. Coast Guard

35
Average Age

19%
Age 30 or Younger

39%
Age 40 or Older

Level of Education
- Graduate degree or above 26%
- Bachelor’s degree 35%
- Less than a four-year degree 39%

Rank
- Officer 33%
- Enlisted 67%
Throughout each mentorship, ACP surveys our Mentors to measure their satisfaction with our program. In 2018, ACP received responses from more than 2,022 Mentors.

99% are glad their company participates with ACP

99% would recommend ACP to a colleague

98% would consider being a Mentor with ACP again

31% of Mentors are Veterans

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 Mentoring Program

- Cybersecurity
- Project Management
- Construction
- Logistics
- Engineering
- Business Development
- Small Business
Citizens Mentoring Program

AQP’s Citizens Mentoring Program is a unique opportunity for individuals not affiliated with our Corporate Partners to mentor a veteran or active duty spouse in our program. In 2018, we continued to find new ways to engage and support Citizens Mentors in order to meet the diverse career interests of our Protégés. AQP’s Citizens Mentoring Program was able to significantly increase the number of Find Fire Team, Squadron and Battalion program sponsors, which support 5, 10, 25 and 50 Mentors respectively. Over the last year, the Citizens Mentoring Program has succeeded in fostering our broader support base of small and mid-size companies, as well as partnering with many of the nation’s premier professional organizations.
Success Stories

“Having grown up in the Air Force, I had no idea what to expect from the civilian world. Joan was there to reassure me and help me translate my résumé from military jargon to plain-English. Joan’s insight into the civilian sector was invaluable as I pursued my first position outside the military. I am thankful to have her by my side as I navigate this new world.”

—Samantha E., U.S. Air Force, Florida

“Without Stephen, I would not have been able to transition out of the Army. His assistance in every aspect of life was priceless and something I will never forget. He has been an amazing Mentor so far and I will continue to look to him for guidance as I step into my new role.”

—Mario P., U.S. Army, North Carolina

“In the short time I’ve worked with him, Tim has helped replace my anxiety with confidence. I am very grateful to have him as a Mentor and as a friend. I look forward to working with Tim for many years to come. I hope to meet Tim in person very soon. He is a valuable asset to ACP’s mentorship program.”

—Donald S., U.S. Army, Virginia

“I can say with confidence that without Kiley’s mentorship I would not be anywhere near as prepared and excited for my approaching end of contract, as I am right now. Thank you to ACP and Kiley for making all this happen!”

—Terry G., U.S. Marine Corps, North Carolina
Jack has been an enthusiastic and committed Mentor from the day we were first put in touch. He has consistently provided sound advice, guiding me through my transition to civilian life after 9 years of service in the U.S. Coast Guard. I am inspired by his commitment and indebted to his assistance.

—MATTHEW J., U.S. COAST GUARD, NEW YORK

Most of all, Jan has given me her time. As President and General Manager of WISN-TV for Hearst-Argyle Television, Jan already has a tremendous amount of work and responsibility. Yet, she always makes time to meet with me—even on short notice. I look forward to continuing our professional relationship when I leave active duty. I am confident she will remain a Mentor and professional colleague for life, no matter where our careers take us.

—ANN K., U.S. AIR FORCE RESERVE, WISCONSIN

I’ve had the pleasure to be mentored through ACP by Mohammed. I just want to say my absolute thanks to ACP for linking me up to a quality Mentor and helping me transition to the corporate world. I can’t thank you enough.

—ANDRE A., U.S. NAVY, FLORIDA

Mitchell brings a wealth of business knowledge and experience that has been instrumental in helping guide my career choices. Through calls and in-person meetings, Mitchell has selflessly dedicated his time to be a sounding board and offer valuable insight into each path. I’m grateful to ACP for giving me the opportunity to be mentored by Mitchell.

—PATRICK D., U.S. ARMY, NEW YORK
Completing three years of operation, ACP’s Women’s Veteran Mentoring Program continued its mission to support the unique transition of female veterans into their civilian careers. In 2018, 1,000 female veterans participated in ACP mentorships. The Women’s Veteran Mentoring Program shifted its monthly conference calls to a videoconferencing platform and began distributing recordings of sessions to provide more scheduling flexibility and long-term resources for current and future female veteran Protégés. With the launch of ACP’s Active Duty Spouse Mentoring Program, the Women’s Veteran Mentoring Program looks forward to expanding events to co-support the needs of military women.

