



# American Corporate Partners

Annual Report 2018

**Combating Underemployment.  
One Veteran at a Time.**



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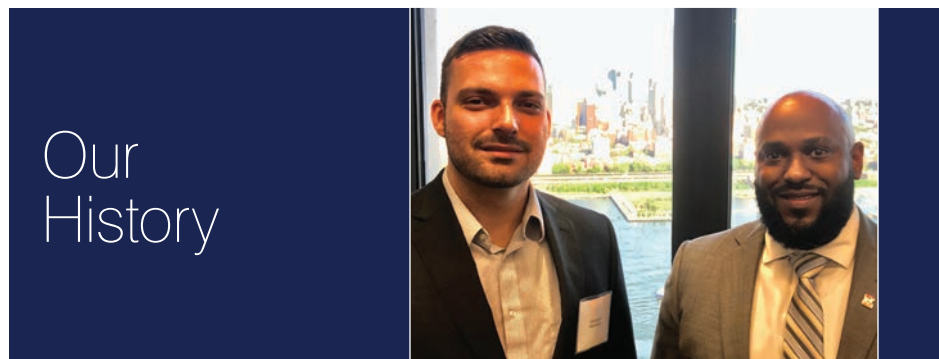
## Our Mission

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.



## Our Vision

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.



## Our History

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.

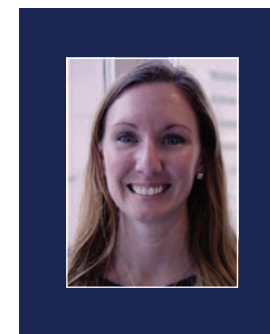
The need for meaningful career assistance continues to grow — in 2018, ACP saw a nearly 20% increase in veteran applicants and we are working hard to add new Mentors and Corporate Partners to meet the demand for mentorship.

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*

- 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

**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

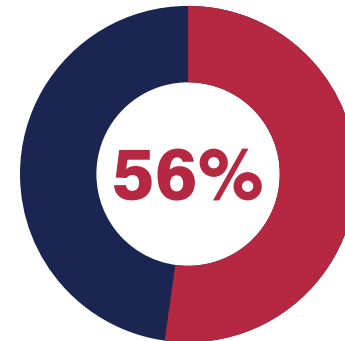
#### Mentoring

ACP Mentors are hand selected for each veteran

# 1,954

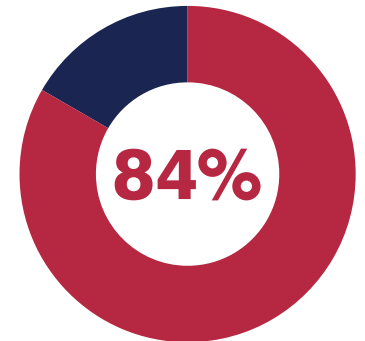
#### Protégés

Obtained meaningful employment during their mentorship in 2018



#### 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.



49% U.S. Army



19% U.S. Navy



16% U.S. Marine Corps



14% U.S. Air Force



2% U.S. Coast Guard

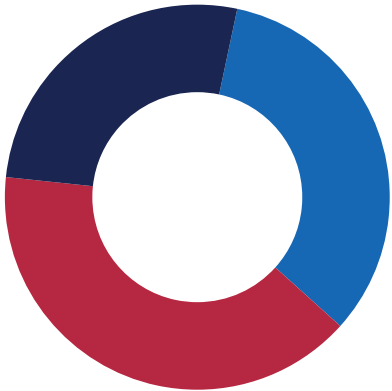
35  
Average Age

19%  
Age 30 or Younger

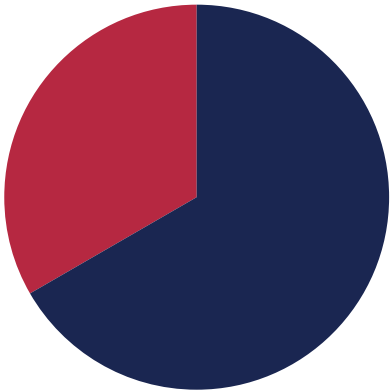
39%  
Age 40 or Older



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



**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

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### **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**

