



**Annual Report to Congress
Fiscal Year 2020**

U.S. Department of Labor
Veterans' Employment & Training Service

200 Constitution Avenue, N.W., Washington, D.C. 20210

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Executive Summary

The Veterans' Employment & Training Service (VETS) serves as an integrated employment, training, and compliance enterprise within the Department of Labor (DOL). VETS administers programs that have the potential to address the employment, training, and job security needs of 200,000 military service members who transition to civilian life each year, 8.9 million military veterans in the US labor force,¹ and nearly 800,000² National Guard and Reserve members.

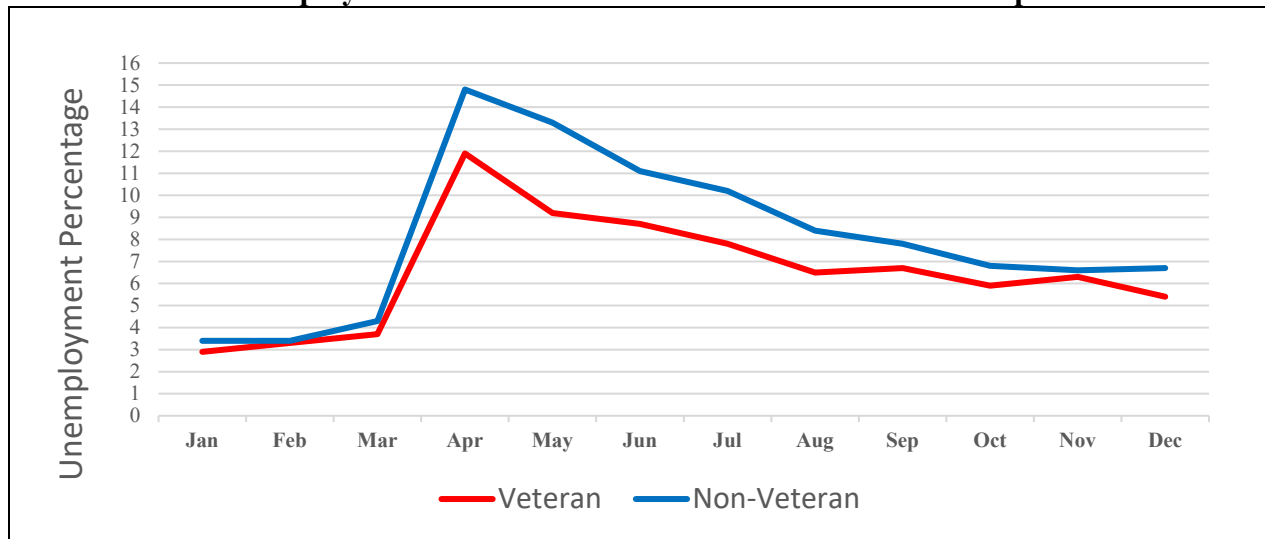
Our mission is to:

- * **Prepare** transitioning service members and military spouses for civilian employment;
- * **Provide** employment and training services to eligible veterans and their spouses;
- * **Protect** employment and reemployment rights of service members and veterans and ensure that federal employers give appropriate preferential hiring to veterans; and
- * **Promote** employment opportunities for veterans, service members, and their spouses across sectors.

In 2020, VETS refined its agency vision to: “Enabling all veterans to reach their potential in the workplace.” We work to achieve this vision through two agency priorities: modernizing our services and harnessing the collective energy of strategic partners.

Through the collective work of VETS and its partners, we have seen veteran unemployment rates consistently below that of non-veterans as reflected in **Chart 1** that shows the difference in unemployment rates between veterans and their nonveteran counterparts. In calendar year 2020, the average veteran unemployment rate was 6.5 percent—lower than the nonveteran unemployment rate of 8.0 percent.³

Chart 1. 2020 Unemployment Rate of Veterans and Nonveteran Counterparts



¹ BLS – [Employment Situation of Veterans 2020](https://www.bls.gov/news.release/pdf/vet.pdf): <https://www.bls.gov/news.release/pdf/vet.pdf>.

² DMDC – [DoD Personnel Report](https://dwp.dmdc.osd.mil/dwp/app/dod-data-reports/workforce-reports): <https://dwp.dmdc.osd.mil/dwp/app/dod-data-reports/workforce-reports>

³ BLS – [Labor Force Statistics from CPS](https://data.bls.gov/timeseries/LNS14049526&series_id=LNS14049601): https://data.bls.gov/timeseries/LNS14049526&series_id=LNS14049601.

COVID-19 Pandemic Impact

The COVID-19 Pandemic impacted all VETS programs to some extent, these impacts are described below:

Transition Assistance Program (TAP) – TAP shifted from nearly 100 percent “brick and mortar” in-person workshop delivery to a combination of in-person and virtual delivery. Even with this change, the required one-day Employment Fundamentals of Career Transition workshop saw a 43 percent participant reduction (Table 1).

Jobs for Veterans State Grant (JVSG) and Homeless Veterans’ Reintegration Program (HVRP) – Many American Job Centers (AJCs), Homeless Veterans’ Reintegration Program (HVRP) grantees, and the National Veterans Training Institute (NVTI) shifted to virtual service delivery due to COVID-19 restrictions. In addition, unprecedented Unemployment Insurance (UI) claim filings forced numerous states to reassign JVSG staff to assist with UI claim filings, limiting the number of case managers and outreach specialists. As a result of these factors, the number of JVSG staff assisted services to veterans dropped by 18 percent (Table 8) and HVRP participants enrolled dropped by 17 percent (Table 9).

Hire Veterans Medallion Program (HVMP) – Pandemic impacts began during the application window for HVMP. This led to a reduced number of applications as employers were either closed, working with reduced Human Resource personnel, or were involved in more pressing obligations. In spite of these obstacles the program experienced a 37 percent increase in applications approved for an award as compared to last year.

This report has been prepared in accordance with Title 38, United States Code, §§ 4107(c), 4212(c), 4215(d), and 2021(d), as well as The Honoring Investments in Recruiting and Employing (HIRE) American Military Veterans Act of 2017, Division O of P.L. 115-31. The report describes how the various programs administered by DOL VETS, along with its partner agencies, helped to facilitate smooth transitions to civilian employment for those serving in our military, and provided continuing employment assistance for veterans, military spouses, and caregivers.

Introduction

The Veterans' Employment & Training Service (VETS) serves as an integrated employment, training, and compliance enterprise within the Department of Labor (DOL). This annual report describes VETS programs and compliance activities during fiscal year 2020.

Information on some of the workforce activities described in this report are provided by Program Year (PY), Fiscal Year (FY), or Calendar Year (CY).

- Data collected on a CY basis cover the period from 1/1/2020 – 12/31/2020 (CY 2020).
- Data collected on a FY basis cover the period from 10/1/2019 – 9/30/2020 (FY 2020).
- Data collected on a PY basis cover the period from 7/1/2019 – 6/30/2020 (PY 2019).

VETS' MISSION STATEMENT

To *prepare* America's veterans, service members, and their spouses for meaningful careers, *provide* them with employment resources and expertise, *protect* their employment rights, and *promote* their employment opportunities.

I. Performance Management

The VETS' programs address the Department's Strategic Goal 1: *Support the Ability of All Americans to Find Good Jobs*. As described below, VETS programs materially contribute to this goal, yielding significant results for veterans and service members who are transitioning to the civilian workforce.

A. The Transition Assistance Program

The Transition Assistance Program (TAP) for separating and retiring service members serving on active duty, guard, and reserve, and their spouses, provided under 10 U.S.C. § 1144, is a cooperative effort among DOL, U.S. Department of Defense (DOD), the U.S. Department of Education (ED), the U.S. Department of Homeland Security (DHS), U.S. Department of Veterans Affairs (VA), the Small Business Administration (SBA), and the Office of Personnel Management (OPM). VETS administers the DOL TAP Curricula as a required component of TAP, both domestically and at overseas installations, providing job preparation and employment resources to assist transitioning service members in entering the civilian workforce. The number of DOL TAP courses provided is based on the requirements of the Armed Services.

