Warriors Connected
The Official Newsletter of the Marine for Life Network
April - June 2019

CONNECTING MARINES WITH OPPORTUNITIES

www.marineforlife.org
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### Company Information

**Tel:** 866.645.8760  
**Email:** M4Lops@usmc.mil  
**Website:** www.marineforlife.org
In the spring of 2018, recently transitioned Marine Veteran, LCpl Armand Payne, was unemployed and concerned with how to provide for his wife and two small children. Luckily a VA representative informed Payne about the value of the Marine for Life Network, and helped him to connect with a M4L Representative. “Honestly, I was surprised to be contacted by a M4L Rep within an hour of reaching out for support.” After connecting with Payne to determine his needs, GySgt Ryan Cesky (M4L Phoenix), quickly referred Payne to the M4L Network in Southern California. There, he was introduced to our San Diego M4L Representative, Major Talisin Burton.

Fortunately for Payne, Major Burton happens to be an established franchisee in the San Diego community, and was able to help Payne secure a full time position within 24 hours of their initial contact. However, this was merely the beginning. Upon working with Armand further, Major Burton discovered Payne never intended to separate from the Corps when he did. His separation from service was premature due to an unfortunate training accident while on active duty. Additionally, Armand’s VA claim for his service-connected injury was previously denied, due to issues with his paperwork. Utilizing his network connections, Major Burton was able to help Payne get re-screened with the VA, and properly awarded for his service-connected disability.

Remaining determined to help Payne secure the career of his dreams, Major Burton continued to work with Payne on his goal of becoming an Emergency Medical Technician (EMT). Today we’re happy to report that with the help of the M4L Network, Payne recently accepted a position as a full time EMT with Advantage Ambulance in San Diego, CA. M4L wishes him all the best in his future endeavors!
Get to Know
Your Regional Network Coordinator (RNC)

Regional Network Coordinators work to support transitioning Marines/Sailors and assist with connecting you to opportunities throughout the Marine for Life Network. In some cases, the RNC may be able to put you in touch with a Marine for Life Representative, local to your area! Feel free to contact an RNC nearest to you for more information:

Southeast RNC:
Mr. Mark D. Munger
mark.munger@usmc.mil

Northeast RNC:
Mr. Ricky “Rick” Butler
ricky.butler@usmc.mil

Central RNC:
Mr. Timothy “Skip” Crawley
timothy.crawley@usmc.mil

West RNC:
Mr. Jamal A. Brown
jamal.brown@usmc.mil
Did You Know?

Every Marine Corps installation has an Information and Referral (I&R) Specialist who maintains an updated database of on and off base resources.

The I&R Program is the central connector between military and community Resources, and links individuals with unresolved information needs to the resource that can address those needs. Whether you are Active Duty, separated or retired, you can call an I&R Specialist for assistance!

I&R Services

- Professionals connect individuals to military and community resources, including health care, personal and family counseling, marital counseling, relocation assistance, housing referral, childcare resources, religious services, recreation services, consumer affairs, child and spouse abuse prevention programs, and other personal and family support programs in both the military and civilian community.

- I&R staff are knowledgeable of the rights and benefits available to individuals as a result of military service, and can assist with questions related to veteran’s benefits.

- Maintains updated information on events, classes and programs on base.

Learn More

For specific information, please contact your nearest Information & Referral Specialist who can assist you in making valuable connections at your installation, which include all MCCS programs, sister service programs, and off-base resources.

To find an Information & Referral office visit: https://www.usmc-mccs.org/services/support/information-and-referral/ and scroll to the bottom of the page to find the location nearest you!
UPCOMING
Hiring & Networking Events, April - June 2019

Below are the professional hiring and networking events taking place throughout the country (listed by region), all are free of charge. *Dates/times are subject to change.

Northeast Region

- April 9, 2019: HOH/Cleveland Hiring Expo, 0900-1400, Quicken Loans Arena1 CNTR C, Cleveland, OH, 44115
- April 18, 2019: DAV/ Recruit Military, 1100-1500, One Lincoln Financial Field Way, Philadelphia, PA
- April 18, 2019: DAV/ Recruit Military, 1100-1500, 1410 Museum Campus Drive, Chicago, IL 60605
- April 25, 2019: Joint Base Andrews Veteran Hiring Fair, 1000-1400, 1889 Arnold Avenue Joint Base Andrews, MD 20762
- April 25, 2019: Veterans’ Casino Career Fair, 0900-1400, 1325 Boardwalk Atlantic City, NJ 08401
- May 16, 2019: DAV/ Recruit Military, 1100-1500, Miller Park One Brewers Way Milwaukee, WI 53214
- May 21, 2019: Hartford Career Fair, 1100-1400, 50 Morgan Street South, Hartford, Connecticut 06120
- June 27, 2019: DAV/ Recruit Military, 1100-1500, Lucas Oil Stadium 500 South Capitol Avenue Indianapolis, IN 46225
- June 27, 2019: DAV/ Recruit Military, 1100-1500, FedEx Field 1600 FedEx Way Landover, MD 20785
UPCOMING Hiring & Networking Events