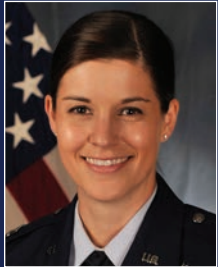
- Cybersecurity
- Project Management
- Construction
- Logistics
- Engineering
- Business Development
- Small Business



# Citizens Mentoring Program

ACP'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. ACP's Citizens Mentoring Program was able to significantly increase the number of Fire Team, Squad, Platoon and Battalion program sponsors, which support 5, 10, 25 and 50 Mentors respectively. Over the last year, the Citizens Mentoring Program has succeeded in broadening our supporter base of small and mid-size companies, as well as partnering with many of the nation's premier professional organizations.

2 Soar Solutions ★ 3M ★ 8th & Home ★ AbbVie ★ ADI Global Distribution ★ ADP ★ Adzi Agency ★ Aerion Supersonic ★ Afton Chemical Corporation ★ AGBO ★ Agile Partnering ★ AKAZ Investment Partners ★ Akin Gump Strauss Hauer & Feld LLP ★ Aldwych Capital Partners ★ Alight Solutions ★ All Metro Health Care ★ Allergy and Asthma Clinics of Houston ★ Allstate ★ AlphaPoint ★ Amazon ★ Amazon Web Services ★ Amera Travel Consulting ★ American Airlines ★ American Nurses Association ★ Anfio Greenery ★ Anthem Ventures ★ Apollo Global Management ★ AposTherapy ★ Apple ★ Applied Materials ★ Aravt Global ★ Arcturus Advisory Services, LLC ★ Aristotle Capital Management ★ Arkema ★ Ashmore Investment Management ★ Assembly ★ ATANE Design and Construction Consulting ★ ATI Flat Rolled Products ★ Aurora ★ Auto Plus Auto Works ★ AveXis ★ Axa Solutions, Inc. ★ BAE Systems Inc. ★ Baldwin Wallace University ★ Bank of the Ozarks ★ Barclays ★ BB&T ★ BBVA Compass ★ BCT Capital Partners ★ Be Coached LLC ★ Bill & Melinda Gates Foundation ★ Blackman Plumbing Supply ★ Blackstone ★ Blake Wilson Group ★ BlueMountain Capital Management ★ BNY Mellon ★ Boca Raton Police Department ★ BPI Holding Group, LLC ★ Braun Leadership Consulting ★ Breezy Tour & Travel ★ Bregal Sagemount ★ Burt K. Thompson & Associates, LLC ★ C.H. Robinson ★ Cantor Fitzgerald ★ Capital One ★ Capitol Peak Asset Management ★ Cardlytics ★ Carleon Capital Partners ★ Castile Consulting LLC ★ CBRE ★ Celgene Corporation ★ Cerner ★ Challenger Pipe and Steel ★ Charter Communications ★ Chicago Park District ★ Children's Health ★ Children's Medical Center ★ Cisco Systems ★ Citi Bike ★ Citibank ★ Citizens Bank ★ Citrix ★ City of Manhattan, KS ★ Clear Communications LLC ★ Coach to Achieve ★ Coaching for Success ★ Coastal Cloud ★ Coldwell Banker D'Ann Harper, Realtors ★ Colony Northstar ★ Comdata ★ Common Living Inc. ★ Community Health Plan of Washington ★ Compass Group ★ Cone Health ★ Conrad, Inc. ★ Contra Costa County Office of the Sheriff ★ Cooper Consolidated, LLC ★ Cox Business ★ CPEX Real Estate ★ CrowdStrike ★ CRST Logistics ★ CSRA ★ CTF Capital Management ★ Cubist Systematic Strategies ★ Curtiss-Wright ★ Cushman and Wakefield ★ Cycleron Therapeutics ★ Danone ★ Dassault Systemes ★ DaVita ★ Deb Cohen, LLC ★ Defense Commissary Agency ★ DEM North Management ★ Department of Veterans Affairs ★ Dillon