The FY 2020 Employment Fundamental of Career Transition (EFCT) course was structured in a standardized format so that all attending service members, and their spouses who choose to participate, received the same high level of instruction. The mandatory course is designed to lay the foundation of the transition from military to civilian life. The one-day workshop provides an introduction to the essential tools and resources needed to evaluate career options, gain information for civilian employment, and understand the fundamentals of the employment process.

In addition to the EFCT course, DOL also operated two elective courses: the Employment Workshop (EW) and the Career and Credential Exploration (C2E) course. The EW is a comprehensive 2-day workshop that covers emerging best practices in career employment,

including in-depth training to learn interview skills, build effective resumes, and use emerging technology to network and search for employment. The C2E course is a track that offers a unique opportunity for participants to complete a personalized career development assessment of occupational interest and ability. Participants will also be guided through a variety of career considerations, including labor market projections, education, apprenticeships, certifications, and licensure requirements.

In FY 2020, the interagency partners collected and analyzed survey results regarding participants' satisfaction with the TAP curriculum and delivery methods. Survey results indicated 96 percent would use what they learned in their own transition planning and 93 percent reported that the DOL EW enhanced their confidence in transition planning.

TAP course administrators tabulate and report the number of transitioning service members participating in all three DOL-sponsored courses, both domestic and international, which are provided in **Tables 1, 2, and 3** below.

EMPLOYMENT FUNDAMENTALS OF CAREER TRANSITION WORKSHOP

As displayed in **Table 1**, DOD's demand for DOL's EFCT activity decreased between FY 2019 and FY 2020 due to the COVID-19 pandemic. In addition to courses delivered in the continental United States, VETS currently delivers EFCT courses at sites in Bahrain, Belgium, Cuba, Germany, Greece, Guam, Italy, Korea, Japan, Netherlands, Portugal, Qatar, Romania, Spain, Turkey, and the United Kingdom.

Table 1. Total DOL EFCT Workshops and Participants, FY 2019 – 2020

Category	FY 2019 ⁴	FY 2020	Percent Change
Workshops	5,884	4,136	-30%
Participants	164,344	92,981	-43%

Table 2 shows the number of participants in the DOL EW for FY 2020, based on DOD demand. As a new elective course in FY 2020, data is not available for FY 2019.

Table 2. TAP Employment Workshops and Participants, FY 2019 – 2020

Category	FY 2019	FY 2020	Percent Change
Workshops	N/A	2,250	N/A
Participants	N/A	39,135	N/A

C2E COURSES DELIVERED

Table 3 displays the DOL C2E workshop activity and participant count for FY 2020 based on DOD demand. As a new elective course in FY 2020, data is not available for FY 2019.

⁴ This course was known as the Employment Workshop in FY 2019. Both courses represent the mandatory portion of DOL's TAP responsibility.

Table 3. C2E Workshops and Participants, FY 2019 – 2020

Category	FY 2019	FY 2020	Percent Change
Workshops	N/A	743	N/A
Participants	N/A	6,876	N/A

TAP DATA ANALYTICS

In FY 2016, VETS began daily data transfer from the Defense Manpower Data Center (DMDC) through the Veteran Data Exchange Initiative (VDEI) to gain a better understanding about transitioning service members to allow VETS to better serve these individuals. VETS is currently updating required data sharing agreements needed to merge VDEI data with wage information from the National Directory of New Hires to provide employment-based outcomes for TAP participants. Once the two data sources are merged, analyses can be conducted on: correlation between MOC and employment status; correlation between employment status and timing/number of TAP courses taken; overall percentage of TAP participants becoming employed and wages earned (WIOA metrics); employment status broken down by age/race/ethnicity; etc. VETS expects data matching to begin by the end of FY 2021.

APPRENTICESHIP PLACEMENT PILOT

In April 2020, VETS opened the Apprenticeship Placement Pilot to transitioning service members at eight select pilot locations, and virtually nationwide. Apprenticeship placement counselors work one-on-one with interested service members with a goal of beginning an apprenticeship program shortly after separation. This pilot concluded in April 2021; results will be included in the FY 2021 VETS Annual Report to Congress.

B. Jobs for Veterans State Grants and the Workforce System

VETS coordinates with DOL’s Employment and Training Administration (ETA) to serve veterans through the public workforce system—a system that supports economic growth by providing workers and employers important resources to maximize employment opportunities. VETS’ main point of integration is through Jobs for Veterans State Grants (JVSG), which are authorized under 38 U.S.C. § 4102A(b) and offer employment and training services through State Workforce Agencies nationwide. The JVSG program assists veterans with significant barriers to employment and other eligible individuals to facilitate their transition to employment and assists employers in filling their workforce needs with job-seeking veterans.^{5, 6}

The workforce system offers assistance through a nationwide network of nearly 2,400 one-stop job centers (referred to as American Job Centers, or AJCs) that provide services funded and

⁵ In addition to veterans with significant barriers to employment, all veterans ages 18-24 are eligible for services from a Disabled Veterans’ Outreach Program (DVOP) specialist. See [Veterans’ Program Letter 03-19, Designation of Additional Populations Eligible for Services from Disabled Veteran’s Outreach Program Specialist](#) (February 7, 2019), available at <https://www.dol.gov/sites/dolgov/files/VETS/legacy/files/veterans-program-letter-03-19.pdf>.

⁶ In the Consolidated Appropriations Act, 2015, P.L. 113-235, JVSG eligibility was expanded to Transitioning Service Members of the Armed Forces who have participated in the Transition Assistance Program and have been identified as in need of intensive services; members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or wounded warrior transition units; and a spouse or other family caregivers of the wounded warrior.

coordinated by DOL, state and local governments, and other Federal partners. Last year, more than 3.2 million Americans, including over 203,000 veterans, received staff-assisted employment assistance at an AJC.⁷ This assistance may include job search services, career planning and counseling, and job training.

PRIORITY OF SERVICE FOR VETERANS IN THE WORKFORCE SYSTEM

Section 2 of the Jobs for Veterans Act (JVA) of 2002, as codified in 38 U.S.C. § 4215, established “Priority of Service” for veterans in DOL-administered job training programs. Under this authority, veterans and eligible spouses receive priority access to workforce training programs directly funded, in whole or in part, by DOL. Priority of Service applies to both program participation and access to the full range of services offered by each DOL-funded program.

In PY 2019, DOL assessed the Priority of Service, determined by measuring the proportion of veterans who received services within 45 days of accessing the workforce system, as 98 percent. This assessment does not account for veterans who chose not to pursue staff-assisted services after their first workforce system contact.

VETERANS’ PARTICIPATION RATES FOR PY 2019

In calendar year 2020, veterans made up 6.0 percent of the civilian labor force, ages 18 and over.⁸ As displayed in **Table 4**, data for PY 2019 indicate that ETA’s adult employment and training programs under the Workforce Innovation and Opportunity Act (WIOA) and the Wagner-Peyser Act served nearly 208,000 veterans among over 3.4 million participants at AJCs; this results in a participation rate for veterans of 6.8 percent, the same as in PY 2017. The table below displays the number of veterans served by several ETA workforce programs.⁹

Table 4. PY 2019 Participation in DOL/ETA Programs

PY 2019 DOL/ETA Adult Programs	Number of Veteran Participants*	Total Number of Participants**	Veterans’ Participation Rate in DOL Programs
Wagner-Peyser Employment Service	208,856	3,409,790	6.13%
WIOA Adults	20,271	357,558	5.67%
WIOA Dislocated Worker	13,327	256,498	5.20%
WIOA Youth	359	137,289	0.26%
Dislocated Worker Grants	1,691	25,940	6.52%

Sources: Program data derived from ETA reporting systems, which track participation levels and services offered to participants. Individuals were counted only once per program year per program. The data for PY 2019 programs are for the period of July 1, 2019 – June 30, 2020. Data is based on PY 2019 Q4 WIOA Performance Records, via the Workforce Integration Performance System (WIPS).

* Based on the DOL definition of “veteran” for purposes of providing priority of service. Total participants does

⁷ Source: WIOA state reporting for the Wagner-Peyser Employment Service and Jobs for Veterans State Grants; data for quarter ending 06/30/2020.

