

INSIDE

The good, the bad, and the ugly

Interviewers are like weed killers. They come in many different packages, but they all have the same goal — improve the quality of the field.

.....page 8



Online degrees expand possibilities

Airman Samantha

Converse is just one military member taking advantage of this trend.

.....page 3

The soft approach to networking

Most people love giving advice and talking about themselves and their jobs.

.....page 9

Finding the best business partner

You want someone who will minimize the risk, maximize the reward, and share the responsibility of making the enterprise successful.

.....page 5

Same skills, new uniform

Life after transition on an off-shore drilling rig.

.....page 10

DEPARTMENTS

C: Career Coach's Corner

.....page 8

Classified Ads

.....page 11

Job Fairs

.....page 11

Off the Market!

.....page 3, 10

Publisher's Letter

.....page 4



A company culture that works for vets

At Fastenal Company, a service-based corporation where a "typical" workday is the exception, employees are challenged with new and diverse job responsibilities each day, finding themselves performing sales, purchasing or shipping duties as needed. One of the largest distributors of industrial and construction supplies in the nation, Fastenal is a publicly traded company built upon integrity, teamwork, ambition and innovation. Not only are those cultural values imperative in terms of the company's commitment to "growth through customer service," but they are also individually important to team members in terms of their personal and professional success within the organization.

"I retired from the Marine Corps after serving for 24 years in aviation maintenance and recently completed my bachelor's degree in business management," said Jim Faber, who discovered Fastenal Company through the transition assistance office on base and is currently serving general manager of a store located in a military community. "My responsibilities include management of personnel, daily operations, inside and outside sales, inventory, product procurement, merchandising and accounts management."

He explained that "the managerial and organizational skills typically found among



COURTESY OF FASTENAL COMPANY

After 24 years of Marine Corps service, Fastenal general manager Jim Faber (left) sees ample opportunities for a long career at this successful company.

individuals with prior military service fit well with the values of this company. It is very feasible for anyone to start out in an outside sales position and move into a general manager role within two to three years. I am happy to be a part of such a rapidly growing company and look forward to its continued growth. The career opportunities that go along with this growth provide me with ample opportunities for a long career within a highly successful company."

Fastenal has over 2000 store locations that utilize local inventory, outside sales staff and

on-site delivery vehicles. Inventory support to the store locations is sustained by 12 strategically placed distribution centers.

John Foley served 10 years as a sergeant in the Pennsylvania and North Carolina National Guard. His Fastenal career began not long after returning from basic training, when a friend recommended the company. He began working part-time in the picking department shortly thereafter and soon became a full-time employee, gaining exposure to all distribution center areas. He has held several

management positions within Fastenal's distribution system, including distribution center dock manager for the last 10 years.

"What I enjoy most about Fastenal," Foley said, "are the people who work here. They are friendly, outgoing and hard-working. The Army values of loyalty, duty, respect, selfless service, honor, integrity and personal courage are similar to our own cultural values of ambition, innovation, teamwork and

continues page 9

Your retirement expectations reality check

by JANET FARLEY
Contributing Editor

Freedom from wearing a uniform day in and day out that renders you virtually indistinguishable from anyone else in a crowded room.

Freedom from waking up at 0-dark-30 to do PT when the only other living things up are either small, black and flying erratically above you or standing in front of you on the parade field with their eyes barely open.

Freedom from sporting a mandatory hairstyle that does nothing to flatter your ever-so-handsome-yet-rapidly-aging profile.

Freedom to say "no" and mean it, at any time — out loud.

Those are some of the priceless realities you can expect when you retire. What you may not

expect, however, is how differently you might feel as a civilian. It is natural to assume that life will be infinitely better, somehow more stable, and certainly more controllable.

Reality check time.

Life as a civilian is not as picture-perfect as you might think. Knowing that hard, cold fact up front will help you to adjust as you make your own transition.

Sure, it starts out like a favorite fairy tale. The day you actually retire is like no other. You are happy. Your family is happy. Even the people you work with, despite the fact that you are leaving them with a whole new workload to shoulder, appear to share in your joy (or at least in helping to run up your bar tab at the farewell party). It is a special day to be embraced and remem-

bered for years to come.

Smile. Say cheese. Over-indulge.

It is only one day though, despite the long wait to get to it. The next day, life goes on whether you are ready for it or not.

What you may not expect

It might not hit you the first day after your retirement, but one day, you will feel a peculiar emptiness inside your gut. Eventually you will figure out that it is not indigestion but rather the fact that you are no longer an active card-carrying member of one of America's finest military services. The party has gone on without you and, for a moment or two, it can be unsettling. After all, you were indispensable, were you not?

Strangely enough, it is a feeling that may revisit you for the rest of your life. Accept it. You did great things in uniform for most of your life. You cannot just leave that behind with the passage of time.

In addition to missing the esprit de corps that comes with camouflage, you might also find yourself longing for those 30 days of paid leave. That benefit rarely occurs in professions outside of the military, with the notable exception of teaching. Even then, do not expect your time off to be accompanied by a paycheck.

Do not be surprised if you experience an overwhelming temptation to show the cashier your ID card at the local grocery

continues page 10



NEED A RESUME?

MAKE SURE YOU STAND OUT
FROM YOUR PEERS

Get a resume that best translates your military experience
for civilian hiring authorities.

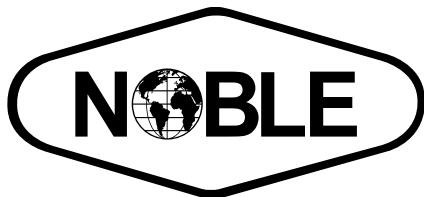
Backed by 15 years of military placement experience –
Companies have told us what they want to see on an
ex-military resume.

Call 1-877-641-8318 to get started.

A service of



MilitaryResumes.com



Noble Drilling is a major domestic and international offshore drilling contractor operating Semisubmersibles, Drillships and Jackup rigs. If you are interested in a challenging and rewarding career working on offshore rigs, we are currently seeking qualified individuals with prior experience to fill the following positions:

Crane Operator
Electrician
Electronic Technician

Materials Coordinator
Mechanic
Subsea Engineer

Overseas opportunities working a 28/28 rotation and Gulf of Mexico opportunities working a 14/14 rotation are available. A high school diploma or GED is required. Noble Drilling is an S&P 500 Company offering a competitive salary and benefits package and the opportunity to be part of a great company. If you are interested in learning more about these opportunities, please submit your resume to:

E-mail: jobs@noblecorp.com

Noble Drilling
13135 S. Dairy Ashford, Ste 800
Sugar Land, TX 77478
ATTN: Personnel Department
Fax: 281-276-6464
www.noblecorp.com

An Equal Opportunity Employer



We Value the Pride Within

Though we're known for our orange trucks, we are
also proud to support the red, white and blue.

The same values that drew you to the military— **pride, family, commitment, honor** — are what attract separating military to Schneider National. That's why more than 25 percent of our associates have a military background, and we are a leading civilian employer of separating military.

