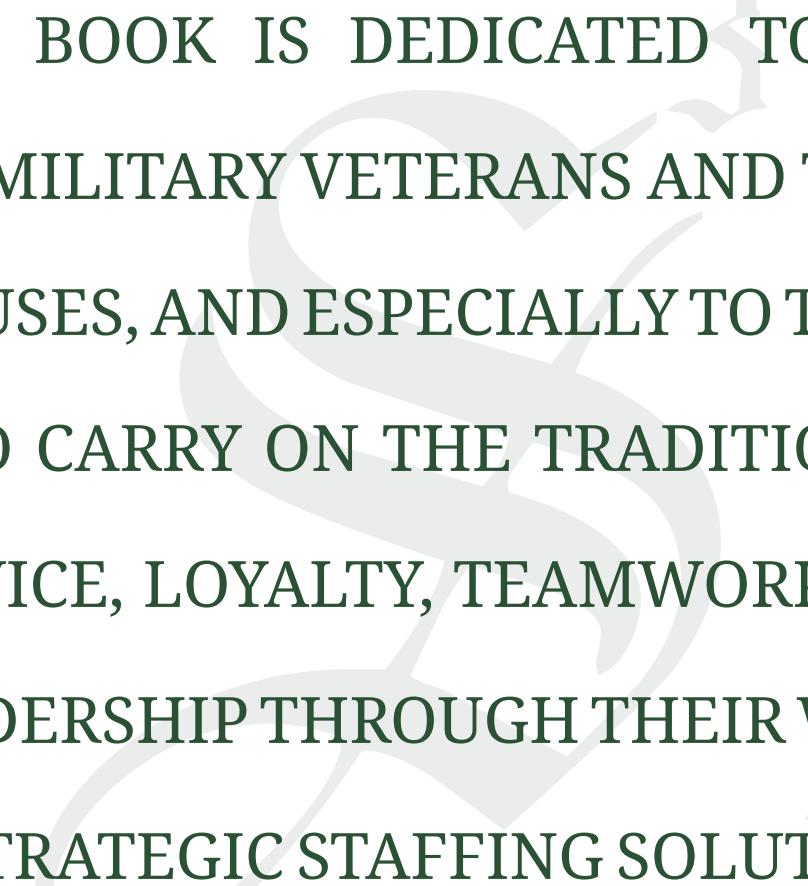




Together We Stand

Strategic Staffing Solutions and America's Veterans



THIS BOOK IS DEDICATED TO ALL
U.S. MILITARY VETERANS AND THEIR
SPOUSES, AND ESPECIALLY TO THOSE
WHO CARRY ON THE TRADITION OF
SERVICE, LOYALTY, TEAMWORK AND
LEADERSHIP THROUGH THEIR WORK
AT STRATEGIC STAFFING SOLUTIONS.



Cover photo:	Michael Smith
Profile photos:	Desiree Palacios (David Flores, Marvin Daugherty, Karen Ward, Greg Williams) Lanny A. Nagler (Quinten Cornelius)
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About Strategic Staffing Solutions

Strategic Staffing Solutions (S³) is an international, woman-owned, \$260 million IT and business services corporation based in Detroit. With a composite average annual growth rate of 21 percent, S³ is fiscally sound and debt free. It is ranked 16th among the largest staffing firms in the United States by Staffing Industry Report and is one of five companies nationally certified as a Charter Partner with Staffing Industry Analysts. S³ is also ranked as the sixth largest diversity staffing firm in the United States by Staffing Industry Analysts.

S³ provides IT consulting, customized project solutions, vendor management programs and an executive search service to financial institutions, insurance, energy companies, oil/gas, telecommunications, government agencies and retail and health care industries worldwide. It has more than 2,700 consultants and 31 offices in the U.S. and Europe.

THEIR HONOR

Foreword, November 2015



From its earliest roots in our nation's history, the United States military has been the defender of democracy and a beacon of freedom, not only for our own citizens but to people around the globe. Since the Revolutionary War, it is estimated that some 42 million Americans have served in the military, with over 1 million making the ultimate sacrifice.