Capital LLC ★ Diversified ★ Dodge & Cox ★ Dow AgroSciences ★ Drexel Hamilton ★ DRG Executive Search ★ Ellwood Associates ★ Engineers Gate Manager LP ★ Entercom ★ Equinix ★ Ernst & Young ★ Esurance ★ Excel Technologies, LLC ★ Express Scripts ★ Fairfield Residential ★ FDNY ★ Federal Home Loan Bank ★ Ferrara Candy Company ★ First Eagle Investment Management ★ First Home Mortgage ★ First Trust Portfolios ★ FMI ★ Foremost Quality Logistics ★ Forensics Group ★ Full Extent Coaching & Consulting ★ Futures Inc. ★ GCM Grosvenor ★ GCT Global Container Terminals Inc. ★ Geistlic ★ Pharma North America ★ General Electric Transportation ★ General Services Administration, Public Buildings Service ★ Generation Capital Limited ★ Genpro ★ GfK ★ Gilbane Building Company ★ Gilead Sciences ★ Gitlin, Horn and Van de Kieft LLP ★ GKN Aerospace ★ Glee LLC ★ Global Atlantic Financial Group ★ Global Brands Group ★ Godfrey & Kahn, S.C. ★ Goldman Sachs ★ Good Uncle ★ Google ★ Grant Thornton, LLP ★ Guten Parts+Service ★ Harland Clarke Holdings ★ Harris Corporation ★ Haymakers for Hope ★ Health Media Network ★ HNTB ★ Ho'ohana Partners LLC ★ Hollis Gonerka Bart LLP ★ HomeZada ★ Houghton Mifflin Harcourt ★ Houlihan Lokey ★ HSBC ★ Humana Edge ★ Huntington Ingalls Newport News Shipbuilding ★ I Am a Triangle ★ IBEX ★ iCARE Analytics LLC ★ IEX Group ★ Ignite Career Advancement ★ IN DEMAND ★ Independent Consultant for NYU Langone Health ★ Indigo Agriculture ★ Indigo Therapeutics ★ Integra LifeSciences Corporation ★ Intercontinental Exchange (ICE) ★ Internet Security Alliance ★ Intralinks ★ Invesco ★ InVia Coaching and Consulting, LLC ★ Ishtot, Inc. ★ Isilay Cabuk Executive Coaching ★ ISM ★ J.P. Morgan Chase ★ Jackson Lewis P.C. ★ JDA Software ★ Jefferies Group LLC ★ Jersey City University ★ JMH Capital Partners ★ JMS Family Office ★ Johns Hopkins University ★ Joydrive ★ Kansas State Military Affairs Innovation Center ★ Kahn Steel Company, Inc. ★ Kansas Department of Agriculture ★ Kaufmann Associates ★ Keurig Dr. Pepper ★ KForce Consulting Services ★ KGM Consulting, Inc. ★ Kilpatrick Townsend & Stockton LLP ★ Kings County Supreme Court ★ KKR & Co. ★ Koch Industries, Inc. ★ Korn Ferry ★ Kronos Inc. ★ L-3 Advanced Programs ★ L3 Technologies ★ Law Offices of Georgann Grunebach ★ Law Offices of Katya Sverdlov ★ Law Offices of SRH ★ Leadership Research Institute ★ Lee Hecht Harrison ★ Legg Mason ★ Lenovo ★ LMD Agency ★ LMI ★ Lobell Consulting Group ★ LogRhythm ★ Long Story Short Marketing ★ Lovell Minnick Partners ★ Lowers Risk Group ★ LPL Financial ★ MacKay Shields ★ Manchester Capital Management ★ Marathon Petroleum Corporation ★ Martin UAV ★ Mass Appeal Media Inc. ★ MassPay ★ Material Handling Services, LLC ★ McKinsey & Company ★ MDC Media ★ Med-Trans Corporation ★ Meddlers ★ Media Assembly ★ Mercer Consulting ★ Meredith Corporation ★ Merriam-Webster ★ Microsoft ★ Mike Accurso Enterprises ★ MM.LaFleur ★ Monarch Global Strategies LLC ★ Montrose Environmental Group ★ Moody's Corporation ★ Morgan Mermagen & Associates ★ Morningstar ★ Mosaic Financial Partners ★ Moseley Construction Group ★ MSCI ★ NASDAQ ★ National Football League ★ Navigant Consulting, Inc. ★ NBCUniversal Media ★ Netflix ★ Neuberger Berman ★ New York City Retirement Systems ★ New York Giants ★ NewMarket Corp ★ Nifty Package Co ★ Novartis ★ Office of the Governor Matthew G. Bevin ★ Olmsted Point Advisory ★ Olympus Corporation ★ Omega Steel Company ★ Optera ★ Oracle ★ P2 Consulting Services, LLC ★ Panasonic Automotive ★ Parity Partners ★ Penske Logistics ★ Pericles Capital ★ Pikes Way LLC ★ Plexus Capital ★ Pocket Nurse Enterprises, Inc. ★ Point72 Asset Management ★ Port Authority of New York and New Jersey ★ PRA Health Sciences ★ Proforma Screening Solutions ★ Proplacemnt/NADAP ★ Proskauer Rose ★ ProsperitasForward ★ Prudential ★ PWS, LLC ★ RBC Capital Markets ★ RBS ★ Rebag ★ Regina M Miller Consulting, LLC ★ Reissiger Coaching ★ Rigel Pharmaceuticals Inc. ★ Roberts & Ryan Investments ★ Rockwell Collins ★ Rooster Teeth Productions ★ Roundtable Investments Partners ★ Saba Capital Management ★ SafeTherapeutics LLC ★ Salesforce.com ★ Sammons Financial Group ★ Samson Investment Partners ★ Select Medical ★ SetPoint Medical ★ Shadowhound LTD ★ Shelter Growth Capital Partners ★ Siemens Industry ★ Sigray ★ Silver Brick Solutions ★ Sime Realty ★ Simple Squares ★ Simpson Thacher & Bartlett LLP ★ SixFigureStart ★ SL Green ★ Soho Dragon ★ South Bay Community Services ★ Sparks Group ★ Speridian Technologies LLC ★ St. Louis County Government ★ Standard Industries ★ Stanford University ★ STAT MedEvac ★ Steel Curtain Capital Group, LLC ★ Stephen J. Romano & Associates, LLC ★ Sterling National Bank ★ Stitch Fix ★ StockTwits, Inc. ★ Sun Chemical ★ Synack ★ Synchronoss Technologies Incorporated ★ Synchrony Bank ★ Syracuse University's Institute for Veterans and Military Families ★ T Rowe Price ★ Tacton ★ TAH ★ Taiyo Pacific Partners ★ Ten X ★ Tendon Manufacturing ★ TFC Consulting Inc. ★ The Center for Audit Quality ★ The Centers for Disease Control and Prevention (CDC) ★ The EDI Group ★ The HON Company ★ The Multifamily Group ★ The Options Clearing Corporation ★ The Solaris Group ★ The Trippie Group LLC ★ The Vela Group, LLC ★ Thermo Fisher Scientific ★ theScore, Inc. ★ Thought Ensemble ★ Tischler Und Sohn ★ Toyota ★ Trilogy Capital Management ★ Truck1 LLC ★ Trust Healthcare ★ Twitter ★ Tyco International ★ U.S. Army Family and Morale, Welfare and Recreation ★ Uber ★ UHS Chenango Memorial Hospital ★ Uma Group LLC ★ UNC School of Law ★ United Health Services ★ UnitedHealthcare ★ University of Colorado, Colorado Springs ★ University of Phoenix ★ Unum Group ★ U.S. Department of Commerce ★ U.S. Senate ★ V-Armed ★ VDA Labs LLC ★ Venado Oil & Gas ★ Verdant Group ★ Verizon ★ Vertex Business Services ★ VF Corporation ★ VICE Media ★ Vitol ★ VML/ GTB ★ Warner Music Group ★ Weeden & Co ★ West Penn Wire ★ WeWork ★ WFG National Title ★ Whitespace Solutions ★ William Blair ★ William O'Neil ★ World Financial Group ★ XIO Group



