

**MEMORANDUM OF UNDERSTANDING
BETWEEN
CORPORATE AMERICA SUPPORTS YOU, THE MILITARY SPOUSE CORPORATE
CAREER NETWORK
AND
PRIVATE PUBLIC PARTNERSHIP OFFICE
OFFICE OF THE CHIEF ARMY RESERVE**

I. PURPOSE

Jointly between Corporate America Supports You (CASYS), the Military Spouse Corporate Career Network (MSCCN), and the Private Public Partnership Office (P3O), Office of the Chief Army Reserve (OCAR) (collectively the "Parties") enter into this Memorandum of Understanding (MOU) to facilitate a strategic and mutually beneficial relationship and encourages the exploration of initiatives to improve USAR Soldier and military spouse hiring.

II. STATEMENT OF MUTUAL BENEFIT

The Parties agree USAR Soldiers that are mentally and emotionally ready are critical in maintaining the strength and agility of the United States Army. The parties agree this MOU will enhance the abilities of both organizations to strengthen Soldiers and Families, build leadership capabilities, and assist in accomplishing the mission of each party. Individuals who request assistance will have access to and can participate in all CASY & MSCCN activities.

A. **AUTHORITIES** – This MOU is entered under the provisions and in support of the following statutes and Executive Orders:

- 1) Veterans Employment Opportunities Act of 1998 (PL 105-339)
- 2) Title 38, Veterans' Benefits, Chapter 42 Employment and Training of Veterans (38 U.S.C. 4211, et esq)
- 3) The Uniformed Services Employment and Reemployment Act of 1994 (PL 103-353)
- 4) Title 38, Employment and Reemployment Rights of Members of the Uniformed Services (38 U.S.C. 4301-4335)

B. **P3O** – The Army Reserve works tirelessly to provide qualified, tested, skilled, and ready service members to support crucial national initiatives in times of peace and war. P3O forges partnerships with America's business communities, Federal, State, and local government organizations. P3O seeks opportunities to increase Soldier readiness. This results in enhanced service to the country.

C. **MSCCN** – Is a non-profit organization that assists military spousesmilitary family members, and caregivers of war wounded with employment readiness and job placement solutions by offering no-cost, high-touch employment and training services that prepare the

individual for employment and connect qualified and prepared applicants directly to corporate and small business hiring recruiters for direct job placements.

D. CASY – Is a non-profit organization that assists transitioning military members and veterans into open job positions that are a fit for the skills, training, and experience which they acquired during their service and to provide no-cost employment translation services, assessment, vocational training, and one-on-one job placement services.

III. ALL PARTIES SHALL:

- A. Seek joint opportunities that include USAR Soldiers, Veterans, and their Family Members.
- B. Conduct a joint announcement of the partnership.
- C. Develop metrics on the partnership (see Annex A).
- D. Collaborate on events and enhance community relationships
- E. Develop and provide quarterly statistical report on OCAR participation in services (see Annex A).

IV. P3O SHALL:

- A. Publicize in a factual and neutral manner CASY & MSCCN services to USAR Soldiers, Veterans and Family Members.
- B. Ensure that existing website and social media have factual and neutral information about CASY & MSCCN. A disclaimer will be utilized indicating that no endorsement of CASY & MSCCN by the USAR, the Department of the Army, or the Department of Defense.
- C. Communicate with USAR Soldiers, Veterans, and Family Members through existing USAR and P3O social media communications to provide awareness of the CASY & MSCCN services available to USAR Soldiers, Spouses through social media.

V. CASY AND MSCCN SHALL:

- A. Collaborate with P3O on existing USAR programs and services.
- B. Assist USAR Service Members and their Families with employment readiness through skills gap training, assessment, and employment placement assistance at no cost. Provide continued access for USAR Service Members and their families to the National Labor Exchange which gathers currently available and unduplicated job opportunities from verified employers.

C. Provide access to mentorship, training, and support programs to all USAR Service Members and their families.

D. Communicate "hot job" announcements, Train2Hire™ opportunities, and other resources or support used by CASY & MSCCN through P3O to be distributed to USAR Service Members and their families.

E. Provide a direct POC to P3O with whom to communicate monthly regarding the status of work with USAR Service Members and their families.

F. Meet with P3 representatives bi-annually to provide updates and review this MOU.

G. Track and report to OCAR all statistical data regarding USAR Service Members and their families utilizing CASY or MSCCN services (see annex A).

VI: MUTUALLY UNDERSTOOD AND AGREED BY AND BETWEEN BOTH PARTIES THAT:

A. P3O, CASY & MSCCN, will manage their own activities and utilize their own resources. Each party will execute its separate activities in a coordinated effort when mutually beneficial. This does not prohibit appropriate resource sharing when it benefits both parties.

B. This MOU does not restrict P3O or CASY & MSCCN from participating in similar activities with other public or private agencies, organizations, and individuals.

C. Nothing in this MOU shall require P3O or CASY & MSCCN, to obligate or transfer any funds. Specific projects, programs, or activities that involve the transfer of funds, services, or property among any element of USAR and CASY & MSCCN will require execution of separate agreements and be contingent upon availability of appropriated funds and/or other resources, as authorized by an appropriate authority. This MOU does not provide such authority. Negotiation, execution, and administration of each such agreement must comply with all applicable statutes and regulations.

D. Principal Contacts:

OCAR

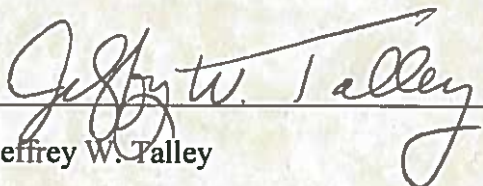
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E. Commencement/Expiration/Termination: This MOU takes effect upon the signature of the Chief, Army Reserve and MSCCN and CASY shall remain in effect for one (1) year from the date of execution. This MOU may be extended or amended upon written request of either OCAR or MSCCN and CASY and the subsequent written concurrence and execution of the other party. Either party may terminate this MOU with a 30-day written notice to the other.


THE PARTIES HERETO have executed this instrument.



Jeffrey W. Talley

Lieutenant General, US Army
Chief of Army Reserve

Date 14 NOVEMBER 2015



RADM Dan Kloepfel (USN, ret.)

CEO
CASY & MSCCN

Date 14 NOVEMBER 15

Annex A

Statistical Data – A quarterly review of statistical data will be conducted between CASY & MSCCN and P3. This data is housed in the CASY & MSCCN BrassRing system by IBM (a recruitment management system that CASY & MSCCN staff operate within).

The outline of statistical data will at a minimum include:

1. Hiring Assistance Activities:

- a. Number of USAR Soldiers hired by participating employers**
- b. Number of USAR Family Members hired by participating employers**
- c. Provide list of companies that are hiring Soldiers and Family Members**
- d. Provide statistical information on starting salary figures**

2. Hiring Event Information

- a. Number of USAR Soldiers and Family Members participating in CASY & MSCCN events**
- b. Number of USAR units briefed by CASY & MSCCN**

*** Statistics can be changed based on mutual consensus.**