⁸ [Bureau of Labor Statistics](https://www.bls.gov/cps/cpsaat48.htm), <https://www.bls.gov/cps/cpsaat48.htm>

⁹ Some programs and states co-enroll participants to ensure integrated service delivery to job seekers. Due to the high levels of co-enrollment, the total number of people served in the Wagner-Peyser Employment Service is the recommended representation of the total individuals served in the workforce system.

not account for co-enrollment in multiple programs.

** Note that these counts only include participants. Information on veteran status of Reportable Individuals by program is not available for PY 2019.

Through the JVSG program, VETS provides funds to states to support three types of staff positions: Disabled Veterans’ Outreach Program (DVOP) specialists, Local Veterans’ Employment Representative (LVER) staff, and Consolidated Positions (positions which perform the functions of both DVOP specialists and LVER staff). States provide funding allocation plans to improve services and outcomes. These plans include strategies for reaching populations of eligible veterans throughout the state, services to veterans, and cooperative arrangements between states and private industry, educational institutions, trade associations, and labor unions. WIOA encourages State Workforce Development Boards to develop a combined state plan for all education and workforce programs, which may include the JVSG program.

PRIMARY INDICATORS USED TO EVALUATE PERFORMANCE

JVSG utilizes four primary indicators of performance defined by WIOA:

- **Employment Rate in the 2nd Quarter after Exit:** the percentage of participants served who are employed in the second quarter after exit from the program;
- **Employment Rate in the 4th Quarter after Exit:** the percentage of participants served who are employed in the fourth quarter after exit from the program;
- **Median Earnings 2nd Quarter after Exit:** the mid-point of all quarterly wages earned in the second quarter after exit; and
- **Effectiveness in Serving Employers:** this measure is in a pilot phase. States are instructed to report on two of the following metrics: participant retention with the same employer from 2nd quarter after exit to 4th quarter after exit; repeat business customers as a count of businesses who re-use workforce services over a three-year period; and employer penetration rate as the proportion of businesses who are using the core program services out of all employers represented in an area or state served by the public workforce system.

Table 5. JVSG Performance Outcomes, PY 2018-2019

Performance Metric	PY 2018	PY 2019	Change
Employment Rate 2 nd Quarter After Exit	58.0%	57.6%	-0.4%
Employment Rate 4 th Quarter After Exit	57.0%	55.7%	-1.3%
Median Earnings 2 nd Quarter After Exit	\$6,420	\$6,679	+\$259

DISABLED VETERANS’ OUTREACH PROGRAM

The primary duty of DVOP specialists is to provide individualized career services to eligible program participants. Individualized career services are designed to: 1) mitigate an individual’s barriers to employment through comprehensive and specialized assessments of skill levels and needs, 2) develop an individual employment plan, including group and individual career counseling and planning, and 3) provide short-term instruction to augment skills development, such as interview and communication skills. DVOP specialists may be located at AJCs, or co-located with other service providers, such as the VA and DOD Transition Assistance offices.

LOCAL VETERANS’ EMPLOYMENT REPRESENTATIVES

LVER staff promote veteran hiring through outreach activities that build relationships with local

employers with the goal of connecting employers across the country with career-ready veterans. Often, LVERs are part of a state's business service team. LVERs coordinate with DVOP specialists and other AJC staff to transition veteran clients seamlessly into appropriate employment in the local community.

CONSOLIDATED POSITION

Consolidated DVOP/LVER positions are considered, by request, to allow states flexibility to promote a more efficient administration of services to veterans with a particular emphasis on services to disabled veterans, without hindering the provision of services to veterans and employers.

DEVELOPMENT AND TRAINING FOR DVOP SPECIALISTS AND LVER STAFF

Quality training is essential to DVOP and LVER success. As required by the Veterans Benefit Act of 2010, 38 U.S.C. § 4102(A) (c)(8)(A), all newly hired DVOP specialists and LVER staff are required to satisfactorily complete JVSG training delivered by the National Veterans' Training Institute (NVTI) within 18 months after the date of employment. The NVTI provides this training through a competitively-awarded contract from VETS. Of the 281 newly hired JVSG state staff satisfactorily completing the required JVSG core courses in FY 2020, 247 (88 percent) completed the JVSG core courses within 18 months after their employment dates. The average number of days from the date of hire to the date of final core course completion is 371 days. The typical newly hired JVSG staff member completes his or her first core course an average of five months after the date of hire. VETS worked with DOL's Office of Disability Employment Policy (ODEP) to include new training components in the NVTI curriculum to ensure that information relating to employment and accommodations for veterans with disabilities is a part of the information received by DVOPs and LVERs to increase their success with this population.

DVOP AND LVER STAFF AND FUNDING LEVELS

VETS awards JVSG funds by formula to each state, the District of Columbia, Guam, Puerto Rico, and the U.S. Virgin Islands. The formula, governed by 38 U.S.C. § 4102A(c) (2), is based on the following factors:

- The number of unemployed individuals in the general population in each state, compared with the total number of unemployed individuals in the general population across all states; and
- The number of veterans in the civilian labor force in each state, compared with the total number of veterans in the civilian labor force across all states.

In accordance with the Jobs for Veterans Act (JVA), 38 U.S.C. § 4102A, states may determine the ratio of DVOP specialists and LVER staff based upon local economic conditions and a state's plan for meeting the employment service needs of the program's target population. **Table 6** provides FY 2019 and FY 2020 funding and staffing levels for DVOP specialists, LVER staff, and Consolidated Position Staff.¹⁰

¹⁰ FY 2020 (ending September 30, 2020) Staffing, Spending, and Funding Balance Worksheet.

Table 6. DVOP Specialists and LVER Staff Funding¹¹

DVOP Specialists	FY 2019	FY 2020	Change
DVOP Funding	\$115,696,883	\$109,933,739	-5.2%
Projected DVOP Staffing	1,296	1,216	-6.7%
Actual DVOP Positions Supported	1,132	998	-13.4%
Average Cost per Position	\$102,206	\$110,101	7.2%
LVER Staff	FY 2019	FY 2020	Change
LVER Funding	\$55,261,633	\$57,048,739	3.1%
Projected LVER Staffing	571	567	-0.7%
Actual LVER Positions Supported	497	466	-6.7%
Average Cost per Position	\$111,190	\$122,303	9.2%
Consolidated Position Staff	FY 2019	FY 2020	Change
Consolidated Funding	\$4,356,734	\$5,628,321	22.6%
Projected Consolidated Staffing	53	65	18.5%
Actual Consolidated Positions Supported	41	46	10.9%
Average Cost per Position	\$106,262	\$121,411	13.2%

JVSG SERVICES FOR PARTICIPANTS

In PY 2019, DVOP staff served 64,623 participants,¹² with over 92 percent of those receiving individualized career services. Please note, however, that the categories in **Table 7** include overlapping data because a veteran may be counted in more than one category (e.g., a veteran could be categorized as both a woman veteran and a homeless veteran). Veterans are identified under these categories during the initial intake process at AJCs.

Table 7. DVOP-Served Participant Statistics

Population or Sub-Population	PY 2018	PY 2019	Percentage Point Change
All Veterans	79,082	64,623	-23%
Disabled Veterans	33,917 (43%)	28,550 (44%)	+1%
Long-term Unemployed	7,271 (9%)	5,847 (9%)	No Change
Women Veterans	12,361 (16%)	9,959 (15%)	-1%
Homeless Veterans	13,190 (17%)	10,262 (16%)	-1%

WEIGHTED OUTCOMES

The JVSG program utilizes a weighted outcome metric to measure the outcomes of incentivizing individualized career services given to veteran participants. In 2007, the Government Accountability Office (GAO) recommended that DOL “implement a weighting system for the DVOP and LVER performance measures that takes into account the difficulty of

¹¹ The results in this table reflect updated figures may not align with those contained in the Congressional Budget Justification (CBJ), which included best estimates at the time drafted.