Samantha

“ 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 to 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



Mario

“ 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



Donald

“ 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



Terry



Matthew

“  
 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



Ann

“  
 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



Andre

“  
 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



Patrick



# Women's Veteran Mentoring Program

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, Ellevete 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, Ellevete 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 Ellevete 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:

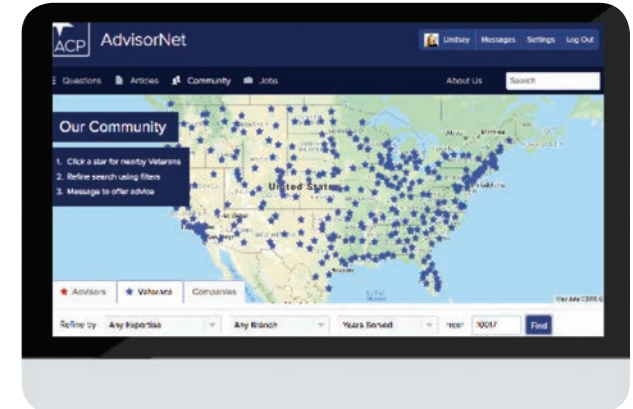
- **Community:** Connecting veterans with Advisors from thousands of companies, including Fortune 500 firms and independent small businesses, using an interactive, searchable map
- **Q&A:** Providing a landing zone for veterans that have questions and don't know who to ask — as well as business professionals 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.



## Tenth Anniversary Celebration

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.



**JULY**  
**UBS**

On Tuesday, July 10, ACP Protégés attended a mock interview and networking event at UBS’s office in New York City. Senior UBS 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.



**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.



## NOVEMBER CBS

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.



## NOVEMBER 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.



## NOVEMBER 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.



## NOVEMBER 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.



## NOVEMBER 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!



NOVEMBER 15, 2018

## **MLB Commits \$500,000 to Vet-Assist Groups**

*MLB News*

NOVEMBER 13, 2018

## **This ‘Customized’ Mentorship Program for Veterans is Now Helping Military Spouses**

*Military Times*

NOVEMBER 12, 2018

## **Military Spouses Also Serve**

*The Wall Street Journal*

NOVEMBER 11, 2018

## **Volunteering with Veterans: BP Mentors Support Next Career Steps**

*BP*

NOVEMBER 8, 2018

## **Florence Railroader, Former Army Major, Gives Back to Fellow Veterans**

*Pinal Central*

NOVEMBER 5, 2018

## **These Are the Tools Veterans Need to Get the Job**

*New York Post*

NOVEMBER 3, 2018

## **American Corporate Partners Launches Mentoring Initiative for Active Duty Military Spouses with Support from Johnson & Johnson and PepsiCo**