These men and women came together from vastly different, diverse backgrounds to respond to the common needs of their country. Indeed, the true test of a nation's character is not just a reflection of its good and decent acts, nor in its victories on the battlefield, but rather in its citizens' willingness to overcome seemingly insurmountable challenges to preserve the freedoms we all enjoy.

Our veterans have done just that. They looked beyond those differences to focus on a common goal: to keep our nation free...to get that job done. At Strategic Staffing Solutions (S³), we place special emphasis on the contributions our veterans and their families have made to make our nation "the land of the free and the home of the brave." So it is to this group that this book is dedicated, to celebrate the millions who have served our country since 1775, by highlighting a few of our fellow S³ veterans who have proudly carried on that tradition of selfless service.

Colonel Ken Huxley, Retired U.S. Air Force
Director, Talent Acquisition Programs

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S³ Pledge

Dear S³ Friends and Family,

Veterans are part and parcel of the culture of Strategic Staffing Solutions. They touch every corner of our company and every shore that we do business around the globe. We are proud to publish this book in honor of some of our finest veterans – to tell their stories of courage, pride and dedication – and to share how our company is committed to supporting veterans in every way possible.

At S³, we know that military veterans and their spouses are among the most valuable people we can have on our team. Their experience with the military means they think on their feet, problem-solve well, and build relationships quickly – and their ethics are second to none. We are honored by their service and honored to have them be such an integral part of our success.

With that in mind, military veterans are a core area for our community investments both here in Detroit and at the national level through our branches.

We also help educate our customers and our industry about the value military veterans and their spouses bring to the table. Through Staffing Industry Analysts and other outlets, we’re constantly sharing success stories and best practices.

Supporting veterans and their spouses ties into our four core pillars of:

- Setting the bar high for what a company should do
- Creating jobs
- Offering people an opportunity to succeed and change their station in life
- Making community investment and corporate citizenship core parts of our business

At S³, we are committed to making a footprint in the arena of veteran training, hiring and support, both within our company and among the larger business community.

We are thankful not only for the wonderful people that are profiled in this book, but for the countless servicemen, servicewomen, and their spouses who keep this great country safe and free. They make the sacrifices that allow us as a nation to prosper, and for that we shall never forget.

Paul M. Huxley
Chairman of the Board

Cynthia J. Pasky
President and CEO

A photograph of Greg Williams, a Black man with a goatee, wearing a light-colored button-down shirt. He is sitting at a desk, looking towards the camera with a slight smile. On the desk in front of him is a laptop. Behind him, there is a small American flag on a stand and a framed certificate or poster that mentions "1ST ANNUAL CHARTER GOLF TOUR" and "This Honorary". The background is a window showing a cloudy sky.

Greg Williams

Commitment & Honesty

It's not always easy figuring out what you want to do with your life when you're 18 years old. After Greg Williams left the University of Florida, because it wasn't a good fit, he lived at home and worked with his parents. He was content to do so, but his father, Melvin, thought differently.

“He guided me. He told me, ‘you have so much potential, I don’t want you boxed into a corner 20 years from now regretting things. You’re still young. Have you thought about the military?’”

Having come from a military family, Greg enlisted in the U.S. Navy, entering as a logistics specialist, stationed in Honolulu. Throughout his nearly 21-year career in the Navy, Greg saw the world: Italy, Afghanistan, Behran. He served as a logistics service officer in charge of moving cargo across Afghanistan to air craft carriers or battle groups.

While stationed in Italy, he was a logistics specialist for the staff of a four star admiral. Stateside, he was stationed in Connecticut and finally San Antonio at the Naval Medical Training Center as a logistics manager.

Greg retired from the Navy at 41 after talking with his family, particularly his eldest son, Jalen, who asked how long the family would continue moving.

“In his own way, he was trying to tell me enough is enough. I loved the military, all aspects of it, especially helping younger guys coming in, but I had to take a step back. It was time to dedicate myself 100 percent to my family.”

Without job prospects, he thought of working at Lowe's. Then he heard from a Navy buddy, Bryan Barber, now a recruiter for Strategic Staffing Solutions. Bryan sent over some information, thinking S³ would be a good fit, and it was. Greg started with S³ as a recruiter, coming in with David Flores, Marvin Daugherty and Bryan.