Southeast Region

- April 12, 2019: MCAS Cherry Point, 0930 – 1230, Career and Education Fair, Training and Education Building
- April 18 - 19, 2019: AMPLIFY Ft. Bragg, 159 Street, Fayetteville, NC, prior registration required, must meet requirements
- April 18, 2019: Marine for Life Networking Event, 1700 – 1900, Edmund's Oast, Brewing Company, 1505 King Street Ext, Charleston, SC
- May 1, 2019: MCB Camp Lejeune, 1000 – 1500, Career Fair, Goettge Field House
- May 10, 2019: MCAS Cherry Point, 0930 – 1230, Career and Education Fair, Training and Education Building
- May 15 - 16, 2019: AMPLIFY Hampton Roads, VA prior registration required, must meet requirements
- May 22, 2019: MCLB Albany, 1000 – 1300, Career and Education Fair, Thomson Gym
- June 18, 2019: Atlanta Hiring Expo with Atlanta Braves, 0900 – 1400
- June 21, 2019: MCAS Cherry Point Career and Education Fair, 0930 – 1230, Training and Education Building
UPCOMING Hiring & Networking Events

Central Region

• April 3, 2019: New Orleans Hiring Our Heroes Expo, 1000 – 1500, Smoothie King Center
• April 8, 2019: Houston South Job Fair, 1100 – 1400, Hilton 8181 Airport Blvd. Houston, TX 77061
• April 16, 2019: 2019 Kansas City Career Fair, 0930 – 1230, Intercontinental Kansas City at the Plaza, 401 Ward Parkway, Kansas City, MO 64112
• May 6, 2019: Denver Job Fair, 1100 – 1400, Holiday Inn, 455 S Colorado Blvd, Denver, CO
• May 8, 2019: Ft. Leonard Wood Hiring Our Heroes Career Summit, 1700 – 190, Nutter Field House
• May 13, 2019: Fort Worth Job Fair at Radisson Hotel, 1100 – 1400, 2540 Meacham Blvd, Fort Worth, TX
• May 14, 2019: Holloman Air Force Base Hiring Our Heroes Career Summit, 0800 – 1600, Base Theater
• May 15, 2019: Ft. Bliss Hiring Our Heroes Career Summit, 0800 – 1600, at the Centennial Club
• May 16, 2019: Omaha Veterans Job Fair, 1100 – 1500, CHI Health Center 455 N 10th St, Omaha, NE
• May 21, 2019: Austin Job Fair, 1600 – 1900, Holiday Inn 6000 Middle Fiskville Rd, Austin, TX
• June 6, 2019: Colorado Springs Veterans Job Fair, 1100 – 1600, Broadmoor World Arena
• June 13, 2019: Kansas City Job Fair/Interview Event, 0900 – 1300, Embassy Suites 10601 Metcalf Ave, Overland Park, KS
• June 20, 2019: OmahaJobs.com Job Fair, 1300 – 1400, Ralston Arena 7300 Q St, Omaha, NE 68127
• June 20, 2019: Joint Base San Antonio June Career Fair, 1100 – 1300, Sam Houston Community Center
• June 26-27, 2019: Ft. Riley Hiring Our Heroes Career Summit, 1600 – 2000, Riley’s Convention Center, 446 Seitz Dr, Fort Riley, Kansas 66442
UPCOMING Hiring & Networking Events

West Region

- April 16, 2019: HOH Military Spouse Job Fair, 1000 – 1300, Pacific Views Event Center, Camp Pendleton, CA

- April 19, 2019: MCAS Miramar Career Fair, 1000 – 1300, Bldg. 5305 (The Hub) Miramar Room, MCRD San Diego, CA

- April 23, 2019: Hiring Our Heroes Los Angeles, CA Military Hiring Fair, 0830 – 1400, American Legion Hollywood Post #43, 2035 North Highland Avenue, Los Angeles, CA 90068

- April 27, 2019: Young Adult Job Fair, 1000 – 1400, Building 1339 (Leatherneck Lanes), Camp Pendleton, CA