2018 Conference Call Topics

**JANUARY**
Success in Cybersecurity: The New White Knights
Archana Panchal, S&P Global

**FEBRUARY**
Working in the Global Spotlight: Making Networking Your Secret of Success Abroad… and at Home
Mariana Karam, Deere & Company

**APRIL**
Communicating Your Value and Translating Skills
Anne Fink, PepsiCo

**MAY**
Building a Personal Board of Directors
Kristy Wallace, Ellevate Network

**JUNE**
Maximizing LinkedIn for Female Veterans
Natalie Oliverio, Military Talent Partners

**JULY**
Interviewing 101
Ilene O’Donnell, UPS

**AUGUST**
Ignite Your Genius: Start Up Bootcamp
Kim Cayce, Ellevate Network

**SEPTEMBER**
Managing Unpredictability: Career Planning for Frequent Moves
Teri Graves, Lockheed Martin

**OCTOBER**
Nurturing Confidence in Your Work Life Balance
Andrea Nunes, Centerbridge

**NOVEMBER**
Maximizing Performance Reviews to Advance Your Career
Colleen Deere, ACP

**DECEMBER**
Finding Your Post Military Path
Carolyn Hughes, AECOM

Networking Events

**MARCH**
Washington DC
To celebrate the Women’s Veteran Mentoring Program’s two-year anniversary, 30 Protégés and Mentors attended a networking happy hour in Washington, DC on March 22. A local mentorship, Abby L. of the Ellevate Network and Nikea B., U.S. Army, spoke about their experience working together.

**NOVEMBER**
Women Vets Rock
ACP Manager, Krista Loven, presented at Women Vets Rock in Philadelphia. She spoke with their cohort on ACP’s lessons learned and the value of mentorship during the transition.

Learn more at: [www.acp-usa.org/womensprogram](http://www.acp-usa.org/womensprogram) or [womenvets@acp-usa.org](mailto:womenvets@acp-usa.org)
Active Duty Spouse Mentoring Program

In November 2018, ACP launched its Active Duty Spouse Mentoring Program and began offering personalized, one-on-one, yearlong mentorships to the spouses of active duty service members. There are currently more than 600,000 active duty spouses—more than 90% are female, and 70% report that their education or work experience is not being fully utilized in their current jobs. ACP’s initiative will allow participating spouses to receive career guidance from top business professionals and entrepreneurs to help build long-term careers and find meaningful employment.

The Active Duty Spouse Mentoring Program will support 600 mentorships in 2019 and looks forward to expanding its efforts in 2020 to support the mentorship of 1,200 active duty spouses nationwide. In 2018, 56% of working spouses reported they were underemployed. With frequent moves, service member deployments and a lack of portable careers, many spouses struggle to focus on their own professional development. ACP Mentors can assist our military spouses with career planning, networking and skill building.
We are grateful for the commitment of our veterans, Advisors and Corporate Partners to making ACP AdvisorNet a more vibrant community. Companies including Raytheon, Deloitte and many more volunteered their time, energy and advice to help veterans advance in their careers.

**How We Make An Impact:**

- **Community:** Connecting veterans with Advisors from thousands of companies, including Fortune 500 firms and independent small businesses, using an interactive, searchable map
- **Q&A:** Providing a landing zone for veterans that have questions and don’t know who to ask — as well as business professionals that want to help veterans but don’t know where to start
- **Jobs Board:** Helping veterans find their next career, with job listings from companies across the country and in dozens of industries that are looking to hire veterans
- **24/7 Networking:** Veterans and Advisors can send private, one-on-one messages from anywhere on the site, and start building networks that can help bridge the military-civilian gap

**AdvisorNet Events**

**JUNE**

**Deloitte**

On Friday, June 8, Deloitte employees volunteered as Advisors on ACP AdvisorNet as part of the company’s “Impact Day” of service. Deloitte employees utilized ACP AdvisorNet’s question and answer feature to provide veterans live career guidance, on topics ranging from breaking into the consulting industry to creating a strong civilian résumé. Specific question topics included how to get a cybersecurity job and the amount of time a consultant in a particular field would spend traveling. Employees at Deloitte’s Arlington, VA offices also had one-on-one mentorship discussions with veterans — both through messaging and over the phone.