¹² This figure represents the unduplicated participant count of veterans and transitioning service members served by DVOP specialists, as reported in the Workforce Integrated Performance System. Data is as of June 30, 2020.

serving veterans with particular barriers to employment” as required under the JVA, 38 U.S.C. § 4102A(f); VETS uses this recommendation as the basis for the metric.¹³

Under this system, a veteran who receives individualized career services through the JVSG program receives a value, or weight, of 1.25, while all other participants receive a weight of 1.0. This weighting incentivizes case managers to provide higher proportions of individualized career services to veterans with significant barriers to employment. Intensive services are designed to lead to better employment outcomes, and the weighted measure proposed by GAO incentivizes this behavior within the state workforce system. This GAO finding came at a time when JVSG delivered intensive services at a significantly lower rate. In PY 2019, nearly 95 percent of all participants received individualized career services from DVOP specialists. As such, there is a significant difference when comparing the weighted entered employment rate to the unweighted rate. **Table 8** shows a comparison between weighted and unweighted JVSG entered employment rate and counts for the past two program years.

Table 8. Weighted Measure Counts of Participants Who Exited the Program and Received Services Delivered by a DVOP Specialist

Weighted Veterans Measure	PY 2018	PY 2019	Percent Change
Number of Veterans Who Received Staff-Assisted Services	79,082	64,623	-18%
Number of Veterans Who Received Individualized Career Services	71,572	61,234	-14%
Number of Veterans Who Entered Employment*	35,150	29,260	-17%
Unweighted Entered Employment Rate	55.9%	56.2%	+0.3%
Weighted Entered Employment Rate	68.7%	69.0%	+0.3%

*“Entered Employment” metric included in this table refers to any participant who was unemployed at time of participation and who found work within the first quarter after program completion.

IMPLEMENTING A UNIFORM NATIONAL THRESHOLD VETERANS ENTERED EMPLOYMENT RATE

The JVA amended 38 U.S.C. § 4102A(c)(3)(B) to require that the Secretary of Labor establish, through regulations, a Uniform National Threshold Entered Employment Rate (UNTEER) for veterans, to assess states’ performance in helping veterans meet their employment needs. To establish this UNTEER for veterans, data was compiled from each state using participant services funded from either the Wagner-Peyser Employment Service or JVSG. The JVA defines “Entered Employment” as “of those participants who were unemployed at time of initial participation, the percentage of those who were subsequently employed in the first quarter after program exit.” UNTEER uses a calculation methodology from the Workforce Investment Act (WIA) that does not align with current WIOA performance metrics. However, UNTEER requires this specific use of the Entered Employment definition.

The [UNTEER for veterans](#) for PY 2019 was set at 52.6 percent, based on the national entered

¹³ Government Accountability Office Report 07-594, *Labor Could Improve Information on Reemployment Services, Outcomes, and Program Impact*, May 2007.

employment rate of 58.4 percent. Using the current WIOA definition of employment in the 2nd quarter after exit, the overall veteran employment rate was 62.0 percent in PY 2019. Full results are available here: <https://www.dol.gov/sites/dolgov/files/VETS/files/JVSG-PY2019-UNTEER.pdf>.

INCENTIVE AWARD ANALYSIS

Under 38 U.S.C. § 4102A and § 4112, as amended by the JVA, VETS provides funds for performance incentive awards to be administered by states to recognize quality employment, training, and placement services for veterans. In particular, one percent of a state's total JVSG program year grant allocation is reserved to be used for the following:

- Encouraging the improvement and modernization of employment, training, and placement services for veterans; and
- Recognizing eligible employees and employment service offices for excellence in the provision of such services, or for having made demonstrable improvements in the provision of services to veterans.

Typically, states use these incentive funds to provide cash awards to individual staff recipients; however, a state may provide nonfinancial incentives in lieu of, or in combination with, cash awards, as outlined in its VETS-approved state Veteran Service Plan.¹⁴ Further, states have the option to decline the allocation of incentive award funds. In FY 2020, VETS set aside \$1,752,075 for the incentive funds. Of this total, 40 state agencies (including agencies in two territories) received \$1,263,512 for staff and office incentive awards. Fourteen state agencies declined receipt of incentive award funds due to legislative restrictions, state policies, union agreements, or other unspecified reasons. These declined funds (\$488,563) were used for special initiatives proposed by states, including temporary increases to DVOP and LVER staffing. Of the amount states requested, agencies obligated \$804,751 by the end of the fiscal year, leaving \$458,761 to be deobligated during grant closeout.

C. Homeless Veterans' Reintegration Program

The Homeless Veterans' Reintegration Program (HVRP) provides services to help veterans experiencing homelessness obtain meaningful employment and to stimulate the development of effective service delivery systems to address the complex problems facing veterans experiencing homelessness. Funds are awarded through competitive grants. Eligible entities include state and local Workforce Development Boards, Native American tribal governments (federally recognized), Native American tribal organizations (other than federally recognized tribal governments), for-profit/commercial entities, public agencies, and non-profits, including community- and faith-based organizations. Veterans are provided with case management, employment and training services, and linkages to supportive services within their communities. Job placement, training, job development, career counseling, and resume preparation are among other services provided by grantees. Through HVRP, funding is also available for Stand Downs, local events typically held for one to three days during which a variety of social services are provided to veterans experiencing homelessness. The Homeless Female Veterans and

¹⁴ State Veterans' Service Plans are developed by states to describe the methods that will be used to provide specific services to veterans using prescribed funding levels.

Veterans with Families Program (HFVWWF) targets the subpopulation of women veterans experiencing homelessness and veterans with families experiencing homelessness. The Incarcerated Veterans' Transition Program (IVTP) targets another subpopulation: veterans who are at risk of homelessness as they transition from incarceration.

HVRP funds are awarded to eligible entities through a competitive grant process outlined in an annual Funding Opportunity Announcement. Successful grant applicants must specifically describe how their outreach to homeless veterans will build an effective level of collaboration with other programs and entities, such as the U.S. Department of Housing and Urban Development-U.S. Department of Veterans Affairs Supportive Housing program (HUD-VASH); grantees in VA's Grant and Per Diem Program; and grantees in VA's Supportive Services for Veteran Families program.

Each HVRP participant receives customized employment and training services to address his or her specific barriers to employment. Services may include occupational, classroom, and on-the-job training, as well as job search, placement assistance, and post-placement follow-up services. DVOP specialists and LVER staff also support HVRP grantees by providing workforce system resources to help grantees achieve job placement and retention goals through case management, direct employer contact, job development, and follow-up services. In PY 2019, DOL awarded funds to 149 grantees. Specifically, DOL awarded 51 newly-competed grants and approved 98 grantees to receive option-year funding. These include awards to targeted programs designed to address the employment barriers of specific veteran populations, such as formerly incarcerated veterans, women veterans, and those with families.

In PY 2019, roughly 45 percent of the 17,099 HVRP participants were co-enrolled in various programs offered at AJCs. Co-enrollment increases the array of comprehensive services that currently and formerly homeless veterans may receive in AJCs such as, but not limited to, JVSG, WIOA titles I and II, state vocational rehabilitation, the Wagner-Peyser Employment Service, and Veteran Readiness & Employment (VR&E) through the VA¹⁵. For example, a formative evaluation funded by DOL's Chief Evaluation Office found that homeless veterans enrolled in HVRP were more likely to receive individualized career services as compared to homeless veterans not enrolled in HVRP.¹⁶ In the HVRP analysis of ETA's Participant Individual Record Layout data for the first two quarters of PY 2019, VETS found that 92 percent of the HVRP participants received individualized career services and 55 percent of the non-HVRP homeless veterans received individualized career services in the AJCs.

In addition to an employment placement rate of 54 percent in PY 2019, **Table 9** provides information from the HVRP program for the most recently completed two program years. HVRP enrollment decreased by over 14 percent from the PY 2018 total of 19,946 to the PY 2019 total of 17,099. The average cost per participant in PY 2019 of \$2,682 represents an increase of \$517 (or 24 percent) from the PY 2018 average of \$2,165. The average hourly wage at placement increased by 5 percent from \$14.50 in PY 2018 to \$15.22 in PY 2019.