- May 9, 2019: Law Enforcement & Public Safety Hiring Event, 1000 – 1400, Camp Horno, MCBCPEN 53528RIF

- May 16, 2019: Camp Pendleton Military Spouse Symposium & Hiring Fair, 0900 – 1530, Pacific Views Event Center, Camp Pendleton, CA

- May 21, 2019: Military Spouse Career Symposium, 0900 – 1500, Marine Recruit Depot San Diego, The Bay View Restaurant (Neville Road)

- June 3, 2019: HOH Seattle Hiring Expo with the Seattle Mariners, 0900 – 1400, 1250 1st Ave S, Seattle, WA 98134

- June 20, 2019: Architecture| Engineering| Construction Industry Event Society of American Military Engineers (SAME), TBD, Pacific Views Event Center, Camp Pendleton, CA

- June 22, 2019: MCCS Child Development Center Job Fair, 1100 – 1400, Building 1339 (Leatherneck Lanes), Camp Pendleton, CA
Finding the Right Networking Connection when Transitioning

On the surface, online networking on platforms such as LinkedIn may seem simple, but in actuality can require a lot of thought. One of the first steps when establishing and building your LinkedIn account will be to connect with people you know: co-workers, connections from school, or perhaps people you had similar thoughts and interests with. Doing this will help you establish a base of connections that are most likely individuals of a similar skill set and might even have similar career aspirations as you.

Consider these four questions when focusing on your future:

1. What do you want to do?
2. Where do you want to go?
3. Do you have the appropriate degrees or certifications for you chosen career?
4. Do you have a plan to succeed in reaching #1?

Research is another important component. Does your chosen career path have a presence in the geographic area where you want to relocate? You can explore by using a search engine. Let’s say you want to be a software developer in location X, type in potential opportunities for software developer in location X. Review the results, and if any local companies populate in these results, look into their listed openings. Take that information and research the companies. Seek them out on LinkedIn. What is the mission statement? Do they have veteran programs? Can you find someone in a similar role you think fits your skills? Reach out to connect.

When you reach out on LinkedIn, provide a couple of sentences explaining why you are requesting to connect. It could be something very simple, “I am interested in connecting, I see you work in a role I am interested in pursuing when I transition from the military. I would greatly appreciate learning more about both your position and the company.”

As you gain more connections with professionals in your selected profession, then you can glean potential connections from their connections. When you put in the requisite work, you will begin to develop an outstanding network.
Randy and Teresa Rule are former Marines who like to hire veterans (especially Marines, see interview to the right).

Randy was an 0802 Artillery Officer, retiring from the Marine Corps in 2012 after 30 years. Teresa was a 3502 Motor Transport Officer from 1983-1995.

Teresa had an additional duty as a Casualty Assistance Calls Officer (CACO) making 78 casualty calls after the Beirut bombing through Operation Desert Storm.

For more information regarding career opportunities with RNT Pros, contact:

Capt. Paul Stephens, USMCR, HR Manager and Project Manager for International Projects.
E-Mail: Paul.Stephens@RNTPros.com
Phone: 307.223.6031 or 405.561.4326

www.rntpros.com/.com

Veterans Defending the Digital Universe™

Employment

RNT Professional Services is a high-end cybersecurity firm based in Norman, OK. Randy and Teresa Rule started RNT Pros in 2012.

Skip Crawley, Central Region Network Coordinator, had a chance to speak with Teresa to discuss RNT Pros:

What is the mission of RNT?

Teresa: RNT has four areas of expertise: Audits and Assessments, Training, Testing and Special Projects.

An assessment is an evaluation of an entity’s cybersecurity. An audit is essentially the same as an assessment, but this is done at the request of someone external to the company. Testing is providing a client with a technical testing solution to a cybersecurity issue. On occasion, the RNT team leads special projects such as the RNT Cyber Ethics Conference, various international cybersecurity assessments, or a project that has a special interest to the team.

I have a sense this is the most important question I’ll ask you: What kind of team members does RNT Pros seek?

Teresa: We tend to recruit from the veteran pool. Currently over 70% of the team is veterans, most of whom are former Marines. The characteristics we seek are a proactive nature, curiosity, and passion about national security. No prior knowledge specific to cybersecurity is required, but a willingness and ability to learn are needed. We seek veterans as they typically have a heightened sense of situational and operational security. Marines in particular are suited to what we do because they have a "can do" attitude and tend to be focused on the mission, not the job description.

Our philosophy: it's easier to teach people technical skills than it is to teach a technical person people skills. We value those veterans who take the same mindset they had taking a hill and applying that warrior mindset to our cybersecurity mission.