**NOVEMBER**

**Raytheon**

On Thursday, November 15, Raytheon employees spent the day volunteering as Advisors on ACP AdvisorNet. Raytheon employees provided professional guidance to veterans nationwide and answered questions related to certifications, employability and whether it is ever too late to transition into a certain industry. With industries as diverse as software development, logistics, engineering and project management represented, Raytheon employees also encouraged veterans on the site to contact them for one-on-one conversations via the site’s private messaging feature, and posted numerous job openings on ACP AdvisorNet’s jobs board.
On Wednesday, October 24, ACP celebrated its Tenth Anniversary with more than 320 guests at the Pierre Hotel in New York City. The event honored ACP’s first Corporate Partner, PepsiCo, for its commitment to assisting our nation’s veterans. Albert P. Carey, former Chief Executive Officer of PepsiCo North America, accepted an award from Sid Goodfriend, ACP’s Founder and Chairman, and Colleen Deere, ACP’s Executive Director.

ACP is grateful for the support we have received from our veterans, Mentors, Corporate Partners and donors over the last ten years. Thanks to the generous support we received for our Tenth Anniversary Celebration ACP raised over $1 million to support veterans in their transition to the civilian world.
MARCH

Mastercard

On Tuesday, March 27, ACP attended Mastercard’s “Networking for Change” event in Purchase, NY, at which Mastercard employees participated in a speed networking session with executives and mingled with Mastercard non-profit partners (including ACP). Many thanks to Mastercard for the invitation to participate in this unique opportunity to share details about our mentoring program and for Mastercard’s dedication to the veteran community.

APRIL

Deloitte

On Tuesday, April 10, 50 ACP Protégés attended a panel discussion and networking event at Deloitte’s offices in New York City. The panel, entitled “Paths to Success: Perspectives from Leaders on Starting and Building a Successful Civilian Career”, featured senior professionals who provided insight on adjusting to new roles in Corporate America. The event included a panel discussion and a speed networking reception where participants were provided written feedback.

MAY

IBM

On Tuesday, May 8, ACP and IBM hosted a live webcast event focused on New Collar career opportunities with IBM senior executives. The hourlong session covered career paths at IBM from traditional information technology roles to cybersecurity, cloud technology, project management and more. ACP’s Founder and Chairman, Sid Goodfriend, moderated the conversation and IBM representatives also shared insights into the job search and hiring process. Senior IBM leaders then answered pre-submitted questions from the veteran viewing audience.

MAY

S&P Global

On Wednesday, May 23, ACP Protégés and S&P Global employees met in S&P’s New York City offices for “From the Service Field to the Corporate Office: An Evening of Career Education and Professional Networking”. The event was supported by S&P’s Diversity and Inclusion team and VALOR; an Employee Resource Group that provides leadership and focuses on initiatives for veteran employees and families.

JUNE

BourBiz

On Friday, June 21, American Corporate Partners was honored to be part of BourBiz, a Veteran and MilSpouse Networking Event that took place in New York City. Featured partners and sponsors ranged from T-Mobile and Street Shares Foundation to Strike Force Energy and Life Flip Media. This one of a kind event featured guest speakers Lt. Col. (Ret.) Justin Constantine and comedian Jack Mandaville. It was an excellent opportunity for veterans and their spouses to mingle with veteran-owned companies and nonprofits.
**JUNE**

**Morgan Stanley**

On Friday, June 21, a group of ACP Protégés attended an intimate recruitment event hosted by Morgan Stanley in Dallas, TX. The evening opened with a description of the types of roles available at Morgan Stanley, and was followed by a “fireside chat” featuring veteran employees. The night concluded with an open networking reception.