¹⁵ The Department of Veteran Affairs program VR&E was previously known as Vocational Rehabilitation and Employment

¹⁶ [Formative Evaluation of the Homeless Veterans Reintegration Program Report](#)

Table 9. HVRP Participant Statistics, PY 2018 and PY 2019¹⁷

	Participants Enrolled			Average Cost per Participant			Average Cost per Placement			Average Hourly Wage at Placement		
	PY 2018	PY 2019	Change	PY 2018	PY 2019	Change	PY 2018	PY 2019	Change	PY 2018	PY 2019	Change
Homeless Veterans' Reintegration Program	19,946	17,099	-2,847	\$2,165	\$2,682	+\$517	\$3,856	\$6,466	+\$2,610	\$14.50	\$15.18	+\$0.68
HVRP Subset: Homeless Female Veterans and Veterans with Families	2,252	4,368	+2,116	N/A	N/A	N/A	N/A	N/A	N/A	\$15.11	\$15.77	+\$0.66
HVRP Subset: Incarcerated Veterans' Transition Program	2,611	2,369	-242	N/A	N/A	N/A	N/A	N/A	N/A	\$13.18	\$14.38	+\$1.20

Note: N/A = In (PY) 2016, VETS combined three separate funding competitions into one. The average cost per participant and average cost per placement were not available in PYs 2018 and 2019, as these population groups were no longer able to be separated out from grantee data submissions. Further, combining these grant competitions reduced the number served specifically by those grant types, but the number of homeless veterans served increased overall.

HOMELESS VETERANS' STAND DOWN GRANTS

Each year, VETS utilizes a small portion of HVRP funds to support Stand Down events.¹⁸ These events, held in local communities, provide a variety of social services to homeless veterans. Stand Down events serve as gateways into structured housing and reintegration programs. In particular, Stand Down events result in partnerships with local businesses and social service providers to offer the following services:

- shower facilities and haircuts;
- meals;
- legal advice;
- medical examinations and dental treatment;
- hygiene care kits;
- immunizations;
- information on veterans' benefits;
- information on training and employment opportunities;
- information on support services, including child care; and
- emotional support and camaraderie among other veterans.

VETS awarded \$141,637 for 29 Stand Down events in FY 2020.

¹⁷ The results in this table reflect updated actuals and do not always align with the Congressional Budget Justification (CBJ), which included best estimates at the time drafted.

¹⁸ The maximum amount awarded to HVRP eligible entities to support a Stand Down event is \$7,000 for a one-day event and \$10,000 for a multi-day event.

D. Compliance and Investigations

VETS is responsible for administering the Uniformed Services Employment and Reemployment Rights Act (USERRA) under 38 U.S.C. §§ 4301-4335, investigating complaints alleging violations of veteran preference in federal hiring under 5 U.S.C. § 3330a, and federal contractor data reporting under the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), 38 U.S.C. § 4212. This report includes a brief description of USERRA and VETS' administration of the Act. Further details of VETS' USERRA enforcement activities are provided in the Department's USERRA Annual Report to Congress. As is noted elsewhere above, the [most recent USERRA annual reports](#) can be found here: <https://www.dol.gov/agencies/vets/programs/userra>.

UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA prohibits discrimination against persons because of their service in the military; encourages non-career service in the military by eliminating or minimizing the disadvantages to civilian careers and employment that can result from such service; minimizes the disruption to the lives of persons performing service in the military, as well as to their employers, their fellow employees, and their communities by providing for the prompt reemployment of such persons upon their completion of such service; and prohibits retaliation against individuals who attempt to enforce their rights under USERRA and against those who testify in any proceeding under the Act.

VETS conducts a public outreach campaign to educate service members, employers, and others on their rights and responsibilities under USERRA. VETS provides an [online USERRA Advisor](#) (<https://webapps.dol.gov/elaws/vets/userra/>) to assist veterans in understanding employee eligibility, job entitlements, and obligations, as well as benefits, remedies, and employer obligations under USERRA. The Advisor helps employees assess the potential validity of their complaint and allows them to file USERRA complaints electronically. In FY 2020, VETS provided technical assistance and conducted outreach to more than 7,000 individuals nationwide, including service members, members of professional groups, and the general public. VETS coordinates outreach on USERRA by working closely with other agencies, including DOD's Employer Support of the Guard and Reserve.

VETERANS' EMPLOYMENT OPPORTUNITY ACT

Under 5 U.S.C. § 3304(f), as added by VEOA, preference eligible veterans (those veterans who separated from the Armed Forces under honorable conditions after three years or more of active military service) are allowed to apply for certain federal merit promotion opportunities for which an agency accepts applications from individuals outside its own workforce. Pursuant to 5 U.S.C. § 3330a(a)(1)(A), VEOA also provides that preference eligible veterans who allege their rights are violated under any statute or regulation relating to veterans' preference may file a claim with DOL.

VETS maintains a Veterans' Preference Advisor that provides information and advice in an electronic format to employers and employees regarding veterans' preference issues. In particular, the Veterans' Preference Advisor helps veterans determine the types of preferences and benefits to which they are entitled, explains the process for filing a complaint, and provides an electronic claim form. The [Veterans' Preference Advisor](#) can be found on the Department's

ELAWS website at: <https://webapps.dol.gov/elaws/vetspref.htm>.

Table 10 displays the total number of Veterans' Preference cases investigated during FY 2020 and case outcomes. Of the 275 complaints received in FY 2020 and the 13 cases carried over from FY 2019, VETS closed 277 cases. On average, cases were resolved in 20.7 days.

Table 10. FY 2020 Veterans' Preference Cases

Category or Subcategory	Number or Percentage of Cases
Total Cases	288
Cases Carried Forward from FY 2019	13
Cases Opened During FY 2020	275
Total Cases Closed During FY 2020	277
Percent of FY 2020 Cases Closed within 60 days	95.7%
Percent of FY 2020 Cases Closed within 90 days	97.1%
Average Number of Days Case Was Open	20.7

VIETNAM ERA VETERANS' READJUSTMENT ASSISTANCE ACT OF 1974 (VETS-4212 REPORT)

The reporting requirement established under the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, 38 U.S.C. § 4212(d)(1), requires that contractors and subcontractors awarded qualifying Federal contracts annually report on the total number of their employees who belong to certain categories of veterans, and the number of those employees newly hired during the reporting period.

The reporting obligation applies to those entities with a Federal government contract of \$150,000 or more entered into or modified after December 1, 2003.¹⁹ Pursuant to 38 U.S.C. § 4212(a) and (d), as amended by the Jobs for Veterans Act, contractors submitting these VETS-4212 reports provide data on protected veterans in their employment who fall under one or more of the following categories:

- Disabled veterans;
- Veterans who served on active duty in the U.S. military during a war or in a campaign or expedition for which a campaign badge has been authorized;
- Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985; and
- Recently separated veterans (within three years of discharge or release from active duty).

The VETS-4212 reports must be filed annually, by the close of the fiscal year on September 30.

Table 11 provides a summary of the reports filed during FY 2019 and FY 2020.

¹⁹ As explained previously, while 38 U.S.C. § 4212 refers to a \$100,000 contract threshold, effective October 1, 2015, the contract threshold increased to \$150,000 per an inflationary adjustment statute implemented by the Federal Acquisition Regulation Council. See Federal Acquisition Regulation; Inflation Adjustment of Acquisition-Related Thresholds, 80 Fed. Reg. 38293, 38298 (July 2, 2015).