SCHNEIDER OFFERS

- Award-winning, company-provided training
- Comprehensive pay and benefits package
- Quick-hire Process — interview and be accepted up two months prior to separation.
- Nationwide opportunities for drivers, office, and maintenance associates
- Flexible work opportunities that provide predictable work schedules and a better work/life balance

**Apply Online at
schneiderjobs.com
or call 1-800-44-PRIDE**

GI TOP50
Military Friendly Employer 2015

SCHNEIDER
NATIONAL



EOE M/F/V/D

Online degrees expand possibilities

by ANTHONY CORASANITI

The military provides skills that can be easily transferred into new jobs in Corporate America, but what if you dream of working in a completely different field? Studies show that people today may change careers many times in their lifetimes. Not just change jobs, but change careers entirely, pursuing avenues often unconnected with their previous work and skill set.

Recognizing the importance of accessibility and convenience, a growing number of higher education institutions are now offering degrees through online education. According to a survey by EduVentures, a leading research and consulting firm for the education industry, of 163 institutions with online higher education programs, 53% offer bachelor's degrees, 40% offer associate's degrees, and 61% offer master's degrees.

Airman 1st Class Samantha Converse, a boom operator on the KC-135, is just one military member taking advantage of this trend. Her goal is to be an interior designer when discharged from the Air Force, so she is pursuing her degree in interior design at the Art Institute Online, a division of the Art Institute of Pittsburgh, which offers degrees in many creative arts fields. No matter where she is stationed — currently North Dakota, and previously Southeast Asia — Converse can attend her classes any time of the day or night during her off-duty hours.

"I travel quite a bit, and being able to go to class when it is suitable for me just makes life easier," she said. "I mostly rely on the understanding of my instructors. I let them know my situation up front and that I might have to leave at some point without much notice. They

are all willing to work with me."

Convenience is also the reason why Melissa Saldana, the operations department training division chief on the USS Carl Vinson in Newport News, Va., is studying residential planning at the Art Institute Online. She plans to design and decorate model homes when she retires from the Navy. With no schools near her base offering the program she wanted, turning to an online institution allowed her to study what she wants, logging in and attending classes when it works for her.



While online education provides flexibility, it also demands discipline to study and complete courses independently — a characteristic quality of many military service men and women, including James McLeod. Serving his third tour of duty in



Iraq as a mental health advisor in the U.S. Army, he plans to open a "Meals on Wheels" program for the poor and sick in his hometown of Atlanta when he is discharged.

In preparation, McLeod is pursuing his bachelor's degree in culinary management while deployed.

According to EduVentures, 40% of those individuals who are pursuing their degrees online are adults who want to

take their credentials into the marketplace for a new career or better job. More than 1.5 million students studied in online programs in 2006, a 24% increase since 2005. The number is projected to reach 2.13 million in 2008.

Employment prospects for graduates with online degrees are strong. Of all 2005 Art Institute Online graduates available for employment, 90.2% were working in a field related to their program of study within six months of graduation and earning an average starting salary of \$33,101.

With the advent of online education, the possibilities are vast. Men and women transitioning from military service to the civilian world have more opportunities than ever to follow their career goals.

Anthony Corasaniti is vice president of career services at the Art Institute Online, a division of the Art Institute of Pittsburgh in Pennsylvania.

To identify a quality online education program, look for:

Reputation, Status & Institutional Name Recognition. Employers are more interested in these qualities than whether the degree is earned online or in person. Therefore, look for programs that are associated with quality, recognized "brick and mortar" institutions of higher learning.

Accredited Institution. Accreditation ensures that the education provided meets acceptable levels of quality. The U.S. Department of Education publishes a list of the accrediting agencies.

High Standards. Institutions with respected online programs have the same admission standards and degree requirements for both their online and campus-based students. They also have the same experienced and professional instructors teaching the online programs.

Flexible Classes & Instructors. As time and availability of service men and women is less predictable than that of civilians, look for programs that allow flexibility. This includes instructors who will work with your schedule, and class times and requirements that can be completed when your schedule allows.

Supplemental Services. Studying online is traditionally viewed as a solitary endeavor, lacking the interaction readily available to those studying on a campus. That is changing. Some institutions offer virtual classrooms online through Second Life, a 3-D virtual world, and social networking sites. Other technical services that can enhance the learning experience include online video, live chat sessions with peers and instructors, live audio, 24-hour online library, and technical support.

Tuition Assistance. Most online education institutions offer access to federal and other financial aid programs to qualified students similar to traditional institutions. In addition, some institutions offer tuition discounts for U.S. military personnel who are on active duty, in the reserves, or starting classes within one year of an honorable discharge. And don't forget about the tuition benefits associated with your Montgomery GI Bill.

OFF THE MARKET!

Christian Whalen; U.S. Army 1SGt; Aviation

What resources did you use to prepare your resume and plan your job search?

ACAP, Internet sites, and other soldiers that have gone through the process lately.

What factor led the company to make you an offer?

I was the right person for the job, good networking at the location I wanted to work, and my management experience.

What other advice would you give to military members searching for a new career?

- Use EVERY available resource, like networking, word of mouth, the Internet, job fairs, hiring conferences, and cold calls.
- Get a practice interview with someone who will be brutally honest about your performance, appearance and mannerisms. (A family member and people who love you tend to soften the edges of their critiques. When you're competing for a job, you need to be sharp!)
- Do your homework! Learn about the company you are interviewing with. It is a waste of time to interview for a job if you don't fit in with corporate culture and won't be happy with the company. Learn about the interviewer if possible. It helps to know a little about the person you're interviewing with so you can understand their values and background. Check MySpace and similar sites for public profiles of the person.
- Finally, relax. The interview will very likely be nothing like what you prepare for since the job market is very fluid and what was hot yesterday will very likely be old news today. I got out of my car at one interview and went to put on my suit jacket when the interviewer said to lose the jacket and, while I was at it, lose the tie too. (I was interviewing on a Saturday at a helicopter repair facility in the middle of nowhere.) The point is you can't prepare for every contingency, but if you do your best it will all work out.

SECURE

☆☆☆ YOUR ☆☆☆

FUTURE

ClearanceJobs.com is the leading online job board for security-cleared military personnel who are transitioning to civilian employment. We list thousands of open security clearance jobs from top defense industry employers. And because cleared professionals manage the site with robust security systems, your privacy is protected. Registering is fast, easy, and FREE.

Secure your future — Visit www.ClearanceJobs.com/cj today!

ClearanceJobs.com
A Dice Company

©2006 Dice Inc.

☆☆ WWW.CLEARANCEJOBS.COM/CJ ☆☆

Dear Readers,

What are some of the best ways to prepare for a career transition? Learn from the experts and from those that have successfully gone before you.

In the last issue, I talked about the DOD-sponsored Transition Assistance Program (TAP), staffed by people who, as the name suggests, are there to assist you in a variety of ways. Recruiters — specifically military placement specialists — are another valuable resource of experts whose mission and business it is to help transitioning military service members. And in the process, they help companies across the country tap into the outstanding labor pool made up of the men and women of the U.S. military.



PUBLISHER'S LETTER

Of course, you're already reading another source of expert assistance, with suggestions on a variety of topics related to military-to-civilian transition. In this issue, for example, there is an article about interviewing, an excellent primer on personal networking, information about continuing education, an overview of the UFOC for those of you who might be considering starting a business, and even a look at how to mentally cope with your changing circumstances.