“They set the mark for me. And to be honest, I listened and learned, and I asked a lot of questions.”

Greg has since been promoted to account manager working with a large S3 customer.

“I’ve been loving it. It’s a dream. I enjoy work every day. I didn’t foresee what would happen at S³, but I’m truly blessed. I know it was the best decision to join S³ because I’m part of a team, so I lost one team and gained another.”

Greg feels that veterans bring a wealth of those intangible skills to the jobs table: commitment, dedication, honesty. Those values translate well into S³'s core pillars: set the bar high for what a company should do; create jobs; provide people with the opportunity to succeed and change their station in life; and make community and charity work a core part of its business.

“I’m relieved that there’s a company that actually walks the walk. We’re actually doing what we say we’re going to do, and that’s really huge to me. It speaks volumes about our leadership.”

Quinten Cornelius

At 19 years old, Quinten Cornelius enlisted in the U.S. Coast Guard. Coming from a military family, it was a natural next step after graduating from high school. Four years later, he emerged a new man.

“I changed in terms of being more organized and more outgoing. I was very introverted before enlisting, but I learned to work within a team and voice my opinion while contributing to a singular cause. I changed so much that I don’t think I was the same person after I left the military.”

Quinten was a Coast Guard operations specialist – the person on the other side of the radio when mariners reach out in distress in situations like a sinking boat or medical emergency. He also was involved with the handling and distribution of confidential and top secret documents.

While he mastered a number of



Stability & Values

skills while serving – including record keeping, intelligence analysis, communication system design, message traffic analysis, surveillance techniques, and pollution prevention and control – Quinten, 23 years old and eager to start a second career, had trouble finding a job that used the skills he learned in the service. With so few job options, he returned to a retail job he had held briefly before joining the Coast Guard to help make ends meet.

He searched job boards, like Monster and Indeed, but could never find anything. It was stressful, but he was finally contacted by an employee at Strategic Staffing Solutions.

“To be honest, I wasn’t very hopeful because I had interviewed a lot of times that week leading up to it.”

Quinten was impressed by S³’s commitment to hiring military vets and was hired, three years after leaving the Coast Guard, as a sourcer for the S³ New England branch in Hartford, Connecticut. He searches for candidates based on their skills, looking for best matches for available jobs.

In his current position, he uses many of the soft skills he learned in the Coast Guard, like written and oral communication skills, advanced keyboard skills, customer service practices, organizational skills, and how to be team oriented. Time management and organization are two major proficiencies that he carried over into this position.

“I feel that military vets offer structure and stability in certain areas that civilians may not have. I wouldn’t say that we take those things more seriously, but I do believe we focus in on them a lot more.”

Outside of a rewarding work life, Quinten is the dad of a four-year-old daughter and has two sisters, one of whom is in the Coast Guard. With interests all along the recreation spectrum, he plays basketball and piano, collects comic books, enjoys hiking, and nurtures a small aquarium with beta fish. Putting his heart into all he does, he has also volunteered with the Connecticut Food Bank and the United Way of Central and Northeast Connecticut.

Whether at work or at play, Quinten finds contentment in just knowing that a company exists that actually cares about America’s veterans.

“I’m proud because S³ upholds a lot of the values that the military instilled in me while I served.”





Veterans from the S³
San Antonio branch

Why Hire Vets

Colonel Ken Huxley
Retired U.S. Air Force
Director, Talent
Acquisition Programs

Peter Schutz, former CEO of Porsche and a motivational speaker, laid out a now-popular axiom, “Hire character. Train skill.” In essence, Mr. Schutz’s mantra nailed the concept and advantages of hiring military veterans into our businesses.

Military veterans address the first half of Mr. Schutz’s statement: hire character. Along with the technical training and experience military members receive, they’re shaped and matured by a culture that values the very same “soft skills” virtually every civilian employer desires in its workforce. These range from the basic – honest, punctual, respectful and disciplined – to the altruistic – loyal, dedicated and committed. Military veterans have been trained to work as part of a team, to overcome obstacles and lack of resources, and to think creatively and objectively, all in order to see a task through to its conclusion. In other words, they get the job done. That said, it still leaves us with the question: “are veterans

trainable in other arenas and industries?” On the surface, it may seem difficult or impossible to connect the dots between the vacant jobs we’re trying to fill and a soldier who operated a M1A2 Abrams tank, a Marine responsible for large unit combat logistics, a sailor medically trained as a combat corpsman, or an airman responsible for loading cargo or weapons on aircraft.