Table 11. VETS-4212 Annual Federal Contractor Reporting as of September 2020²⁰

Category	FY 2019	FY 2020	Change
Total Federal Contractors Filing	13,052	12,716	-2.6%
Total Submitted Reports	306,242	280,902	-8.3%
All Protected Veterans Employed	964,175	810,308	-16%
Total All Employees	23,469,842	20,196,700	-14%
All Protected Veterans Newly Hired	230,527	191,228	-17%
Total All New Hires	6,305,083	5,251,969	-16.7%

NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS

DOL’s Office of Federal Contract Compliance Programs (OFCCP) is responsible for enforcing the nondiscrimination and equal employment opportunity requirements of VEVRAA. OFCCP’s implementing regulations are at 41 CFR Part 60-300. VEVRAA prohibits Federal contractors and subcontractors from discriminating in employment against protected veterans and requires these employers to take affirmative action to recruit, hire, promote, and retain these veterans. Covered contractors and subcontractors are required to engage in outreach to veterans and establish an annual hiring benchmark against which they measure their progress. Violations of VEVRAA are identified through complaint investigations and compliance evaluations of covered Federal contractors and subcontractors. In FY 2020, OFCCP concluded 1,320 (1,318 neutrally scheduled supply and service and 2 scheduled construction) compliance evaluations; of these, 53 (or four percent) remedied VEVRAA violations. OFCCP processed 194 VEVRAA complaints.

FY 2020 VEVRAA Complaint Outcomes

Closure Disposition	#	%
Case Closed -- No Program Determination	8	4%
Case Settlement Agreement Reached	1	1%
Complaint Closed-Other	78	40%
Conciliation Agreement Signed	10	5%
Letter of Findings Issued - No Violations Identified	19	10%
Notice of Right to Sue Provided (503/ADA ONLY)	1	1%
Referred to EEOC	77	40%
Grand Total	194	-

E. HIRE Vets Medallion Program

The Honoring Investments in Recruiting and Employing (HIRE) American Military Veterans Act of 2017, P.L. 115-31 (Division O), required the Secretary of Labor to establish a program to recognize employer efforts to recruit, employ, and retain veterans. The Act requires the

²⁰ The numbers reflected in this table included VETS-4212 reports filed after the filing season ended on September 30. Due to several factors beyond contractors’ control (e.g. severe weather), the Department allowed filing beyond the season deadline without penalty.

Secretary to submit to Congress annual reports on:

1. The fees collected from applicants for HIRE Vets Medallion Awards in the prior year and any changes in fees to be proposed in the present year;
2. The cost of administering the HIRE Vets Medallion Award Program in the prior year;
3. The number of applications for HIRE Vets Medallion Awards received in the prior year; and
4. The HIRE Vets Medallion Awards awarded in the prior year, including the name of each employer to whom a HIRE Vets Medallion Award was awarded and the level of medallion awarded to each such employer.

This data, along with additional information, is provided below. There are different award criteria for large employers (500-plus employees); medium employers (51-499 employees); and small employers (50 or fewer employees), and for gold and platinum level awards for each category of employer. Congress intended the HIRE Vets Medallion Program be self-funded, administered utilizing a non-refundable fee paid by award applicants. In calendar year 2020, VETS updated the standard operating procedures for the award, enhanced the HIREVets.gov website, refined the application system to more efficiently capture and analyze the applications, further developed the online application payment system via Pay.gov, and instituted systematic marketing procedures.

VETS collected \$106,350 in application fees and proposed no changes to the fees. The cost of administering the HIRE Vets Medallion Award Program in the prior year was \$592,047.77. VETS received 683 applications for the HIRE Vets Medallion Award in 2020. The Secretary of Labor approved 675 of the 683 applications for award, with 5 applications denied and 3 applications withdrawn by the applicant. Of the 675 applications approved for award, the breakdown by award type is as follows: 262 small gold, 135 small platinum, 134 medium gold, 90 medium platinum, 37 large gold, and 17 large platinum.

Appendix II contains an alphabetical listing of the 675 award recipients for 2020, by employer name, along with their doing business as (DBA) name (as applicable), city and state or territory, and award type. The program website is www.HIREVets.gov and the [HIRE Vets Medallion Award listing](#) may also be seen at www.HIREVets.gov/Awardees, via a map function, filtered list, or as a comma separated values (.csv) formatted file.

II. Veterans Employer Outreach Program

VETS continues the Veteran Employment Outreach Program (VEOP) to make it easier for employers to find, hire, train, and retain veterans by leveraging federal, state, and local resources. Through its National-to-Local Engagement and Integration Strategy, VEOP coordinates employment opportunities for veterans among the public and private sectors and in local communities, leveraging the workforce system and its network of nearly 2,400 AJCs nationwide. From a combination of outreach activities and employers seeking assistance in hiring veterans, VETS staff connects employers with state workforce agencies and other resources facilitate veteran employment.

In FY 2020, VETS' Regional Veterans' Employment Coordinators (RVEC) engaged with over

1,843 employers. RVECs referred 146 employers to DOL's Office of Apprenticeship (OA).

III. Interagency Collaboration

VETS has established strong partnerships with other DOL agencies, as well as DOD and VA, to fulfill its mission.

WOMEN'S BUREAU

The Women's Bureau and VETS maintain a collaborative relationship to address issues relating to women veterans and military spouses. The agencies work together to empower women veterans to successfully compete for jobs in the civilian labor force and to educate employers on the value of adding women veterans and military spouses to their workforce. Examples include our collaborative efforts with the Military Spouse Portal on VETS' website as well as transition assistance curriculum.

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

OFCCP collaborates with VETS to support outreach to employers that are federal contractors seeking to recruit and hire veterans. Together, VETS and OFCCP support the employment of protected veterans through the reporting requirements of VEVRAA; this Act helps employers monitor the success of their recruitment and outreach efforts in attracting protected veterans.

BUREAU OF LABOR STATISTICS

The Bureau of Labor Statistics (BLS) is an important partner, as BLS provides critical statistics on how veterans compare to nonveterans in the labor market, such as labor force participation, unemployment rates, and occupational analyses. VETS and VA also directly fund a Veterans Supplement to the Current Population Survey, which provides additional information—such as data on veterans with a service-connected disability—that complement the monthly labor force estimates on veterans derived from the basic monthly survey.

EMPLOYMENT AND TRAINING ADMINISTRATION

VETS collaborates closely with ETA, which administers the public workforce system and key workforce programs that serve veterans and military spouses. VETS works with various ETA programmatic offices to ensure Priority of Service for veterans and eligible spouses is provided, that guidance to grantees includes a veteran focus, and that statistics and analytics for veteran outcomes are achieved. VETS routinely coordinates with ETA on policy and performance issues. Examples include: a) VETS collaborated with ETA on the publication of the TEGL 23-19 WIOA Desk Reference, which provides guidance to AJC staff regarding the use of data validation for veterans and eligible spouses; b) VETS is co-presenting at the upcoming ETA 2021 WIOA Data Validation Summit; and c) ETA and VETS support the Federal response to Ending Veteran Homeless by jointly serving on the U.S. Interagency Council to Homelessness.

- ***WIOA ADULT, YOUTH AND DISLOCATED WORKER PROGRAMS***

The WIOA Adult, Youth, and Dislocated Worker programs, authorized under title I of WIOA, are designed to provide quality employment and job training services to assist eligible individuals find and obtain meaningful employment and to help employers find the skilled workers they need to compete and succeed in the 21st-century economy. WIOA reauthorized the Adult, Youth, and Dislocated Worker programs previously authorized under the Workforce Investment Act (WIA).

- TRADE ADJUSTMENT ASSISTANCE PROGRAM**

The Trade Adjustment Assistance (TAA) Program helps workers who have been adversely affected as a result of foreign trade. Individuals in worker groups certified by the Secretary as being trade-affected may be eligible for services, training, income support, and other allowances to assist them in obtaining new jobs and the skills, credentials, resources, and support they may need to become reemployed. In FY 2020, 1,307 veterans received assistance through TAA (5.6 percent of the total TAA recipients for FY 2020).
- NATIONAL DISLOCATED WORKER GRANTS**

Dislocated Worker Grants (DWGs) provide resources to states and other eligible applicants to respond to large, unexpected layoff events causing significant job losses. This funding is intended to temporarily expand capacity to serve dislocated workers, including veterans, and meet the increased demand for WIOA employment and training services. Depending on the circumstances, WIOA authorizes DWG funds to temporarily employ dislocated workers or provide assistance that helps them obtain new work. WIOA makes DWG resources available to areas experiencing higher than average demand for employment and training activities for dislocated veterans and spouses.
- INDIAN AND NATIVE AMERICAN PROGRAM**

This program provides unemployed and under-skilled Native American, Alaskan Native, and Native Hawaiian adults with intensive training and support services. With this assistance, members of these indigenous communities are better equipped to find and take advantage of a broad array of employment opportunities.
- APPRENTICESHIP**

Apprenticeship programs combine paid work experience with job-related technical instruction. Apprenticeships have historically prepared workers to obtain high-skilled, high-paying jobs that help employers build their qualified workforce.