You can also benefit from the practical knowledge of many who have already gone through a successful career transition. That's why we include "Off the Market" in our publication. We ask former and soon-to-be-former service members questions about their actual experience and share their lessons learned with you. Here is just a sampling of advice they offer:

- Use the information given at TAPS briefings.

Consider a service like Bradley-Morris. (J. Voelkers, USAF, Master Sgt., 2A676 — Aircraft Electrical/Environmental Systems)

- Personal contacts and internet job listings directly from the employer led to the interview that got me the job. (Jay Werley, USCG, Chief Warrant Officer 4 — Marine Safety Specialist)
- Attend veteran events, join the VFW or American Legion or both (if you qualify) and meet some of the old-timers that hang around. They are great advice-givers and sometimes can link you up with an employer. Remember, a lot of these guys are retired, established and well-liked in the community. (James A. Checchia, U.S. Army, Staff Sgt. — Combat Engineer)
- Make sure your resume is outstanding and truthful, or you will be looked over. (Jeff Erksa, USN, E-5 — Gas Turbine Tech.)
- Further your education as much as possible while still on active duty, and start looking and sending your resumes as soon as you know you're getting out. (Ramona Moncibais, USMC, Lance Cpl. — Aviation Electrician/Hazardous Materials Coordinator)

Look for more "Off the Market" insights on pages 3 and 10 as well.

We'll keep doing our part, and in the meantime, send your questions, comments, concerns and ideas to info@civilianjobnews.com. *Civilian Job News* will successfully meet its mission if you are all involved with us.

— GEORGE R. BERNLOEHR, JR.

George Bernloehr is a former naval aviation maintenance duty officer who dedicated 20 years to the U.S. Navy. He got his start as a military placement specialist when he joined Bradley-Morris, Inc., in 1999 and has served as a candidate recruiter, branch manager and regional operations manager. In February 2005, he moved into the director of operations role at what is now CivilianJobs.com.

CIVILIAN**job**NEWS

Publisher	George Bernloehr
Managing Editor / Art Director	Kate Siegel
Senior Contributing Editor	Tom Wolfe
Contributing Editors	Janet Farley Carolyn Heinze Evan Offstein Bill Williams
Associate Editor	Anthony Morris
Director of Technology	Don Nowak
Director of Marketing	Bill Scott
Marketing Comm. Manager	Victoria Locklair
Senior Account Executives	Shelley Conklin Marla Smith
Account Executives	Sonya Lowe Edgar Moon

Civilian Job News is published by:

CivilianJobs.com

1825 Barrett Lakes Blvd., Suite 300

Kennesaw, GA 30041

Reproduction or use without permission of any editorial or graphic content in any manner is prohibited. The inclusion of advertising is considered a service to our readers and is not an endorsement of products or advertising claims. Opinions expressed in articles are the opinions of the contributors and do not necessarily express the opinions of Civilian Job News or its staff.

Subscription rate: \$16 per year (8 issues). To subscribe, visit www.civilianjobnews.com, or call 866-266-5293.

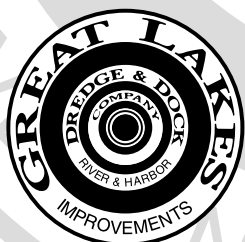
©2007 Civilian Job News. All rights reserved.

Help Us Maintain America's Harbors, Waterways & Beaches

Great Lakes Dredge & Dock Company is America's leading dredging contractor. We are looking for workers who will help us uphold our record of excellence, a record we have been building for more than a century. We are interested in receiving resumes from ex-military personnel in the following categories:

- Land Surveying / Entry Level Construction Management
- Heavy Equipment Operators ■ Certified Crane Operators
- Licensed Boat Captains ■ Deck hands
- Engine Room Mechanics / Maintenance personnel

Though experience is not required, it is preferred. We offer competitive wages, outstanding medical insurance, and a 401K program. To apply for a position please visit our website at www.GLDD.com and follow the link to Job Opportunities.



**Great Lakes
Dredge & Dock
Company, LLC**

2122 York Road
Oak Brook, Illinois 60523

Drug test & physical required - Equal Opportunity Employer
Member, Dredging Contractors of America - Established 1890



region4™
Educated Solutions

Make a Difference Become a Teacher in Texas

Get started online! If you hold a bachelor's degree and would like to earn a Texas Teaching Certificate, go with the leader in online Teacher Certification in Texas: Region 4 Teacher Certification Online. To find out more, visit: region4teachercertification.net

Internships or student teaching must be conducted in Texas.

© 2007 Region 4 Education Service Center

UFOC helps find the best business partner

by **BILL WILLIAMS**
Contributing Editor

Most people choose a friend, a spouse or a relative to partner with because they believe that person is predisposed to make an equal and positive contribution to the business, but such partnerships have ended friendships, even marriages, when the business failed.

Your partner should be someone who will minimize the risk, maximize the reward, and share the responsibility of making the enterprise successful. Someone hard-working, with a successful track record and good relationships with previous partners, who operates on an honest and ethical basis. You also want someone whose talents and abilities compliment your own, whose strengths balance your weaknesses and vice versa.

Fortunately, the franchise industry is highly regulated in this regard. Full disclosure is made through the Uniform Franchise Offering Circular (UFOC), a document every franchise is required to make available to serious candidates. The UFOC contains all the critical details you need to evaluate the business opportunity and the company that stands behind it.

UFOC could also stand for "Unlimited Facts on Company" because it is much more than a circular. Because every UFOC contains 23 standard items, you will seldom see one that is less than 100 pages. And while a UFOC is not exactly exciting reading, it should be viewed as *required* reading by anyone seriously considering a franchise.

Federally mandated items every UFOC contains include: the franchiser's background and the experience of key executives; the company's litigation and bankruptcy history; fees charged and financing options; an estimate of the total investment needed; restrictions on products to be used and sold; the franchisee's obligations, a summary of the services (such as training and site selection) that the franchiser provides; public figures used to promote the franchise; territorial protections; status of associated trademarks, copyrights and patents; renewal, termination, transfer and dispute resolution provisions; system statistics and lists of franchisees and former franchisees;

financial statements; and contracts.

Clearly, that is a lot of information to digest, but it is critical that you take the time to do so. In fact, the Federal Trade Commission (www.ftc.gov) ensures that you have that time by enforcing a minimum waiting period of 10 business days before any money is paid and any agreement to purchase is signed.

As a legal document, the UFOC can be daunting, and while some items are shorter and easier to understand by the average person, others may warrant a review by your accountant or attorney. While no single item should be considered unimportant, some will be of particular interest — like Items 19 and 20.

Item 19 addresses financial performance and may answer the burning question, "How much money will I make?" Two important things to keep in mind.

First, most franchises do not publish earnings claims in their UFOC (though for those that do, it should be viewed as a positive reflection of the company's confidence and consistency). Secondly, franchises are strictly prohibited from making any earnings claims — verbally or in writing — that are not included in their UFOC. (Telling you "Our top three franchisees grossed more than \$400,000 last year" is *not* an earnings claim. Saying, "You can expect to gross \$400,000 per year on average" is an earnings claim.) And if it is not printed in the UFOC, the franchise cannot and should not communicate it in any other way.