*Cision PR Web*

NOVEMBER 1, 2018

## **Veterans for Hire**

*Latino Magazine*

JULY 10, 2018

## **ACP’s Veteran Mentorship Program**

*Fox & Friends*

JULY 2, 2018

## **They Helped Us All — Now it’s Our Turn to Help Them**

*Pipeline*

MAY 31, 2018

## **How American Corporate Partners Is Combating Veteran Underemployment**

*Bloomberg*

MAY 24, 2018

## **A Corporate Transition: Coca-Cola Associates Mentor Military Vets**

*Coca-Cola Journey*

MAY 3, 2018

## **American Corporate Partners Mentor Program Helping Veterans Find Successful Careers**

*Fox News*

APRIL 30, 2018

## **ACP Achieves Platinum GuideStar Rating**

*American Corporate Partners*

APRIL 18, 2018

## **Help a Transitioning Veteran Find Her Next Career**

*Ellevest Network*

MARCH 5, 2018

## **Heiman Helps Veterans Transition to Civilian Careers**

*BizTimes*

MARCH 5, 2018

## **Helping Troops Transition Back to Civilian Life**

*Cheddar*

FEBRUARY 28, 2018

## **American Corporate Partners: Locking Veterans on to Their Next Objective**

*SOFREP*

FEBRUARY 6, 2018

## **Hacking Transition: NYC Department of Veterans Services Explores Benefits of Veteran Mentorship**

*NYC Department of Veterans Services Blog*

FEBRUARY 2, 2018

## **Ten Things You Need to Know About Mentoring and American Corporate Partners**

*MCCS Forward*

JANUARY 25, 2018

## **Beyond the Uniform with ACP’s Timothy Cochrane**

*Beyond the Uniform*

JANUARY 24, 2018

## **PepsiCo, IBM and Other Companies Give Back To Veterans**

*Parade*

JANUARY 23, 2018

## **TIAA’s Veteran Focus**

*DiversityInc*





Below is a financial summary for the fiscal year ending December 31, 2018.

## ASSETS

Cash and cash equivalents	\$4,946,486
Restricted cash — certificate of deposit	\$301,790
Prepaid expenses and other assets	\$36,741
Property and equipment, net of accumulated depreciation of \$307,756	\$240,813
<b>Total assets</b>	<b>\$5,525,830</b>

## LIABILITIES AND NET ASSETS

Total Liabilities (Accounts payable and accrued expenses)	\$275,181
Total Assets	\$5,250,649
<b>Total Liabilities and Net Assets</b>	<b>\$5,525,830</b>

## CONTRIBUTIONS AND OTHER INCOME

Grants in Cash	\$5,359,947
Interest Income	\$5,609
<b>Total Contributions and Other Income</b>	<b>\$5,365,556</b>

## EXPENSES

Programs	\$3,398,275
Fundraising	\$330,004
Support Services	\$290,946
<b>Total Expenses</b>	<b>\$4,019,225</b>

## CHANGES IN NET ASSETS

Net Assets, Beginning of the Year	\$3,904,318
Net Assets, End of the Year	\$5,250,649
<b>Change in Net Assets</b>	<b>\$1,346,331</b>

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*

Daniel H. Bayly  
Cathy Benko  
Lt. General (Ret.)

Thomas P. Bostick  
Alvin H. Brown  
William Ferri  
James Flaherty  
Amy O. Goodfriend  
Alain Lebec  
Joel Molinoff  
Charlotte Moss  
John H. Myers  
Terri Tierney Clark



## Advisory Council

Jesse Angelo  
David Axelrod  
Lt. General (Ret.) Howard B. Bromberg  
Sergeant Major of the Army (Ret.)  
Raymond F. Chandler  
Margaret Cosentino  
General (Ret.) Ann Dunwoody  
Mark F. Erickson  
Christy Ferer  
Wendy Herrick  
Lawrence Jacobs  
General (Ret.) John M. Keane  
William Kristol  
Robert J. Kueppers  
Lt. General (Ret.) Joseph E. Martz  
Georgeann McRaven  
Mary Jo Myers  
General (Ret.) Richard B. Myers



Michael A. Neal  
Robert Norsworthy  
General (Ret.) Raymond T. Odierno  
General (Ret.) Peter Pace  
Chris Peck  
General (Ret.) David H. Petraeus  
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

**Leadership Team**  
Sidney E. Goodfriend  
*Founder and Chairman*

Colleen Deere  
*Executive Director*

Timothy Cochrane  
*President, ACP Citizens Program*

Joel Weiss  
*Vice President, Philanthropy*

Kathleen Dunn  
*Senior Manager, Operations*

Samantha Greenberg  
*Senior Manager, Mentoring Program*

**Managers**  
Genevieve Gillespie  
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 Ciemniecki  
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 Petronchak  
Robert Rahni  
Kate Ramp  
Shane Salanger  
Jillian Szewczak  
Ian Weissman





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