**JUNE**

**Unilever**

On Wednesday, June 26, ACP collaborated with members of the Unilever VBRG as part of Unilever’s Diversity and Inclusion Summit, a 3-day event reaching more than 800 employees company wide. In a session that was broadcast live on Facebook, ACP’s Executive Director, Colleen Deere, spoke about the Veteran Mentoring Program, followed by former Protégé and VBRG Lead Andrew Sylling. Andrew spoke about his own experience in the program and why he introduced it to Unilever.

**JUNE**

**Unilever**

On Wednesday, June 26, ACP Protégés attended a mock interview and networking event at Unilever’s office in New York City. Senior Unilever employees were present and conducted two mock interview sessions with ACP Protégés. UBS interviewers provided each veteran with constructive feedback on their interview techniques in order to further their professional growth. The evening concluded with remarks from Tom Troy, Vice Chairman of UBS and a member of ACP’s Advisory Council.

**JUNE**

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**JULY**

**UBS**

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**JULY**

**Centerbridge**

On Wednesday, July 18, ACP and Centerbridge teamed up to host a speed networking event for ACP Protégés in the New York City area. Attending veterans had the chance to get feedback on their résumés, practice their elevator pitches and get questions about the industry answered by Centerbridge staff. The evening closed with an open networking session.

**JULY**

**Cargill**

On Tuesday, July 24, veterans and professionals gathered at Cargill’s office in Minneapolis for a networking event. Major General (Ret.) David D. Hamlar, Jr. gave a keynote address about the challenges of transitioning from the military. Attendees participated in a networking activity led by Nathan Perez, author of *The Twenty Minute Networking Meeting* and were invited to attend information sessions hosted by local military friendly companies, including: 3M, Best Buy, Boston Scientific, Cargill, General Mills, Medtronic, UPS, US Bank and Xcel Energy.
SEPTEMBER
Bristol-Myers Squibb

On Wednesday, September 12, ACP and Bristol-Myers Squibb brought together representatives from across the healthcare industry to discuss veteran initiatives, hiring and retention. The group convened for the summit in Washington, DC where several ACP Protégés gave impactful speeches, as did keynote speakers Major General (Ret.) James “Spider” Marks and Vice Admiral Raquel C. Bono.

OCTOBER
MetLife

On Tuesday, October 2, ACP and MetLife co-hosted a career development webcast where ACP’s Founder and Chairman, Sid Goodfriend, moderated a discussion amongst MetLife C-Suite panelists. The discussion focused on careers at MetLife, the company’s veteran initiatives and ways to succeed in corporate America. Following the event, veterans were invited to be matched with a MetLife recruiter for a career conversation.

OCTOBER
Home Depot

On Friday, October 5, The Home Depot Military Appreciation Group (MAG) hosted a Lunch N Learn for their Mentors and members of the Atlanta veteran community. The event included a short presentation on military to civilian transitions and transformations followed by a Mentor and Protégé panel.

OCTOBER
ACP and Scott Vedder

On Thursday, October 11, author, recruiter and ACP Mentor Scott Vedder, hosted an interactive résumé workshop focusing on transitioning from the military to a civilian job. Participants learned how to translate, quantify and highlight the best parts of their military experience. Scott is the bestselling author of Signs of a Great Résumé: Veterans Edition. He has conducted over 5,000 interviews as a Fortune 100 recruiter and proudly serves as a Mentor and Advisor for American Corporate Partners.

NOVEMBER
UBS

On Wednesday, November 7, local Dallas Protégés gathered at UBS’s Plano, TX office for a networking event. The evening began with a panel of Protégés who discussed the transition and best ways to utilize an ACP mentorship. Protégés were then invited to an open networking session where they had the opportunity to connect with UBS employees as well as professionals from other local businesses.
On Wednesday, November 14, ACP and CBS hosted a number of New York City area Protégés for a taping of The Late Show with Stephen Colbert. Centered around Veterans Day, this was an opportunity for more than 15 transitioning veterans with an interest in media to see behind the scenes of a late night show. Following the taping, ACP Protégés were able to walk onstage, take photos and meet Stephen Colbert.