If a UFOC does not explicitly state earnings claims, then Item 20 lists current and former franchisees. And unlike personal or professional references one might include in a resume, the franchise is required to list *all* franchisees, not just the best ones. If you are a serious candidate, you should contact as many of these people as possible to inquire about their individual financial success.

A franchise is not required to provide their UFOC to just anyone who requests it. That is because they qualify you as you qualify them. If you see them as a prospective business partner, they want to see you as a serious candidate as well.

Never acquire a UFOC from any source other than the franchise itself. There are third-party companies that claim to pro-

vide UFOCs for a fee; however, these may not be up-to-date versions. There is no benefit to researching a franchise in "stealth mode," so don't hesitate to talk with the franchise directly. That is the best way to get your questions answered, and it is the only way to secure a *free* copy of their current UFOC.

Also, do not assume the company views the dialogue as a sign that you are ready to move forward. They understand that you are likely investigating multiple options, just as you are one of many candidates they are considering.

While the UFOC is perhaps the single most comprehensive resource in finding

the best franchise business partner, it is not the only one. Think of the UFOC as the franchise's resume — a very large one indeed — and use it to determine if they deserve a formal interview.

Bill Williams is a former Army officer and corporate executive now on his third career. As a franchise consultant, he works with people located all over the country and provides no-cost consulting services to match his clients to the business concept that best matches their individual skills, experience, interest and family goals. Reach him by e-mail at bw@thefranchiseanswerinc.com or call toll free at 866-407-7775.

CIVILIANJOBS.COM job fair

JUN 21: NORFOLK, VA
JUL 23: WRIGHT-PATTERSON AFB

Pre-registered job seekers' geographical and career preferences are matched with available positions of participating employers in advance!

Register at CivilianJobs.com or call 866-801-4418

Put Your Experience to Work Support the U.S. Air Force WRM Program

DynCorp International is a leader in logistics and contingency support worldwide. We maintain equipment and supplies, and provide logistics support for the U.S. Air Force War Reserve Materiel (WRM) Program at a variety of locations in The Gulf – Oman, Qatar, Bahrain, and Kuwait.



Join the WRM Team. Opportunities are available in operations and support for individuals with experience in areas such as Bare Base, Freight Traffic, Vehicle Maintenance, Munitions, Aerospace Ground Equipment, Fuels Support Equipment, Power Generation, Quality, Contracts, Finance, Purchasing, and Human Resources.

See the possibilities and apply online.
Visit the Careers section at www.dyn-intl.com.



Aerospace • Contingency • Security • Infrastructure • Logistics • Maritime

Put your CDL TO WORK FOR YOU!



CINCINNATI/NORTHERN KY
We are looking for Qualified CDL-A
drivers in the Tri-State Area.

WE OFFER

- Local/Regional runs
- Avg. 3 runs per week
- Full benefits package
- Average 55 hours per week
- Paid hourly
- Pay Check every week
- Average earnings \$900+ week.
- 40 hour pay is guaranteed every week!



Call Today, and set up an interview.
or apply online at www.castellinigroup.com
1-888-212-7664
Brad Zerkle | Recruiting Manager



“The Air Force Reserve has a very distinct culture. It takes care of its people and there is the possibility of upward mobility if that’s what you want. The Air Force Reserve offers an amazing opportunity to mature, to better yourself, and to become part of something bigger.”

–Staff Sergeant John Storm

SSgt Storm served two terms in the Army as part of the famed “Old Guard” in the Third Infantry. He currently serves in the Air Force Reserve as NCOIC Intelligence Flight, 457th Fighter Squadron, stationed at NAS Ft Worth, Joint Reserve Base, Texas.



AIR FORCE RESERVE

OUR MISSION: YOUR SAFETY

Serve where you live. Call 800-AFR-8279, log on to AFReserve.com/prior or chat online with an E-advisor at AFReserve.custhelp.com

Interviewers: The good, the bad, and the ugly

by TOM WOLFE
Senior Contributing Editor

Interviewers are like weed killers. They come in many different packages, but they all have the same goal — improve the quality of the field. The interviewers' goal is to ultimately select the right person for the job, but often they must first reduce the pool of qualified candidates. Understanding the way their minds work will improve your chances of surviving the cut.

The most important thing to remember about interviewers is that they are human.



**3 MILLION CUSTOMERS SERVICED,
FROM OVER 40 LOCATIONS.**

Employment Opportunities:

- Managers
- Cashiers
- General Managers
- Lube Technicians
- Crew Chiefs
- Tire Technicians
- Service Writer

Join the Speedco team & enjoy:

- Competitive salary
- Flexible hours
- Paid vacations
- Uniforms
- Comprehensive benefits:
 - 401K
 - Medical/Dental/Vision
 - Prescription drug coverage
 - Life insurance

SPEEDCO NORTH CAROLINA STORES
Kenly I-95, Exit 106 - 919/284-1058
Haw River I-85/I-40, Exit 150 - 336/578-7950
SPEEDCO SOUTH CAROLINA STORE
Duncan I-85, Exit 63 - 864/433-0085

Call us at 1-866-SPEEDCO
or visit www.speedco.com

Although they try to remain objective, subjectivity does creep into the process. An interviewer will frequently make up their mind about a candidate in the first five minutes, and they may have formed their opinion even earlier than that. Preconception, stereotyping and prejudice will often influence the interview before it begins, and this influence can have either a positive or negative impact.

Assuming the interviewer has reviewed your resume in advance, they will have formed an opinion of you before you walk in the door. Maybe they favor your branch of service, or they dislike your military specialty. You share the same college experience, or you graduated from a rival institution. You wrote a functional resume but they prefer chronological.

All interviewers are prone to predisposition, whether they realize it or not. The acknowledgement of this separates the good interviewers from the bad. The good interviewer will give you the entire interview to change their mind. The bad interviewer lacks this self-knowledge, and nothing you do in the interview will change their opinion.

Notice how this can work both ways. With the good interviewer, a negative preconception can be turned around, but starting with a positive one might still result in a "Dear John" letter. With the bad interviewer, a positive impression stays that way (good news!), but you are powerless to overcome an initial negative one.

Since you cannot read the interviewer's mind before you meet, do your best to influence their decision once the interview begins. Be courteous, be positive, sell yourself for the position, validate the positives, defeat the negatives, and hopefully make a friend!

Although there are no ugly interviewers, many of them do use ugly tactics in the interview process. Consider the following three scenarios.

You knock on the door and are invited in. Staring at your resume, the interviewer shakes his head, and says, "Why am I talking with you? You are not qualified for this job. Your resume indicates a lack of challenging assignments. Couldn't cut it in a line unit, right? Hmm, I have yet to meet someone from

Appalachian A&M University who I would hire. Your grade point average shows either a lack of mental acuity or laziness while you were in college. I bet your mother picked out that tie for you — it's the ugliest tie I have ever seen."

Welcome to a negative interview, one in which you are the negative focal point.



Or perhaps, after some chit-chat, the interviewer comments on how impressed they are with your credentials. They marvel at your breadth of experience and how well you have done in all your assignments. Then they start to shake their head and remark that you are overqualified. With your experience, you would find this job much too mundane. The hours are long, the sacrifices are great, and the rewards are small. It is not right for you. They close the interview and wish you well.

