

Heroes on the Job

Lincoln Military Housing Awards Rookie of the Year Designation to "Hire A Hero" Participant

Lincoln Military Housing, owner and manager of more than 31,000 homes exclusively for military families, honored Joshua DeDecker as its Rookie of the Year 2009 for the Mid-Atlantic Region during a ceremony in February 2010.



The award is given to an employee with fewer than six months tenure with the company who excels at learning job responsibilities, maintaining a positive attitude, is flexible and promotable, routinely supports Community Service events, and is truly committed to the company's mission.

DeDecker attended the 2009 NAA Education Conference & Exposition through the **Hire A Hero** program, was subsequently interviewed by Lincoln Military Housing, and then hired within a month.

Jim Brady, Regional Vice President for Lincoln Military Housing, said, "We owe a debt of gratitude to Hire A Hero for connecting us with Josh. He is an outstanding associate and I'm proud that he is part of Lincoln's great team."

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ApartmentCareers.Com is a one-stop career network specifically for careers in the apartment industry and endorsed by the National Apartment Association (NAA). Jobs and resumes posted here automatically appear on more than 100 career sites.



PrideAmerica | www.PrideAmerica.org
PrideAmerica is a nationwide program, launched by CallSource®, a full service multifamily solutions company, with the intent to elevate America's workforce to the full scope of its potential, promoting targeted workforce education based on solid benchmarks for learning.



Hire A Hero | www.HireAHero.org
HireAHero.org is a free, online professional networking site that provides employment services specifically geared towards meeting the employment needs of returning military members and their families.



National Apartment Association | www.naahq.org
The National Apartment Association (NAA) is America's leading advocate for quality rental housing. NAA's mission is to serve the interests of multifamily housing owners, managers, developers and suppliers and maintain a high level of professionalism in the multifamily housing industry to better serve the rental housing needs of the public.

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A Pipeline to Skilled Talent



How to Hire A Hero



Go to **Careers.ApartmentCareerHQ.org** (hosted by ApartmentCareers.Com) and post your job announcements. Affordable rates are available for less than \$100.

Select the Hire A Hero feature for just \$20, and your job(s) will be featured on the HireAHero.org Career Center.

Your company will also be a "Featured Employer" on the Hire A Hero site.

This \$20 fee will go directly to Hire A Hero to support their mentor and career coaching activities.

Your job(s) automatically post on the Apartment Careers Network, giving you exposure to millions of job seekers.



Benefits of Hiring A Veteran

Integrity

Veterans know what it means to do an honest day's work. Take advantage of a veteran's track record of integrity, including security clearances.

Leadership

Veterans lead by example as well as through direction, delegation, motivation and inspiration.

Teamwork

Veterans productively work on individual and group missions.

Diversity

Veterans work side by side with individuals representing diverse race, gender, geographic, ethnic, religious and economic backgrounds as well as with individuals who have different mental, physical and attitudinal capabilities.

Tax Benefit

Hiring companies can receive up to a \$2,400 tax credit for hiring a veteran.

Veterans

- have an accelerated learning curve;
 - can perform under pressure;
 - have respect for procedures;
- can grasp technology and global concepts; and
- are conscious of health and safety standards.

What is Hire A Hero?



Hire A Hero serves the greater military community by providing an internationally accessible online community that creates opportunities for returning veterans. Hire A Hero was brought to NAA's attention by CallSource's initiative, PrideAmerica.org.

Proven Results

Hire A Hero has grown into a resource that connects the growing number of unemployed veterans with job opportunities, education, training, social services, and counseling with the goal of providing consistent support throughout the veteran's career.

Since 2008, over 190,000 veterans have registered with Hire A Hero, and Hire A Hero has helped three out of 10 veterans find a career.

Hire A Hero's successful approach was recognized by Time Magazine (September '08) as one of the top 21 ways to "Fix America" and was ranked at number 11.