OFFICE OF DISABILITY EMPLOYMENT POLICY

In FY2020, the Department's Office of Disability Employment Policy (ODEP) collaborated with VETS in multiple ways to increase the provision of effective services to, and positive outcomes for, veterans with disabilities. Disability-related information on accommodations, financial literacy and employment service strategies was added to the NVTI curriculum, with targeted webinars implemented for the VETS system. ODEP actively participated as a member of Advisory Committee on Veterans Employment, Training, and Employer Outreach (ACVETEO), including making several presentations on employment strategies and accommodations for veterans with disabilities. Finally, ODEP, VETS and the Department of Veteran Affairs' Veteran Readiness & Employment collaborated to design and implement a pilot apprenticeship project in multiple sites nationally that will conclude in 2021 with an evaluation implemented by ODEP.

DOL CHIEF EVALUATION OFFICE

In FY 2020, the Department's Chief Evaluation Office completed or continued several veteran-related studies. The topics of these studies included an impact study for HVRP and an evaluation of the effectiveness of TAP. The TAP study focused on the effectiveness of email

messaging to transitioning service members in order to further enhance the overall TAP experience as well as matching data from the U.S. Army to post-separation wage information from the National Directory of New Hires to be able to analyze employment-related outcome after TAP. Appendix I contains a brief synopsis of each study along with a link to the full published report.

UNITED STATES INTERAGENCY COUNCIL ON HOMELESSNESS

The United States Interagency Council on Homelessness (USICH) is an independent establishment that works to coordinate and catalyze the federal response to homelessness, working in close partnership with senior leaders across 19 federal member agencies. DOL is a member of the USICH Council, served as Chair of the Council in 2020, and was the Co-Chair of the USICH Interagency Working Group on Employment and Homelessness. The Chair and Vice Chair of USICH are selected annually by the member agencies. This partnership builds awareness of the HVRP program among the other federal agencies. VETS has strengthened its relationship among the VA and HUD grantees with HVRP grantees by educating them on what the other has to offer. Grantees from these federal agencies have also co-presented best practices, highlighting their successes.

DEPARTMENT OF VETERANS AFFAIRS

DOL partners with VA to provide efficient service to veterans with disabilities who receive services through VA's Veteran Readiness and Employment (VR&E) program, 38 U.S. Code, Chapter 31. Following VR&E's determination that a veteran or service member is entitled to Chapter 31 benefits, local VR&E, VETS, and AJC staff coordinate efforts to provide local labor market information (LMI) to be used in developing the veteran's Individual Written Rehabilitation Plan (IWRP) and providing employment services to assist the veteran in securing suitable employment.

In FY 2020, DOL and VA renewed the Memorandum of Agreement between VETS and the VR&E program. Doing so continues this inter-agency partnership that seeks to increase the employment prospects and positive outcomes for veterans enrolled in the Chapter 31 program. An area of interest that both agencies explored in FY 2020 was how to increase the number of veterans enrolled in the Chapter 31 program who enter Registered Apprenticeships. Apprenticeship opportunities continue to grow, offering promising career paths for veterans with disabilities to earn sustainable wages and achieve their potential. DOL and VA, along with DOL's Office of Disability Employment Policy, initiated a pilot project that will conclude in 2021. VETS will seek to include the employment outcomes and earnings of the pilot's participants in next year's Annual Report to Congress.

DEPARTMENT OF DEFENSE

DOL partners with DOD, ED, VA, DHS, SBA, and OPM to administer TAP. The purpose of TAP is to ensure that active duty service members, guard and reserve members, and their spouses and families make a smooth transition from military to civilian life, and, in particular, to the civilian workforce. In addition to conducting the DOL TAP workshops, DOL works collaboratively with the other interagency partners to provide program oversight. In conjunction with DOD and VA, DOL co-chairs the TAP Interagency Executive Council, the TAP Senior Steering Group, and the six functional working groups. This collaborative interagency partnership delivers transition assistance annually to approximately 200,000 service members.

IV. Online and Electronic Tools

DOL VETS Website: <https://www.dol.gov/agencies/vets>

This website provides information on DOL VETS' programs and policies in support of the mission to prepare America's veterans, service members, guard and reserve members, and their spouses for careers, provide them with employment resources and expertise, protect their employment rights, and promote their employment opportunities. Employers can receive personalized assistance in finding and employing veterans. Veterans can connect with federal, state, and other resources.

Military Spouse Webpage: <https://www.dol.gov/agencies/vets/veterans/military-spouses>

Part of the DOL VETS main site, the Military Spouse Webpage is a public resource designed to assist eligible military spouses to obtain licenses and credentials when transitioning across state lines. Specifically, military spouses can search directly on the portal for guidelines and state laws on professional licensing, including information on how occupational licenses from one state can be recognized in another. The page, which was developed in collaboration with the Women's Bureau, features a map that highlights state-specific variations of license recognition policies for relocating spouses. Military spouses can also find specific points of contact for each licensing board within the state they are moving to; provision of this information is intended to increase the likelihood of smooth transition and recognition of licenses.

HIRE Vets Medallion Program: <http://www.hirevets.gov/>

HIREVets.gov is the outreach platform for the HIRE Vets Medallion Award effort. The site provides information on the Honoring Investments in Recruiting and Employing (HIRE) American Military Veterans Act of 2017 and facilitates the application system for the award. The site features an account holder login system and a dynamic map of all recipients of the award. Account holders may apply for the award via the system, download materials from the system, and add a URL to their profile, which adds a hyperlink to the map. The program recognizes employer efforts to recruit, employ, and retain veterans.

VETS Case Management System (VCMS): <https://cmp.dol.gov/suite/sites/vcms>

The VCMS allows claimants to submit claims to VETS involving potential USERRA and Veterans Preference violations. Claimants may also monitor the status of their claim, request withdrawal and referral actions, and upload evidence and other documents directly to their assigned investigator through the VCMS. VETS' investigators use the VCMS as the case file of record to conduct investigations based on the claims submitted by claimants. The VCMS maintains secure copies of all investigative files, and case elements, and produces data regarding investigations for formal reporting requirements.

Online Advisors: <http://www.dol.gov/elaws/>

These Advisors mimic the interaction a person might have with an employment law expert and, through certain Advisors, provides assistance with filing complaints under specific laws. Two of the most visited Advisors in the Employment Laws Assistance for Workers and Small Businesses (ELAWS) suite were mentioned earlier in this report:

- **USERRA Advisor** (<https://webapps.dol.gov/elaws/vets/userra/>)
- **Veterans' Preference Advisor** (<https://webapps.dol.gov/elaws/vetspref.htm>)

VETS maintains two additional ELAWS Advisors:

- **[Veterans' Employment and Career Transition Advisor](https://webapps.dol.gov/elaws/VeteransCareerTransition.htm)** (<https://webapps.dol.gov/elaws/VeteransCareerTransition.htm>)
This Advisor provides valuable information and access to contact information for one-on-one employment assistance and online resources to assist transitioning service members and veterans in their reintegration into the civilian workforce.
- **[e-VETS Resource Advisor](https://webapps.dol.gov/elaws/evets.htm)** (<https://webapps.dol.gov/elaws/evets.htm>)
This Advisor assists veterans, transitioning service members, and all those who support them to quickly and easily navigate information and resources on a range of topics, including benefits and compensation, education and training, employment, family and caregiver support, health, homelessness assistance, transportation and travel, and state-specific information and resources. This Advisor integrates with the National Resource Directory, a web-based directory of more than 11,000 national, state, and local services for veterans, service members, and their families and caregivers.