You have just experienced another negative interview, where the job is presented in a negative light.

Not one to give up easily? Try this. After knocking several times, a disheveled man opens the door and offers you a seat. Your wobbly chair is facing the window and the sun is blazing. You begin to sweat in your wool suit while the interviewer, wearing shorts and a polo shirt, watches a tennis match on television and eats his lunch. The phone rings and he takes the call. Ten minutes into it, there is a knock on the door. The interviewer signals you to answer it, and you discover painters who have come to finish the trim.

Finally, you and the interviewer make eye contact. He asks you if you would like to finish his sandwich. As you decline, the phone rings again. He answers, listens a moment, hangs up, and, on his way to the door, asks you to keep an eye on the match for him while he's gone, leaving you to sit with the painters.

Is this the twilight zone? No, just another variety of negative interview,

where the interview situation has been purposely structured to make you uncomfortable.

Why would you ever want to work for a company that would treat you that way? It's a test. The interviewer needs to narrow down the field, and only those who pass the test remain under consideration. Many people, when subjected to these conditions, will remove themselves from consideration. That is exactly what the interviewer had in mind!

Do not be overly concerned — negative interviews are not that common and most likely used when the job itself contains strong confrontational elements. For example, many positions like sales, consulting and customer service require a great deal of person-to-person interaction. Customers can often be difficult, rude, impolite, and unprofessional, but they are the customers. A negative interview allows the interviewer to play the role of the customer and expose the candidate to some of the realities of the job. If the candidates cannot take the heat in the interview, they are probably destined to fail in the job.

What should you do if you find yourself in a negative interview? Assuming you recognize it for what it is and you are still interested in the position, the fix is relatively simple. Stay positive. Do not get defensive. Maintain your sense of humor. Ugly tie? "I thought so too, until I saw yours." Long hours? "Compared to the shifts I am used to, what you are describing is a piece of cake." Stuffiness? "Would you mind if I take off my jacket?"

Once the interviewer sees that you will not take the bait, things usually change rapidly. You have passed the test. He or she will now move on to other ways of evaluating you for the opportunity. Like it or not, there is a lot of gamesmanship in the interviewing process, and understanding the rules and tactics in advance will enhance your chances of success.

Tom Wolfe is the director of operations and transition coach at MilitaryResumes.com. He served as surface warfare officer in the Navy and has provided career guidance to military personnel since 1978. For more information, visit www.MilitaryResumes.com.

Used with the author's permission.

WHAT'S NEXT FOR YOU?

Take charge of your career!

Opportunity Knocks. _____
THEFRANCHISEANSWER
We Open Doors.

ENTREPRENEURS WANTED

Franchise businesses available in all states

866-407-7775 | www.thefranchiseanswerinc.com

Transitioning to Your Next Success?

ecpi
COLLEGE OF TECHNOLOGY

WE CAN HELP!

Come explore in-demand careers in Technology and Business

- Degree and IT Certification programs
- Classes available on-campus (day or evening) and online
- Ask about credit awarded for prior military training

North Carolina • South Carolina • Virginia • Online

www.ecpi.edu : toll free 877-553-1722

Fastenal: A company culture for vets

continued from page 1

integrity and can be seen in the people who make up Fastenal."

"Fastenal is the ideal company for me," said Terry Owen, "because the values that we lived by in the Marine Corps are the same values that we live by as a company: Employees who exhibit ambition, innovation, integrity and teamwork are rewarded." He served in the U.S. Marine Corps for six years, and after being discharged, returned to school. On his first day of class, he met a former Marine and part-time Fastenal worker who explained the opportunities at the company and the benefit of a flexible schedule for students.

Owen was hired part-time, by a former Marine, in Fastenal's distribution center and continued to work there throughout college. Upon graduation, he began a career as a teacher and coach, while continuing to work part-time for Fastenal. After two years of teaching, he accepted a management position and was promoted to increasing management positions until reaching regional operations manager.

"Fastenal is also similar to the Marine Corps in the camaraderie of its employees. After leaving the military, that camaraderie was the biggest thing that I missed," Owen said. "I found it in Fastenal."

It is easy to see that congruence of values is extremely important in terms of career satisfaction and success for both a company as well as the individuals who represent it. Qualified candidates can join the organization in an entry-level capacity, and Fastenal provides extensive hands-on training to promote employee confidence and ensure exceptional customer support. The company supports promotion from within for those who demonstrate dedication to company values and strong performance.

"The experiences [that former military personnel] have had while in the service have equipped them to be successful with Fastenal," said Brian Flanders, district manager. "They are used to working with multiple types of people in multiple positions. They are hard-working, but, more importantly, smart-working. They have a 'can-do' attitude and will always find something to help the store to do the right thing."

"As you think about your career in the service, reflect on the things you have done that fit our cultural values," he challenged. "I am sure your list will be long, and I am sure we are interested in talking with you."

To learn more about exciting career opportunities, visit the company's web site at www.fastenal.com.

The soft approach to networking

by BERNARD SHAW

You may find this surprising, but studies suggest that 60% of all positions secured in the U.S. were gained through networking. Therefore, you should devote 60% of your time to establishing an effective network to assist you in landing your second career.

Start your network with all of the people you know, within and outside of the service. Ask for contacts who may be able to share "career advice" with you — do not ask if they have any openings or state that you are looking for a job. Your objective is two-fold: to gain their permission to contact them in the future if you have further questions, and you want them to provide you with additional contacts who might advise you on more career options. When you take this indirect approach, your contact is less likely to pull back or refer you to someone else.

What should you actually say to someone you have never met and who may not have any interest in helping you? Remember, most people love giving advice and talking about themselves and their jobs. Quite often, people will give advice even when it is not wanted! Take advantage of this inclination and appeal to their ego by letting them talk about themselves and their job. You could say, "My name is Larry, and I was given your name by (a prior contact) who said you would be a good person to seek career advice from as I transition out of the military. Have I caught you at a good time?"

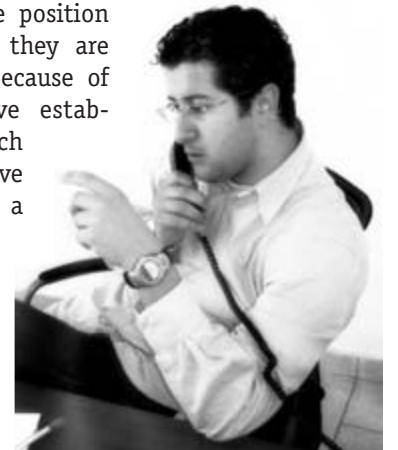
Approach each new person with the same tactic of looking for career advice. Before you know it, you will reach the point where you are speaking to three or more new people daily. Keep a log and detailed notes of each conversation, and keep a record of their contact information for future reference. Send each new contact a note thanking them for their time and the information they shared with you. Each contact you make invests some of his or her valuable time in you, too, and

that makes you more memorable.

Once you have honed your networking skill, it is time to go after the big fish! Focus on your contacts in the industry or even specific companies you are interested in. Use the internet and your other resources to determine the names of decision-makers within companies you are targeting. Then call them — before 8:00AM, between 12:00 and 1:00PM, or after 5:00PM. These timeframes reduce the likelihood that your call will be intercepted by a call screener.