No Federal or Marine Corps Endorsement Applied

Continued on page 13
**RNT Pros provides all the training and certification for new employees, correct?**

**Teresa:** That’s correct. We provide $50,000 worth of cybersecurity training and certification that is the gold standard of the industry. A person could take these new skills and certifications and go anywhere they want and get a well-paying job in the industry.

**Do people “jump ship” after RNC invest all that money in them?**

**Teresa:** It has happened. But at RNT you work on a wide variety of projects across many different industries. Typically, most cybersecurity experts in a large corporation, do the same two or three things every day; day after day. Because what we do is cutting-edge, new, and fresh. We have very low turnover. At RNT Pros, our people are out there making a huge difference.

Also, not all training and certification is cybersecurity related. For example, Paul Stephens, who you connected with us and we just hired, was given additional training as a Project Manager because he will be managing some of our international projects.

**Can you describe the RNT working environment?**

**Teresa:** With each project having its own set of objectives and requirements, there is no typical workday. Team members must have the ability to assimilate knowledge and operationally apply that knowledge to each situation they encounter. The skill to create or contribute to reports is key.

Roles change based upon situation. On any given day, an RNT team member might be the project lead for one project and serve in a supporting role in another project.

The RNT home office is in Norman, OK, but team members typically conduct their work remotely from home or at client sites. RNT team members work remotely in 14 states; including California, Virginia, Colorado and Wisconsin. Travel is required for working at clients’ locations and training. We meet in Norman for training and team building.

We try hard to get a good work-life balance for our people.

**What industry sectors does RNT Pros serve?**

**Teresa:** Randy leads the sectors requiring clearances, typically DOD and NATO projects. The commercial and non-DOD work includes everything that involves technology. For instance, we have assessed printing presses that print the ACT exam, manufacturing facilities, service industries and defense contractors. We continue to defend the world against cyber incursions in a variety of venues. We are pioneering ways to implement operational cybersecurity wherever technology is used. This includes businesses from aviation, agriculture, bioscience, energy, health care, research, education, transportation, finance, manufacturing and more.

**You mentioned a story about a cow being hacked. Please share it.**

**Teresa:** Thousands of cattle on the open range of a Montana rancher were hacked into. Someone flew a drone over the cattle and reprogrammed their Radio Frequency Identification (RFID) ear tags so as to make it appear someone else owned the cows. Utilizing reverse engineering and forensics, RNT Pros resolved the issue and the police apprehended the culprits. RNT employees have also worked with protecting medical implants such as pacemaker, ships’ navigation systems and water systems from being hacked into and have worked with Industrial Control Systems which use Programmable Logic Controllers (PLC).

**Do you have any final thoughts?**

**Teresa:** Yes. Our motto is “Veterans Defending the Digital Universe”, and we mean it!
Community

Military OneSource provides information, resources and support for active-duty, National Guard and reserve service members, their families and survivors. Provided at no cost, Military OneSource gives exclusive access to programs, tools, and benefits designed to help ensure service members and their families are mission-ready and able to thrive in both their military and post-military lives.

TRUSTWORTHY INFORMATION AND SERVICES

As a DOD program, Military OneSource offers a wide range of services designed exclusively for the military community. Services include help with relocation, tax support, financial planning, health and wellness coaching, as well as confidential non-medical counseling and specialty consultations for spouse employment, education, adoption, elder care, special needs and much more. Please note, to receive services from Military OneSource as a veteran, you must be within 365 days of separation from the military.

Let Military OneSource do the research for you!

Military OneSource can support you with your everyday questions. Consultants are available anytime; ready to help you get the answers you need. With deployments, PCS moves and the general busyness of military life, save time and lean on a Military OneSource Consultant who can search for the help and information you need. Free access to the research power of Military OneSource Consultants working on your behalf is one of the many benefits available to you. Whether you’re looking for recreational activities near your new installation or considering adoption, Military OneSource can do the homework for you.

Connect with Military OneSource at 800-342-9647, 24 hours a day, seven days a week, 365 days a year, from anywhere in the world. Or visit online at: https://www.militaryonesource.mil/
For many Veterans, the process of selecting and enrolling into school can be somewhat confusing (even intimidating), especially if you’ve never attended college in the past. Earning a degree or certificate after the military could be a great way to boost your career, and ultimately increase your financial earning potential. However, not all companies are reputable, and unfortunately some dishonest institutions may charge you for worthless degree programs or unnecessary fees. Thankfully the Consumer Federal Trade Commission has partnered with the Veterans Affairs Office to provide you with the right questions to ask in order to help you avoid pitfalls when selecting the college or vocational school that’s best for you. For example:

- Does the school offer credit for your military training?
- Is the school committed to helping Veterans?
- What is the total cost and how will I pay for it?
- Can I transfer credit I earn at this school to other schools?

