

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
UNITED STATES AIR FORCE  
AND  
MILITARY SPOUSE CORPORATE CAREER NETWORK (MSCCN)**

**1. Purpose.**

- a. The purpose of this Memorandum of Understanding (MOU) is to promote efforts between the United States Air Force (USAF) and the Military Spouse Corporate Career Network (MSCCN) to improve the quality of life for active duty, reservists, and guard family member spouses. In order to assist family member spouses with the job search process, the goals of this joint effort are to enhance recruitment and retention in the military, facilitate readiness, and improve quality of life for Air Force families.
- b. On a cooperative basis the USAF and the MSCCN intend to promote and facilitate endeavors that relate to and support career exploration and employment opportunities for family member spouses of active duty, reservists, and guard members in order to enhance recruitment and retention, readiness, and quality of life for USAF personnel and their families.

**2. Background.**

Reference: 1999 Surveys of Active Duty Personnel and Spouses  
Air Force Community Assessment Survey

- a. Various community assessment surveys conducted by the Department of Defense (DoD) and the USAF revealed that spouse employment has a direct impact on an Air Force members' decision to remain in the Air Force. Another contributing factor to spouse employment is the rising number of civilian male spouses. Studies have shown over the past 10 years that the number of working military spouses in the labor force has increased. The important link between spouse employment and retention generated the need to develop services and activities designed to assist spouses with their career choices. Spouse employment is a quality of life and economic issue for Air Force families and has become a significant factor for families in the retention decision making process. This shift caused the Department of Defense to examine employment issues encountered by spouses and established the 1995 Policy Forum. The diverse membership in the forum included commanders, academicians, and military spouses. The forum recommended that DoD create partnerships with companies offering resources and assistance with the job search process.
- b. The USAF and MSCCN have partnered to assist Air Force spouses with their career goals. The strategies of this union are:

1. Assist Air Force spouses with the job search process through consulting, advising, and coordination activities.
2. Help with the posting of resumes on the MSCCN portal and providing information via e-mail on matching employers' requirements with spouses' qualifications.
3. Keep Air Force spouses working in their chosen career field, if requested.
4. Coordinate activities among registered employers and Air Force spouses as associated with company research, interviewing process, and information and referral.
5. Market and promote employment opportunities to Air Force spouses.
6. Preferential Hiring Practice (In House Policy)
7. Comply in accordance with DoD nongovernmental preference as appropriate.

### 3. Scope.

a. The Family Matters Operations Branch provides operational guidance and procedures to Family Support Centers. MSCCN is a non-profit taxable corporation who does not take donations, but accepts investment funding from corporations. Air Force spouses will have access to corporate America through the MSCCN portal [www.msccn.org](http://www.msccn.org) at no cost to the spouse. There is no placement cost or posting fees. A link to the MSCCN portal will be placed on Air Force Crossroads, the official community website for the USAF.

b. MSCCN may use the USAF seal on their website and in their literature, but only insofar as it furthers the purpose of this MOU.

c. If the MSCCN website contains commercial advertisements a disclaimer must be posted to state the USAF does not endorse the commercial endeavors. The USAF reserves the right to withdraw permission to use the AF seal at any time.


d. Nothing in this MOU shall be interpreted as limiting, superseding, or otherwise affecting either party's normal operations or decisions in performing its legal duties. This MOU does not limit or restrict either party from participating in similar activities or arrangements with other persons or entities.


e. This MOU reflects the intention of the parties to cooperate in areas of mutual interest. It is not intended to confer any legal rights or impose any legal obligations on either party or any person.

4. Effective Date and Termination. This MOU will be effective on the date specified below and will continue in force indefinitely, unless sooner terminated by the parties. Upon 60 days written notification, either party may terminate this agreement for any or

no cause. Either party may terminate this agreement immediately for good cause shown. Modifications will be made bilaterally in writing, initialed by both parties, may be made at any time by correcting the existing document or attaching a memorandum.

5. Effective Date. This MOU will be effective as of the last date of signature set forth below.

  
ANTHONY F. PRZYBYLSKI  
Major General, USAF  
Commander

  
DEBORAH KLOEPEL  
President, Military Spouse  
Corporate Career Network

3 NOV 05  
Date

15 November 05  
Date