After you have spoken to as many people in an organization as you can, go back to your first contact and thank him or her again for the assistance. This is the time you can mention that, based on the quality of the people, the strength of the organization and your background, you would like to be considered for a position with the company. Ask your contact if you could send them your resume and if they would let you know when an appropriate position becomes available. (Now they are more likely to help you because of the relationship you have established.) Follow up with each of the people you believe could assist you in landing a position with your desired company.

With the right approach and a good plan, networking is a very powerful tool in your career search arsenal.



Bernard Shaw, CPRW & CFRW, is quality director for MilitaryResumes.com and spent over 12 years as a military-to-civilian recruiter. For professional assistance on creating your resume, contact him via e-mail at bshaw@militaryresumes.com or call 877-641-8318.

PGS Onshore, Inc. is a dynamic, high-tech leader looking for talented individuals to join our team. Our business consists of all seismic acquisition operations on land, shallow water and transition zones. PGS Onshore crews work worldwide with the majority of activity in North America, Alaska, Latin America, North Africa, Sub-Saharan Africa and Bangladesh.

A Clearer Image - of Your Future

What can PGS Onshore offer you?

We offer the opportunity to be part of a skilled team of professionals who continually challenge you to seek your full potential in an environment that recognizes innovation and leadership.

Our flat organizational structure and worldwide operations provide an atmosphere for maximizing technical and management advancement opportunities.

We are currently looking for talented individuals to fill the following positions:

- Mechanic
- Hydraulic Technician
- Electronic Technician/Engineer
- Heavy Duty Mechanic
- Operations Supervisor
- HSE Officer I
- Crew Manager
- Multidisciplinary Entry Level Positions
- Administration Staff
- Logistics

For more information on how you can join the PGS Onshore team please contact John DeBruyne at john.debruyne@pgs.com, Teresa Lewis at teresa.lewis@pgs.com or visit our website at www.pgs.com.

A Clearer Image
www.pgs.com

CONSTRUCTION CRAFTSMEN NEEDED

Laborers - Carpenters
Concrete Finishers - Welders
Millwrights - Crane Operators

Merit shop contractor hiring experienced craftsmen for construction of bulk material handling facilities throughout the U.S. Various skill types and levels needed. Younglove offers competitive wages; the potential for a long-term career; and, upon qualifying, an excellent benefits package. Drug testing required. Company information can be found at:

www.younglove-const.com

Send resume to:

Younglove Construction, L.L.C.
P.O. Box 8800, Sioux City, IA 51102
younglove@younglove-const.com
or call 866-658-1396

YOUNGLOVE
*Builders of value...
Builders of trust*

Younglove is an Affirmative Action Equal Opportunity Employer.

Veterans welcomed & appreciated!

Retirement expectations

continued from page 1

store. After about the third time of reaching for your wallet, you will remember that you do not need to do that anymore.

You may also miss the way that people come and go in the military, especially the ones you cannot stand to be around. In "Your Career, Act II," you will discover that the annoying ones do not necessarily leave every two to three years on a set of PCS orders.

Depending upon where in the food chain you begin your second career, you may also find yourself working for someone who is less competent than you. What they lack in competency, they will make up for in corporate seniority. They might be much younger than you, too. And, just to make sure you are sufficiently humbled, they will probably earn more than you do. That is just the way it is. No one said that starting over would be easy.

Adjusting to your new career

Do not lose faith. It's not all bad. You just need to give it a chance. Before you know it, you will feel comfortable in your new life and your new job.

Take the time to soak in your new digs and learn the ropes of how things really work. Even if you think you have the whole operation figured out in less than a week, resist the urge to act that way.

You will be appreciated for it in the long run by everyone who is also adjusting to you.

Get to know the others that work there and figure out who is really in charge. It may not be one with the impressive-sounding job title, and it may take you a while to get an accurate read on who it actually is.

Avoid participating in office gossip. Listen and learn, but do not contribute. Not yet anyway. You have to spend some time in that foxhole before you can hold the shovel. Even then, be careful that the hole you dig is not your own.

Learn your new job and the jobs of others as well, by paying attention and by volunteering to help out when your workload permits. If you have any visions of advancement in your head, you will need to both excel at your job and also have a working appreciation of the bigger organizational picture.

So, if you have recently retired or will do so soon, celebrate the occasion and then move on. It's a totally new game. Play ball.

Janet Farley, Ed.M., is the author of The Military-to-Civilian Career Transition Guide (Jist Inc) and the upcoming Military Spouse's Complete Guide to Job Search Success (Impact Pubs). She is also the workplace issues columnist for the Stripes newspaper, CinHouse.com and Today's Officer. E-mail her at janetfarley@hotmail.com.

OFF THE MARKET!

Tom George; USAF SSgt; Recruiter

What resources did you use to prepare your resume and plan your job search?

Separation TAP briefing that consisted of a week of resume writing and interview skills training. The AF provided this training prior to separation — unbelievable help.

What other advice would you give to military members searching for a new career?

Utilize any type of separation training provided. Make finding a job a full-time job. Stay positive. Do not rely on posting your resume — actively search out jobs of interest and submit your own resume and cover letter, and always follow up. Plan in advance prior to separation and save some money for living expenses. Take advantage of the no tax/lower prices at the base/post exchange to buy civilian work attire.

Same skills, new uniform on offshore drilling rig

David Webster found the transition to civilian life was more difficult than he thought it would be. He retired from the military in 2005 as a senior master sergeant after spending 11 years on active duty with the U.S. Air Force and 14 years with the Texas Air National Guard. "I'd been regimented for 25 years," he said. "I didn't know what to do with myself."

He worked for KBR in Afghanistan for 14 months before starting a medical billing collection company in San Antonio, Texas, with friends. He got a few job offers, but they didn't match the skill set he honed in the Air Force. When he was contacted by www.hireveterans.com about an opportunity with an offshore drilling contractor, he didn't know much about the oil business or what to expect.

Within a few months, Webster was putting two decades of military logistics management experience to work on a rig owned by Noble Corporation. As a materials coordinator on the *Noble Tommy Craighead* located offshore of Nigeria, Webster manages inventory that keeps the rig operating 24 hours a day. "I handle everything on this rig, from pencils all the way up to large mechanical equipment like the blowout preventer and the top drive," he said. He manages several material groups, compared to just a few supply groups that an Air Force logistics professional oversees. "I have to be a finance guy as well as a materials coordinator."

Noble is one of the largest offshore drilling contractors in the world. Its global fleet includes 13 semisubmersible rigs, three dynamically positioned drillships, 44 jackup rigs, and three submersibles. Approximately 84% of the fleet is deployed in international markets.

Before being assigned to the *Noble Tommy Craighead*, Webster spent one month at Noble's training center in Louisiana. "I started with two weeks of orientation and then did two weeks of materials coordinator training," he said. "The training Noble gives you is equal to or surpasses what I got in the military. The safety practices are probably above anything else I've been around, including the military. The military doesn't do safety like Noble does it."