Morgan Stanley

On Wednesday, November 14, Morgan Stanley’s Baltimore and New York City offices hosted a recruitment event for approximately 50 select veteran attendees. The evening opened with a panel discussion on transitioning and translating military skills, featuring veteran employees. After the panel, attendees participated in round table discussions with Morgan Stanley hiring managers and ended the evening with an open networking reception.

Proskauer

On Thursday, November 15, Proskauer, a leading law firm, hosted a live webcast on résumés and interviewing for ACP Protégés. The event included helpful suggestions for formatting résumés and applying to job openings, along with tips on how to prepare for, succeed during and follow up after an interview. The presentation also focused on ways for veterans to highlight their military experience in civilian-friendly ways. At the end of the webcast, speakers answered questions submitted by the audience.

Viacom

On Thursday, November 15, Viacom hosted a panel discussion and intimate networking event for ACP’s Protégés at their offices in New York City. The event began with senior Viacom employees from various sectors of the company presenting on their backgrounds and roles. Participants were then matched for a speed networking session with the panelists for one-on-one discussions.

Bristol-Myers Squibb

On Wednesday, November 28, ACP was honored to attend Bristol-Myers Squibb’s 2018 Veterans Salute. The evening included remarks from incredible speakers such as Master Chief Special Warfare Operator (SEAL) Edward C. Byers, Jr. and Colonel (Ret.) Gregory Gadson. A highlight of the evening was watching a performance by Grammy award winner Lee Greenwood!
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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<tr>
<td>NOVEMBER 5, 2018</td>
<td>These Are the Tools Veterans Need to Get the Job</td>
<td>New York Post</td>
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<td>NOVEMBER 3, 2018</td>
<td>American Corporate Partners Launches Mentoring Initiative for Active Duty Military Spouses with Support from Johnson &amp; Johnson and PepsiCo</td>
<td>Cision PR Web</td>
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<td>NOVEMBER 1, 2018</td>
<td>Veterans for Hire</td>
<td>Latino Magazine</td>
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<td>JULY 10, 2018</td>
<td>ACP’s Veteran Mentorship Program</td>
<td>Fox &amp; Friends</td>
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<td>JULY 2, 2018</td>
<td>They Helped Us All — Now it’s Our Turn to Help Them</td>
<td>Pipeline</td>
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<tr>
<td>MAY 31, 2018</td>
<td>How American Corporate Partners Is Combating Veteran Underemployment</td>
<td>Bloomberg</td>
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<td>MAY 24, 2018</td>
<td>A Corporate Transition: Coca-Cola Associates Mentor Military Vets</td>
<td>Coca-Cola Journey</td>
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<td>MAY 3, 2018</td>
<td>American Corporate Partners Mentor Program Helping Veterans Find Successful Careers</td>
<td>Fox News</td>
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<td>APRIL 30, 2018</td>
<td>ACP Achieves Platinum GuideStar Rating</td>
<td>American Corporate Partners</td>
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<td>APRIL 18, 2018</td>
<td>Help a Transitioning Veteran Find Her Next Career</td>
<td>Ellevate Network</td>
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<td>MARCH 5, 2018</td>
<td>Heiman Helps Veterans Transition to Civilian Careers</td>
<td>BizTimes</td>
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<td>FEBRUARY 28, 2018</td>
<td>American Corporate Partners: Locking Veterans on to Their Next Objective</td>
<td>SOFREP</td>
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<td>FEBRUARY 6, 2018</td>
<td>Hacking Transition: NYC Department of Veterans Services Explores Benefits of Veteran Mentorship</td>
<td>NYC Department of Veterans Services Blog</td>
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<td>FEBRUARY 2, 2018</td>
<td>Ten Things You Need to Know About Mentoring and American Corporate Partners</td>
<td>MCCS Forward</td>
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<td>JANUARY 25, 2018</td>
<td>Beyond the Uniform with ACP’s Timothy Cochrane</td>
<td>Beyond the Uniform</td>
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<td>JANUARY 24, 2018</td>
<td>PepsiCo, IBM and Other Companies Give Back To Veterans</td>
<td>Parade</td>
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<td>JANUARY 23, 2018</td>
<td>TIAA’s Veteran Focus</td>
<td>DiversityInc</td>
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- **MLB Commits $500,000 to Vet-Assist Groups**: MLB News
- **This ‘Customized’ Mentorship Program for Veterans is Now Helping Military Spouses**: Military Times
- **Military Spouses Also Serve**: The Wall Street Journal
- **Volunteering with Veterans: BP Mentors Support Next Career Steps**: BP
- **Florence Railroader, Former Army Major, Gives Back to Fellow Veterans**: Pinal Central
Below is a financial summary for the fiscal year ending December 31, 2018.