Bottom Line: Before committing to any school or training program, do your research, understand the exact cost involved, and determine if you’ll receive the credentials you want upon completion.

You can also receive valuable information about any school at the Department of Education’s (ED) College Navigator. For example, by entering the school’s name, you’ll learn if it’s private or public, for-profit or non-profit, its accreditation status, and the school’s student loan default rates – all great information to have before making your final decision. You can visit the College Navigator website here: [https://nces.ed.gov/collegenavigator/](https://nces.ed.gov/collegenavigator/)

Have more questions about college? Contact the experts:

- Ms. Patricia A. Hackett: patricia.Hackett@usmc.mil (Education Services Manager)
- Ms. Deborah Marconda: deborah.marconda@usmc.mil (Leadership Scholar Program Manager)
“The Mentor Leader: Secrets to Building People and Teams that Win Consistently”, by Tony Dungy with Nathan Whitaker might not be considered a book on military transition. I would agree, but this is an excellent book to read for developing a service leader mentality or finding insights on mentorship.

Dungy understands it takes a team to be successful and the most important aspect of the team are the members of the team. Whether it is a military, sports or corporate team, people working together toward a common goal is an inner-joining thread. One of the key themes throughout the book states, “The key to becoming a mentor leader is learning how to put other people first.”

Dungy sends a strong message for being a positive influence and a role model for others. He has a chapter on influence and impact, where he discusses legacy. Dungy explains, “Understand that we will all have a legacy. The only question is what kind of legacy we will have – positive or negative.” From a Marine Corps standpoint this speaks to me about knowing yourself and always striving to seek self-improvement.

Dungy provides nine very useful action steps, all relating to the culture of an organization. I have read this book three times, each time my thoughts on these nine action steps have deepened and I appreciate how they flow together.

The book is a very fast read and I think you will find it provides plenty of opportunity for self-introspection. If you are preparing for transition, Dungy’s book can help you leave on a positive note and potentially find things to look for in the culture you are about to join.

Tony Dungy is a #1 New York Times bestselling author whose books include Quiet Strength, Uncommon, The Mentor Leader, and Uncommon Marriage. He led the Indianapolis Colts to Super Bowl victory on February 4, 2007, the first such win for an African American head coach. Dungy established another NFL first by becoming the first head coach to lead his teams to the playoffs for ten consecutive years. He has also held assistant coaching positions with the University of Minnesota, Pittsburgh Steelers, Kansas City Chiefs, and Minnesota Vikings. Before becoming a coach, he played three seasons in the NFL. Dungy was inducted into the Pro Football Hall of Fame in 2016.
MARINE FOR LIFE NETWORK

CONNECTING
MARINES WITH
OPPORTUNITIES

BENEFITS OF JOINING

Gain access
to our LinkedIn networks with ability
to post discussions, job openings, and
other opportunities to transitioning
Marines and family members

Get added
to our resource repository that we
use to connect transitioning and
Veteran Marines to employers and
resources

Be introduced
to your closest Marine For Life
Representative who can connect you
to the M4L Network community on a
local level

About Us

Marine For Life Network (M4L) connects transitioning
Marines and their family members to employment,
education, and community service resources that aid
in their career and life goals when they transition
from military service. To expand our network, the
Marine For Life Network continually seeks to connect
and collaborate with Veteran-friendly employers and
other services.

Eligibility Requirements

Do you think your organization is a good fit for the
Marine For Life Network?

- Provide resources at no cost
- Feedback on hiring/selection process of Marines
  we connect you with
- Keep the Marine For Life Network updated on
current contact information

How to Get Started

Visit our website and complete our Military Friendly
Resource form:

A Marine For Life Network staff member will contact you and introduce you to the network

Join your respective M4L LinkedIn group

1. Create a new post on the group and introduce
   yourself and your organization
2. Post your job openings in the group
3. Network with group members
Connect
With Marine for Life!

Follow M4L on social media to keep up-to-date with the latest military-friendly employment, education, and other veteran and community resources:

[Social media icons for LinkedIn, Facebook, and Twitter]

Company/ marine-for-life-network

MarineforLifeNetwork

M4L_Network

[Contact icons for phone and website]

866.645.8762

Marineforlife.org