He also spent a week in Pascagoula, Miss., commissioning the *Noble Clyde Boudreaux* for a contract in the Gulf of Mexico. "My role was to bring in parts and equipment, check them in and make sure the inventory was set up properly," said Webster.

Once he started work on the rig, he found the camaraderie there to be similar to the military. "You see the same guys on the rig every month and we travel together. You get to know the people pretty well," said Webster. And "on the rig, I have a nice warm bed, a TV, a shower and three meals a day. My Noble coveralls are my uniforms, so the transition is complete," he added.

Webster spends 28 days on the rig and then flies home to San Antonio for 28 days. "The 28/28 rotation is one of the main things that attracted me to Noble," he admitted. This rotation gives Webster time to play golf, ride his Harley-Davidson and enjoy the company of his wife and 9-year-old son. He and his wife vacation in Mexico several times a year and he is planning a hunting trip to Alaska in September.

"I like my job at Noble and the time off," Webster said. "I'm glad I was given the opportunity to work as a materials coordinator for Noble."

Currently, Noble employs more than 6,200 people worldwide, and the company will hire several hundred new employees in the next few years to meet the staffing requirements for new rigs being built in Singapore and China. Many of these positions will be filled by transitioning military personnel who have the desire and skills needed to allow them to cross over into the offshore drilling industry.

To learn more about Noble, visit www.noblecorp.com and check for Noble employment advertisements on www.CivilianJobs.com, dod.jobsearch.org, and www.acap.army.mil.



Where America's Military
Connects
with Civilian Careers

job seekers

A free online recruiting network that offers a simple, effective way to present your knowledge and skills to potential employers.

We also provide extensive resources for transition assistance when exiting the military as well as for veterans seeking a career change.

employers

The tools you need to fill open positions with qualified talent — quickly, easily, and cost-effectively.

Our skill-based pre-screening process is designed to reduce the time you spend at every step of the recruiting cycle and improve your results.

Enter the coupon code **CJNJAN06A** to receive a 10% discount off your first online purchase.

The leading career resource for the military community.



civilianjobs.com

866.801.4418

Founded by military veterans with years of experience in placing military candidates in new careers.

Job fair calendar

NOTE: Events are listed chronologically, then alphabetically by state within the same day.

Date	Location
Jun 21	Ft. McPherson, GA.....ACS & ACAP 404-464-2129 Norfolk, VA.....CivilianJobs.com
Jun 28	Ft. Polk, LAACAP Career Day
Jul 11	Live Oak, TX.....NCOA
Jul 12	Gulfport, MSFFSC
Jul 20	Ft. Lewis, WAACAP
Jul 23	Wright-Patterson AFB, OHCivilianJobs.com
Jul 27	Ft. Myer, VAACAP Spates Community Center
Aug 7	Newport News, VANCOA
Aug 10	MCAS Miramar, CAMCCS 858-577-6491 Robbins AFB, GAA&AFR 478-926-1256
Aug 14	Ft. Rucker, ALACAP
Aug 23	Ft. Bragg, NCCivilianJobs.com
Aug 30	NAS Whiting Field, FLF&FSC 850-623-7177 darryl.johnson2@navy.mil

CLASSIFIED ADVERTISING

Regional/National/Overseas

BECOME A CERTIFIED MOBILE CRANE OPERATOR in just four weeks. "The Crane Academy" will consist of two weeks classroom prep, followed by two weeks of practical hands-on training! National Certification (NCCCO) is also available. Call now to find out more information. Contact Crane Safety Associates of America, Inc. now at (800) 356-2212 or by email britnee@liftright.com

OPERATIONS MANAGERS. AES Cargo is looking for qualified logistic professionals to assist with Military Air Contracts in Iraq, Afghanistan and Central Asia. Positions from entry level to senior management needed. Great overseas pay packages. Operations management of international air-freight for US and Coalition Forces in the CENTCOM region. E-mail resumes to jay.cziraky@aescargo.com

ENGINEERING POSITIONS. Want to work for a global company with the knowledge, experience, processes, successes, pride and integrity that has been solving many of the world's most daunting challenges for more than 100 years? Based in Boise, Idaho, we provide the talent, innovation and proven performance to deliver integrated engineering, construction and management solutions for businesses and governments worldwide. Direct hire positions available in both Princeton, NJ and Monroe, MI: Design Supervisor, Supervising Discipline Engineer, Electrical Engineer, I&C Engineer. E-mail resume to angela.flett@rbglt.com

PROJECT MANAGER, CHEMICAL CLEANING. Member of the technical staff supports operations and sales in the

areas of service, sales and management of chemical cleaning work by applying proven engineering, chemical and interpersonal skills. Will consider trainees with potential for: Jacksonville, FL; Mobile, AL; Baton Rouge & La Place, LA; Ponca City, OK; La Porte, Corpus Christi & Rockdale, TX; Benicia & Signal Hill, CA; Port Arthur, TX; Sulfur, LA; North Salt Lake UT. Forward resume, salary history and brief letter of introduction to: jobapplication@veoliaes-is.com

FLEET DIESEL TRUCK/TRAILER MECHANIC. Con-way Freight-Southern is seeking qualified individuals for openings at several of our company-owned maintenance shops in the South. As a member of our team, you will participate in a results-oriented, fast-paced work environment performing tasks involving general truck and trailer repair, fleet preventive maintenance and truck systems diagnostics. Email: cse.jobs@con-way.com

TACTICAL SECURITY OFFICERS & PHOTOGRAPHERS - Positions Available Nationwide. Wages up to \$833.00 per week plus per diem. The Asset Protection Team is a rapid deployment security force providing security and site documentation throughout the US for companies experiencing labor unrests (strikes), plant closings, down-sizings, natural disasters, and civil disturbances. Positions also available in OK, TX, TN, NC, GA. To apply please call 800-659-5757

CA • California

FORKLIFT FIELD MECHANIC FOR EAST BAY. Raymond Handling Concepts is looking for a field mechanic to service customers from Hayward, San Leandro, Union City, Mt. View up the Peninsula to San Francisco. Extensive, six-month paid Raymond Accelerated Technical Training (RATT) class with

Certified Technical Trainer and continued skill mentoring with senior field technicians. Continuous training on specialty equipment, new products, and product revisions, as well as regular refresher programs for certification at 2+ advanced levels. Learn more and apply at www.civilianjobs.com

DC • Washington, D.C.

ELECTRONIC TECHNICIANS. Federal Aviation Administration is hiring Electronic Technicians with AAS Degree and/or Military/Civilian Experience. Permanent positions with full benefits Package and rewarding pay structure. Apply via www.jobs.faa.gov.