<table>
<thead>
<tr>
<th>ASSETS</th>
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<tr>
<td>Cash and cash equivalents</td>
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<td>Restricted cash — certificate of deposit</td>
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<td>Prepaid expenses and other assets</td>
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<td>Property and equipment, net of accumulated depreciation</td>
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<td><strong>Total assets</strong></td>
<td><strong>$5,525,830</strong></td>
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<th>LIABILITIES AND NET ASSETS</th>
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<td>Total Liabilities (Accounts payable and accrued expenses)</td>
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<tr>
<td>Total Assets</td>
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<td><strong>Total Liabilities and Net Assets</strong></td>
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<tr>
<th>CONTRIBUTIONS AND OTHER INCOME</th>
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<tbody>
<tr>
<td>Grants in Cash</td>
<td>$5,359,947</td>
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<td>Interest Income</td>
<td>$5,609</td>
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<td><strong>Total Contributions and Other Income</strong></td>
<td><strong>$5,365,556</strong></td>
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<table>
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<th>EXPENSES</th>
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<td>Programs</td>
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<td>Fundraising</td>
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<td>Support Services</td>
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<td><strong>Total Expenses</strong></td>
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<th>CHANGES IN NET ASSETS</th>
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<tbody>
<tr>
<td>Net Assets, Beginning of the Year</td>
<td>$3,904,318</td>
</tr>
<tr>
<td>Net Assets, End of the Year</td>
<td>$5,250,649</td>
</tr>
<tr>
<td><strong>Change in Net Assets</strong></td>
<td><strong>$1,346,331</strong></td>
</tr>
</tbody>
</table>

A copy of this audit is available upon request.
The staff of ACP thanks all of our veterans, Mentors and supporters.
## Leadership & Staff

### Board of Directors
- Sidney E. Goodfriend, Founder and Chairman
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- Cathy Benko
- Lt. General (Ret.) Thomas P. Bostick
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- William Ferri
- James Flaherty
- Amy O. Goodfriend
- Alain Lebec
- Joel Molinoff
- Charlotte Moss
- John H. Myers
- Terri Tierney Clark

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- Lt. Col. (Ret.) John W. Phillips
- Sergeant Major (Ret.) Michael Quinn
- William B. Richards
- David Rogers
- Karl Rove
- Barbara Scanlon
- George Sorial
- Jon Stewart
- Lawrence H. Summers
- Tom Troy
- Paul Wolfowitz

### ACP Staff

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- Sidney E. Goodfriend, Founder and Chairman
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- Timothy Cochrane, President, ACP Citizens Program

#### Managers
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- Lauren Gilmartin
- Laura Kuhn
- Krista Loven
- Avi Mayville
- Richard Morin
- Erik Schlacter

#### Senior Operations Associates
- Maddie Coffin
- Molly Fortunoff
- Mikhail Relushchin

#### Operations Associates
- Bernard Agrest
- Chris Barrett
- Sarah Bass
- Taylor Boggio
- Bria Braithwaite
- Andrea Bryant
- Jessica Cienniecki
- Stephen Dest
- Morgan Elliott
- Ellsworth Gibbs
- Joseph Hawthorne
- Megan Heaning
- Caitlin Hearle
- Florjan Hyka
- Shay Islam
- Andrew Klarman
- Katherine Li
- Yasmina Madeira
- Javier Mendez
- Aly Petrochak
- Robert Rahni
- Kate Ramp
- Shane Salanger
- Jillian Szewczak
- Ian Weissman

Current as of April 2019