Yet before these veterans acquired their military skills and experience, they were all just the kids next door or from down the street, recent graduates of high school or college. So, yes, they’re trainable. If nothing else, their military experience proves it. And in many cases, they’ve been trained on highly complex, technical systems, platforms, or procedures. Even better, they’ve been successful in putting that training to use – and thriving at their job – in some of the harshest environments imaginable, and in many cases they do so from a position of leadership. In fact, it’s not unusual for military members, even very early on in their service, to have responsibility for the supervision and success of others, even while caring for extraordinarily expensive equipment and supplies.

Countless reasons, from altruistic to economic, may be behind a young person’s decision to serve in the military. But in a 2011 Pew survey of post-9/11 military veterans, more than half specifically cited “the opportunity to learn skills they could use in the civilian workforce” as an important factor in their decision to serve. As employers, we have an opportunity not only to help veterans achieve their goal of a successful transition to the civilian workforce, but to achieve our own goals in the process: hiring the best employees possible to ensure the success of our own organizations.

At S³, we’re honored to serve our military veterans, and it’s part of the DNA of our company. We started small, developing and launching our first military hiring initiative in October 2013, hiring four veterans with no staffing industry or IT experience and teaching them our business from the ground up as part of a new central sourcing team concept. Since that time, we’ve grown the team to nearly two dozen veterans, and they’ve been credited with helping our recruiters make more than 1,000 hires for our customers.

“Hire character. Train skill.” It works.

This piece was adapted from Colonel Huxley’s blog which appeared in The Staffing Stream, an online publication of Staffing Industry Analysts in August 2015. SIA is a global advisor on contingent work.

Colonel Ken Huxley (U.S. Air Force, Retired) is the director of talent acquisition programs for Strategic Staffing Solutions. In that capacity, he is responsible for providing staff augmentation, project solutions, and IT and business development services. Colonel Huxley also leads the central sourcing team, comprised of 23 talent acquisition specialists (mostly military veterans) that support S³’s national recruiting team.

In addition, he manages recruiting operations, recruiter training and professional development, and directs S³’s military veteran and military spouse outreach programs. Colonel Huxley joined S³ in January 2007 after 26 years of military service and successfully implementing and managing a military recruiting program for a Fortune 200 financial services company.

Karen Ward was 23 years old and a self-proclaimed “spoiled brat” when she enlisted in the U.S. Marine Corps.

“My life was at a standstill before I enlisted in the service. I graduated high school at 17 years of age. I went to a university in upstate New York, which didn’t suit me, so I joined the military.”

There she thrived as a weather observer in the structure of the military, and she embraced the sense of duty that she craved.

In the Marine Corps, Karen observed, recorded, validated, disseminated and assimilated meteorological data. She learned to use and maintain sensors, information technology systems and equipment. She had a secret clearance, as pilots utilized the weather information for missions and training.

After four honorable years of service, Karen ended her enlistment at age 27. She returned to her New York City home just after 9/11, but few companies were hiring and career options were limited. To make a living, she worked as an administrative assistant at a nonprofit organization. Transitioning to civilian life felt both scary and exciting.

She found out about S³ through CareerBuilder; Marvin Daugherty from S³ reached out to her after reading her resume. It seemed like a good fit from the get go.

“Interviewing for S³ was different than other companies because of the ease I felt during the interview process. I also remember the welcoming atmosphere and coziness of the office in general.”

Less than a year into her job as a sourcing specialist, that initial intuition was spot on. She likes the camaraderie, the willingness to help co-workers succeed, and the ability to travel to other branches to meet colleagues that she supports. Her desire for high performance from herself and her co-workers – along with her warm smile, happy eyes, and brows always lifted in curiosity – also match the S³ culture well.



The fact that S³ hires veterans and has career paths for growth and advancement makes Karen proud to be serving S³ after serving her country.