KS • Kansas

AVCATT MILITARY ANALYST II. Mobius Industries USA's TRADOC Program Integration Office-Virtual performs as the Army's centralized planner, manager, and integrator for all combat developments, user activities and associated components of the virtual training environment. Employee will provide Army aviation military analyst support to the TPIO-Virtual Directorate for combat development of aviation virtual simulators including Aviation Combined Arms Tactical Trainer-Army (AVCATT-A). E-mail resume to: ian.bennett@mobiussllc.net

NC • North Carolina

HEAVY DUTY TRUCK TECHNICIAN. Technicians needed for dealership in North Carolina. We are located 1 hour from the Beach, and just 3 hours from the N.C. Mountains. If you like NASCAR, or if you are a golfer this is the place for you. 2 years of experience in preventive maintenance and minor repairs required and CDL helpful. We offer a great pay plan, good benefits, paid training, vacation, 401K and a great place to work. Send resume to P.O. Box 218, St. Pauls, NC 28384, or e-mail to Bwyantcct@aol.com

SC • South Carolina

TECHNICIAN (7EMS-040) - Charleston. L-3 Communications Titan Group has immediate opening for highly motivated technician who possesses the ability to install, maintain, test and repair various systems and components to customer specifications. Ideal candidate will have experience in variety of trade skills, including but not limited to installation of electrical and electronic wiring and cables, construction skills, welding, climbing and repelling, and heavy equipment operations. Overseas and domestic travel required. Applicants must meet eligibility requirements to obtain Top Secret security clearance. Apply online at www.titan.com/careers/list.html, keyword 7EMS-040

TX • Texas

OFFSHORE CATERING: Qualified Executive Stewards (Chief Manager), Stewards (Line Cook), Night Cooks and Bakers needed for full time employment working the Gulf of Mexico oilfield. We are a major offshore catering company servicing clients such as Chevron, Transocean, Shell, British

Petroleum, McDermott, etc. Competitive pay and benefits! For more info please visit our website www.artcatering.com or call 1-800-969-1252.

MUSTANG CAT TECHNICIANS. A leading Caterpillar Dealer in the United States is growing again! Successful applicants will have their own tools, a steady work history, verifiable references, and a customer service attitude. High School degree or equivalent required. Trade/Technical school or Military Equipment Certification a plus! Industry experience preferred. Competitive benefits package include 401(k) and Paid Time Off. Pay grade commensurate with experience. Current Southeast Texas location opportunities for experienced and trainee level Technicians are as follows: Heavy Equipment, Diesel Engine, Rental Equipment, Assembly, PM, CSA, Diesel Truck, Generator, Field Service, Small Tool. If you're looking for a great place to work, send resumes to: careers@mustangcat.com. Learn more about us at: www.mustangcat.com!

Take Command of Your Career®

Your experience may qualify you for a seagoing career with **Military Sealift Command** as a **Civilian Mariner**.

- 2ND OFFICER
- 3RD OFFICER
- ABLE SEAMAN
- ORDINARY SEAMAN ADVANCEMENT PROGRAM
- 2ND ASSISTANT ENGINEER
- 3RD ASSISTANT ENGINEER
- PUMPMAN
- REFRIGERATION ENGINEER
- DECK ENGINEER MACHINIST
- 2ND ELECTRICIAN
- ENGINE UTILITYMAN
- UNLICENSED JUNIOR ENGINEER
- WIPER ADVANCEMENT PROGRAM
- ASSISTANT YEOMAN STOREKEEPER
- COOK BAKER
- ASSISTANT COOK

If you are interested in a career that offers on-the-job training, advancement opportunities, steady pay and Federal benefits, visit our Web site at www.sealiftcommand.com or call 1-866-708-5627 to speak with a recruiter.



MSC IS AN EQUAL OPPORTUNITY EMPLOYER AND A DRUG-FREE WORKPLACE.

GEORGIA TRANE SERVICE COMPANY IS CURRENTLY HIRING COMMERCIAL SERVICE TECHNICIANS WITH 3 YEARS OF FIELD EXPERIENCE

- Competitive Pay
- Minimum of 3 Weeks Paid Time Off
- Paid Holidays
- Health and Dental Insurance
- Factory Training
- College Accredited Career Development Programs
- 401K
- Stock Purchase Plan
- Employee Credit Union
- Many Other Employee Assisted Programs



CONTACT
Lynn Evans
levans3@trane.com
Fax (404) 321-7500

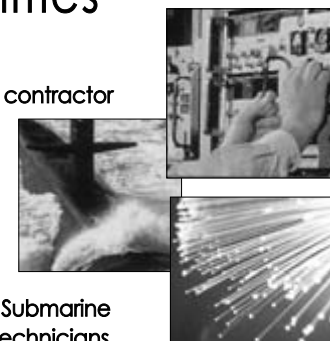
Welcome to a world of opportunities



VT Milcom is a leading professional and technical services contractor that provides full-spectrum, high-quality, turnkey engineering design, technical, and installation support services for information technology and communication systems.

CAREER OPPORTUNITIES

Project Managers, Installation Team Leaders, Shipboard & Submarine Electricians/Installation Technicians, Telecommunication Technicians, Welders and more



EOE



www.vtmilcom.com

SATELLITE INSTALLERS

If you seek a rewarding opportunity to build a lasting career, have a thirst for adventure and the desire to prove yourself, consider joining EchoStar, a Fortune 300 company that has redefined the entertainment industry in the U.S. through our consumer brand – DISH Network. Through DISH Network, we serve over 13 million customers with the latest in satellite TV programming offerings and technology, providing better TV for all.

We aggressively recruit energetic, driven, intelligent people to meet the demands of our exciting industry and to help us reach our vision of changing the way the world communicates. To add to our team of talented people, we are currently seeking Satellite Installers in the following locations:

KENT, WASHINGTON
MARYSVILLE, WASHINGTON
TIGARD, OREGON

To apply please email your resume to lori.birkeland@echostar.com



Discover
THE MBM WAY

*If you are a veteran, our Driver Representative New Hire Training Program is approved for GI Bill Education Benefits if you qualify.

Stability
Achievement

TEAMWORK

Stability
Benefits
Success

MBM's short routes put all the pieces together for great earnings AND home time!

We offer:

- 2 & 3 Day Routes on average
- 4-5 day work weeks
- 401K with company match
- \$60,000+ per year potential
- Health, Dental & Vision Ins.
- Company Paid Life Insurance

Must have Class A CDL, 1 year T/T exp. req. /Clean MVR, Pass DOT physical w/drug test. EOE

MBM
CUSTOMIZED FOODSERVICE DISTRIBUTION

Apply at www.Drive4MBM.com | 866-279-0391

Seeking drivers in: AL, CA, CO, FL, GA, IL, IA, KY, MD, NC, OH, OK, PA, TX, WA, WI



Contract Professionals
 Experts in Technical Staffing

*Seeking
 Employment?*

CPI specializes in the Defense, Automotive & Industrial industries. We currently have positions available throughout the United States and overseas.

For immediate consideration, send your resume to:
cpi@cpijobs.com

-or-
 Fax to 248-673-5992

Corporate Headquarters:
 4141 W. Walton Blvd.
 Waterford, MI 48329
www.cpijobs.com

877-4-CPIJOBS
 (877-427-4562)
 Select Option 2

**GREAT JOBS
 THOUSANDS OF INTERVIEWS**

If you are a transitioning JMO or enlisted technical candidate
 Call us at 800-330-4950 to take advantage of our free placement service

JMOs - dial ext. 188 for Mike Yagnich
 Enlisted technical candidates - dial ext. 186 for Tom Allen
 or apply at www.Bradley-Morris.com

BRADLEY-MORRIS, INC.

Delivering Military-Experienced Talent to America's Top Companies

Now
 placing into
 Sales / Sales
 Manager
 positions as
 well