“I have never been so professionally happy in all my life.”

Outside of work, Karen is often surrounded by friends, and her interests are anything but mono-focused. She likes horseback riding, backyard barbeques, golf, laser tag, tubing, festivals, pub runs, camping, and yes, shaving cream and water balloon fights. She also likes playing with her four rescue dogs – true to S³ form in supporting animal shelter and rescue organizations – and hanging out with her friends and boyfriend. In short, she is happy and content both personally and professionally.

In the Marine Corps, Karen observed and reported the direction and movement of thunderstorms and tornados, cloud types and amounts, and wind speed, direction and character. Today she screens candidates for recruiters, tailors resumes to match job descriptions, and uses her organizational skills to keep records up to date. They are jobs worlds apart, and yet both have benefited from her intellectual, social and managerial smarts.

David Flores

Sometimes the best decisions come out of nowhere and with little planning. When David Flores graduated from high school he worked in retail, wondering where he was going in life. The answer came to him, and he quickly enlisted in the U.S. Army.

“I knew it was going to be heartbreaking, but I went into the kitchen and told my Mom that I’m joining the U.S. Army with no warning.”

He went to the recruiting office, took a test, scored highly, and a few weeks later was in Fort Knox, KY.

He made it through basic training and had a six-year career, initially as an armor crewman, driving and shooting from M1A2 Abrams tanks. But that didn’t last very long. With his high test scores, David interviewed for the Army’s Military Intelligence Unit and took a position at Brigade Headquarters. After a year and a half, he was sent back to the Tank Unit when the terrorist attacks occurred on Sept. 11.

Honor & Duty



“Our brigade was one of the first teams out to Kuwait. At that point we weren’t even sure who was responsible.”

David’s unit was sent to Iraq to support the removal of Saddam Hussein, providing personal security detail for the Brigade Commander, leading a security team of nine. While in Iraq, David supported a historically significant battle to liberate Fallujah from insurgent occupation. His unit also provided set-up and security detail for the first election to be held in North Babil following the fall of the Hussein’s Ba’ath Party government.

All in all, David performed well over 300 combat and intelligence missions before he was discharged. But despite the skills he developed, his transition back into civilian life wasn’t an easy one.

At 25 years old, he was suffering from Post-Traumatic Stress Syndrome and fell through cracks in the Veterans Affairs system. Juggling school with figuring out what he was going to do with his life only made his condition more difficult.

“I struggled in school, and I was homeless at one point. I’m very prideful of my experience and proud of who I am and of my service to my country, but I felt betrayed.”

When David graduated with a bachelor’s of science in sociology, he again was at a crossroads. He knew his resume would be perfect for a military recruiter, but providence intervened, and he ended up interviewing with Ken Huxley, talent acquisition programs director at S³, though he had no knowledge of the staffing industry.

“I remember how excited he [Ken] sounded. This was the first position I applied to – it was incredible. During the interview, I found out Ken was a retired Air Force colonel. I supported that rank, so it was very familiar, comfortable to me.”

He hired in as an S³ sourcer in April 2013. Today he’s a recruiter, and he’s never looked back. He’s also happily married now with a baby on the way.

David was quick to see shared values with S³ and the U.S. Armed Forces: strong leadership, a sense of duty and loyalty, honor and self-respect.

“We always have each other’s back here.”



Today's Veterans

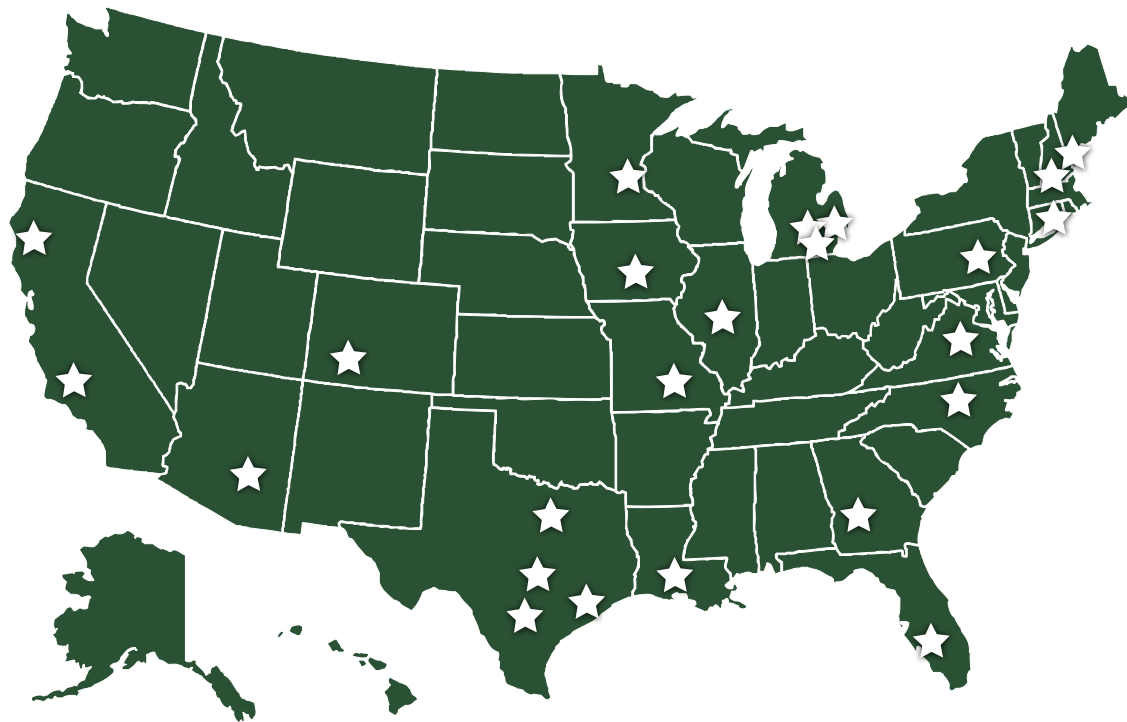
- In 2014, 21.2 million men and women were veterans.
- Of these, 10.2 million veterans were employed, 573,000 were unemployed, and the rest, 10.5 million, were not in the labor force (neither employed nor seeking employment).
- The unemployment rate for Gulf War-era II veterans (those who served in the U.S. Armed Forces at any time since September 2001), declined from 9.0 percent in 2013 to 7.2 percent in 2014.
- Two-thirds of veterans say their top challenge in finding work is communicating their military skills in ways that employers can understand and utilize.
- Employers said the top five skills that veterans bring to civilian jobs are self-discipline, teamwork, attention to detail, respect and leadership, in that order.

Sources: Bureau of Labor Statistics, Monster Worldwide (survey, fall 2014)

Proud to support our veterans and their spouses

Veterans have consistently experienced unemployment rates higher than the national average, highlighting a serious need for our returning heroes – and an opportunity for America's top employers.

Strategic Staffing Solutions created its Veterans Program in 2013, consisting of four military veterans. Since then, it has more than quintupled in size with sourcers placed across the country in all 24 S³ domestic locations. The program is dedicated to providing employment that offers an opportunity for growth and advancement for veterans, military spouses, and spouses of veterans.



Locations of S3 military veterans and spouses

In the Air Force, we have our core values – integrity, service before self, excellence in all we do – and those transfer directly to my work at S³. I use those core values every single day.

Christine Tindal
(U.S. Air Force, retired)
S³ sourcer

My husband was stationed on a huge carrier, where he'd spend 12-16 hours a day on the flight deck. He was never late, he was always in uniform, but where do you put that on your resume? His experience was in aviation, but there was no airport around us, so where do you apply to use those skills?

At S³, we have helped a lot of people who could have been stuck in that rut. There are all of these family members coming out of the military lifestyle, saying, "Just get me in the door and let me show you want I can do!"

Wendy Long,
(military spouse)
S³ senior technical recruiter

We know that if someone has worked in military intelligence, for instance, supporting offensive operations during Operation Enduring Freedom, then certainly they can transition into a highly successful technical recruiter. We can help them to translate their military skills into those required for the civilian workforce.

Ken Huxley
(U.S. Air Force, retired)
S³ talent acquisitions programs director

I didn't feel like I was under an interrogation during my interview at S³. I feel they knew what they wanted, and if I was a good fit, I would be selected and that was that. A lot of civilian jobs lead you around by the nose before they even pretend to offer you a job. It was the best interviewing process I have ever had.

Nikki Bell
(U.S. Army, retired),
S³ sourcing specialist

For me, supporting military vets and spouses is all about supporting that community that we were a part of. It's important to be here for people coming out of the military who may not know what their choices are when it comes to getting a foothold in the civilian job market.

Alena Pierce
(military spouse)
S³ regional manager

S³ allows me to use the tools to be as efficient and organized as possible, while being very open to dialogue, so it's like the military structure, but with more open communication. If I have an idea, I can email [CEO] Cindy [Pasky] and talk about it – you can't just call up a general in the military.

David Flores
(U.S. Army, retired)
S³ recruiter

Military vets are great self-starters. We tend to take the initiative on tasks and not be afraid to take on anything.

Plus we are not afraid of long hours.

Nikki Bell
(U.S. Army, retired)
S³ sourcing specialist

At the end of the day, at S³, we're helping individuals attain employment. This is a great program for bringing vets into the workforce. We're here helping someone get a job, and the most rewarding part of what I do is knowing that I helped them get there.

Christine Tindal
(U.S. Air Force, retired)
S³ sourcer

Points of Pride: S³ Veterans Program

- Thanks to this program, approximately 40 percent of our employees – including both our CEO and Chairman of the Board – claim military veteran and/or military spouse status or a close affiliation with the military community, such as a parent, sibling or other close family member serving in the military.
- Our 23-member all-veterans sourcing team has left a footprint countrywide, having helped our national recruiting team place more than 1,000 hires to date.
- S³ has placed or employed 125 U.S. veterans and military spouses since June 2013.
- Our own Ken Huxley (Colonel, USAF, Retired) and Marvin Daugherty (Senior Master Sergeant, USAF, Retired) have become industry thought leaders on the subject of hiring veterans, having participated on national panels, sharing their wisdom and knowledge with other corporate leaders who wish to support veterans.
- S³ is proud to have been inducted into the Department of Defense Military Spouse Employment Partnership (MSEP) by Dr. Jill Biden, Second Lady of the United States.

Induction into the MSEP recognizes our public commitment to and investment in reducing the barriers to finding and maintaining employment for military families. We are proud to have been additionally selected as:

- *GI Jobs* magazine “2015 Military Friendly Employer”
- *Military Spouse* magazine “2015 Military Spouse Friendly Employer”
- U.S. Chamber of Commerce “Hiring 500,000 Heroes” Partner
- USAA 2015 “Veterans Supplier of Excellence”

Supporting veterans and their spouses ties into our four core pillars of:

- Setting the bar high for what a company should do
- Creating jobs
- Offering people an opportunity to succeed and change their station in life
- Making community investment and corporate citizenship core parts of our business

For more information on S³'s Veterans Program, visit **veterans.strategicstaff.com**

Leadership & Loyalty

Michigan native Marvin Daugherty enlisted in the U.S. Air Force straight out of high school at 17. He'd decided he wasn't ready for more school and didn't see any other opportunities beyond farming and factory work in Eau Claire.

"I turned 18 just a few months before I left, but I was 17 when I 'signed up,' so my parents had to give their consent. My mom was crying and my dad was laughing when they signed the forms."

Until that point, he lived the life of many small town America teens, playing football, making the honor roll, working in construction.

That changed when Marvin joined the Air Force as a security policeman. Through his nearly 25-year career, he performed duties on the SWAT team, became a combat readiness instructor, and was put in charge of forward deployments. He became a recruiter himself halfway through his career, working with high school and college students. After that, he lead U.S. Air Force marketing efforts, working with NASCAR, Monster Truck, SnoCross, and Motocross before moving into health professions recruiting.

"I grew up in the Air Force. I transformed from a small town teenager to a world traveler – not always to the best locations, but still a long way from Eau Claire – into the man, husband, and dad I am today."

As his military service helped to shape Marvin, they left him with some valuable skills that aren't easily learned elsewhere: leadership, discipline, dedication, commitment, loyalty, accountability, straightforwardness.

However, when Marvin retired from the Air Force at 42, he wasn't sure how those skills would translate into a civilian job.

"I was excited and nervous at the same time ... ready for a change. I wanted to see what life was like outside of the military."

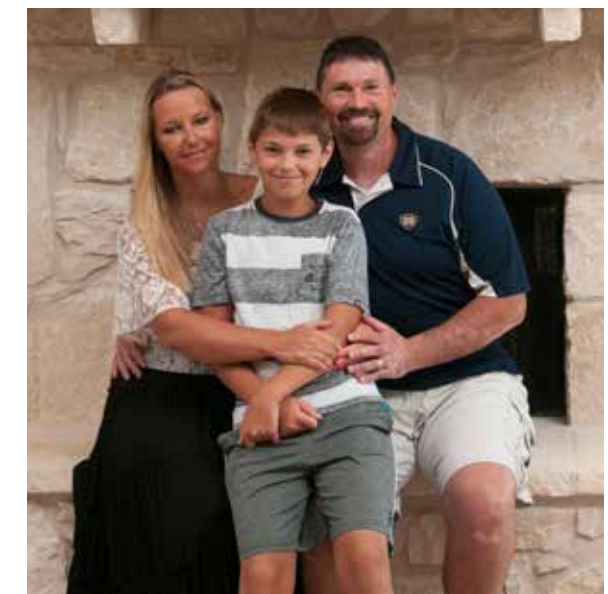
He began networking and answered an ad seeking veterans for a sourcing pilot program. During his interview with Ken Huxley, talent acquisition programs director at Strategic Staffing Solutions,

Marvin noticed that Ken was more interested in his character than whether he had the hard skills for a recruitment job.

Marvin was immediately impressed by S³'s commitment to hiring veterans. Today Marvin is an operations officer and military liaison, assisting Ken with managing the sourcing team and establishing and building relationships with surrounding community veteran organizations.

Having carved out a successful post-military career at S³, Marvin wants to help other veterans do the same.

"You can't train or teach someone to have character overnight or with any orientation, but you can find it in most, if not all, veterans. The leadership at S³ is just as committed to finding employment for – and taking care of – fellow veterans as their own military branch was when they were on active duty."



I have always chosen jobs where I am helping people, and this is no different. Being able to help someone find a good fitting position when it comes to employment is something to be proud of. Everyone who wants a job deserves one that they will enjoy and be best at. Our clients also deserve the best employees, and luckily, we know how to find them.

Nikki Bell
(U.S. Army, retired)
S³ sourcing specialist

It's a challenge. Every day, it's something new, something that I'm learning, and that's the reward. Before this, I didn't think I knew anything about the staffing industry, but now I feel like I just changed uniforms.

Greg Williams
(U.S. Navy, retired)
S³ account manager

In our industry, if you can't handle change, you're in trouble. We need people who can identify what the solutions are. Military spouses have experience being in other places, getting outside of their comfort zone. You can't teach that kind of adaptability.

Alena Pierce
(military spouse)
S³ regional manager

I believe in servant leadership. Myself, Paul, and all of our executives work for our military veterans, other staff members, consultants, customers, and community. That's why veterans and their spouses are at the top of our organization chart, and we're at the bottom. When you have that mindset, and act on it, your team knows that you have their back. It's been a key to our success over the last 25 years.

Cynthia J. Pasky
S³ president and CEO

Our Pledge to Military Veterans

Strategic Staffing Solutions proudly invests in hiring military veterans both at its headquarters in Detroit and at the national level through its branches.

At S³, we know that military veterans and their spouses are among the best and brightest thinkers. They adapt easily, build solid relationships, and have strong ethics. Above all, they are loyal.

It is in this spirit that Strategic Staffing Solutions pledges to continue hiring veterans and their spouses to play key roles within the S³ corporation and with its customers.

S³ also pledges to continue a public leadership role in promoting the benefits of hiring veterans and their spouses. Toward the goal of helping more veterans successfully transition to the civilian workforce, we will continue to increase public awareness around veteran hiring, encourage our peers to hire veterans and spouses, and educate the staffing industry and its customers about the benefits of hiring veterans.



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