[The Veteran and Military Transition Center](https://www.careeronestop.org/Veterans/default.aspx)

(<https://www.careeronestop.org/Veterans/default.aspx>) and **[My Next Move for Veterans](https://www.mynextmove.org/vets/)** (<https://www.mynextmove.org/vets/>) are two collections of easy-to-use online tools for transitioning service members, allowing them to search for continuing education providers, employment resources, and veteran benefit and assistance programs. The tools also allow transitioning service members and veterans to search for employment by military occupation specialty, and provide access to the online employment toolkit.

[TAP Employment Workshop eBook](#)

DOL provides electronic versions of TAP course curricula at the VETS TAP homepage: <https://www.dol.gov/agencies/vets/programs/tap>. The Department encourages all participants to download the content for preview prior to taking the course, as well as to keep for post-course reference.

[National Veterans Training Institute](https://nvti.org)

The website <https://nvti.org> was developed as a resource to provide information on courses offered, application and tuition costs, and travel information. It also features a repository of helpful DOL and VETS links and recent veteran-related workforce news, such as monthly unemployment rates and academic credits provided for military experience.

[National Veterans' Technical Assistance Center](https://nvtac.org/): <https://nvtac.org/>

The National Veterans' Technical Assistance Center (NVTAC) provides training and technical assistance to its grantees and other organizations who are committed to helping veterans experiencing homelessness find employment.

V. Advisory Committee on Veterans' Employment, Training, and Employer Outreach (ACVETEO)

ACVETEO is a Congressionally-mandated advisory committee authorized under 38 U.S.C. § 4110 and is subject to the Federal Advisory Committee Act (FACA). The ACVETEO was established, and is required, to:

- Assess the employment and training needs of veterans and their integration into the workforce;
- Determine the extent to which the programs and activities of the Department are meeting such needs;
- Assist the Assistant Secretary of Labor for Veterans' Employment & Training (ASVET) in carrying out outreach activities to employers with respect to the training and skills of veterans and the advantages afforded employers by hiring veterans;
- Make recommendations to the Secretary, through the ASVET, with respect to outreach activities and employment and training needs of veterans; and
- Carry out such other activities deemed necessary to making required reports and recommendations.

In FY 2020, ACVETEO met all title 38 requirements by conducting four quarterly meetings and timely submitting the FY 2020 ACVETEO Annual Report to Congress. The recommendations in the Annual Report will help DOL improve employment programs for transitioning service members, veterans, and their spouses.

Appendix I: VETS FY 2020 Learning Agenda – Ongoing Projects

Below are items in VETS' Learning Agenda, developed in coordination with DOL's Office of the Assistant Secretary for Policy, Chief Evaluation Office (CEO). The items listed below represent evaluations completed in FY 2020, as well as ongoing evaluations that were commenced in FY 2020.

Recently Completed Projects

1. Evaluation of Email Messaging to Increase Engagement of Transitioning Service Members to AJCs and TAP Elective Courses

The pilot study has concluded and found that incorporating intervention principles into email communications can help improve open rates and click-through rates (which are indicators of engagement with users).

The report will be posted on the [Chief Evaluation Office website](https://www.dol.gov/agencies/oasp/evaluation/completedstudies):
<https://www.dol.gov/agencies/oasp/evaluation/completedstudies>

Ongoing Projects or Research Underway

1. Homeless Veterans' Reintegration Program Impact Evaluation Study

The goals for this study are to evaluate the effectiveness of the Homeless Veterans' Reintegration Program (HVRP) on participants' employment outcomes using two complementary studies that bring together mixed methods to fully understand the impacts of HVRP: (1) a non-experimental impact study and (2) an implementation study.

For the impact study, the evaluation team will estimate the added effects of HVRP services relative to reemployment services provided at American Job Centers (AJCs). The data sources include the following: WIOA data from DOL to identify homeless veterans, National Directory of New Hires from the U.S. Department of Health and Human Services for wage and employment information, and personally identifiable information from State workforce agencies identify homeless veterans in the DOL WIPS data.

For the implementation study, the evaluation team will conduct site visits with eight HVRP grantees to understand how programs identify, recruit, and enroll homeless veterans, and the services they provide internally and through a network of partners. The site visits will include interviews with staff from HVRP grantee and their partnering organizations and homeless veterans.

The final report is planned to be completed in late FY 2022.

2. VETS TAP Apprenticeship Pilot Study

The goal for this descriptive implementation study is to understand the implementation of the TAP Apprenticeship Pilot and provide formative feedback to VETS. It will examine the types of activities, strategies, and resources that were utilized under the pilot to assist transitioning service members learn about, search for, and secure apprenticeships. It will look at the patterns of placement in apprenticeship opportunities, and related successes and challenges. The data

collected for this study consists of three sources: semi-structured interviews, participant data from the TAP4ME data system, and document review.

The final report is planned to be completed in late FY 2021.

3. VETS TAP Employment Navigator Study

There will be two studies following the TAP Employment Navigator pilot demonstration that concludes in spring 2022.

The first is a formative study that will answer early implementation questions. The second study will determine and report employment outcomes, including in the 2nd and 4th quarter after exiting and wages, for TAP participants that were provided services both with and without an employment navigator.

This report is planned to be completed in late CY 2022.

4. VETS TAP Evaluation

The goals for this study are to evaluate the impact of the TAP Transition GPS model on transitioning service members' employment outcomes and to explore the use of a predictive model to help inform the design of TAP models, such as the current TAP model with requirements based on the 2019 National Defense Authorization Act (NDAA).

The final report is planned to be completed in fall FY 2022.

Appendix II: Alphabetical Listing of HIRE Vets Medallion Award Recipients, with Location and Award Type, 2020

As noted in Section D above, award types are: small gold (SG), small platinum (SP), medium gold (MG), medium platinum (MP), large gold (LG), and large platinum (LP).

Employer Name	DBA	City	State/Terr.	Award Type
34ED, LLC	Centegix	Atlanta	GA	SG
702 Executive LLC	Vanguard Government Services	Las Vegas	NV	SG
AASKI Technology, Inc.	AASKI Technology, Inc.	Tinton Falls	NJ	MP
Abile Group, Inc.		Harwood	MD	SG
ABSI Aerospace & Defense	Actualized Business Solutions, Inc.	California	MD	SG
Acato Information Management, LLC		Oak Ridge	TN	SG
Acronis SCS, Inc.	Acronis SCS	Scottsdale	AZ	SG
Adaptive Construction Solutions, Inc.		Houston	TX	SP

Employer Name	DBA	City	State/ Terr.	Award Type
Adarand Constructors Inc		Colorado Springs	CO	SG
Advanced Green Innovations LLC		Chandler	AZ	SP
Advanced Sciences and Technologies	Advanced Sciences and Technologies	Berlin	NJ	MG
Advanced Technology International (ATI)	Advanced Technology International	Summerville	SC	MP
Adventech		Florence	AL	SP
AE Works Ltd		Pittsburgh	PA	SG
Affinis Corp		Overland Park	KA	SG
Agile IT Synergy	AITS	Tampa	FL	SP
AHSC, Inc	Mister Sparky and Benjamin Franklin Plumbing of Myrtle Beach	Conway	SC	SG
Air Quality Solutions Heating and Cooling		Grove City	OH	SP
Air Spray USA Inc.		Chico	CA	SP
Airstreams Renewables, Inc.		Tehachapi	CA	SG
Alaska Joint Electrical Apprenticeship and Training Trust		Anchorage	AK	MG
Albert R Renteria Corporation (aka The ARRC)	The ARRC and opps4vets	Perris	CA	SG
Aldevra LLC		Kalamazoo	MI	SP
All In Solutions, LLC		Fredericksburg	VA	SP
ALLO, a Nelnet Company	ALLO Communications	Imperial	NE	LG
ALLY Construction Services	ALLY Construction Services LLC	Bensalem	PA	SP
Alpha Roster LLC	Alpha Roster Recruiting	Reno	NV	SG
AM General LLC		South Bend	IN	LG
Amada Senior Care Chester County		Exton	PA	SG
AME CONSTRUCTION LLC	A. Eilers Construction	Cottleville	MO	SG
American Electric Power Company, Inc		Columbus	OH	LG
American Perseverance, Inc.		Fort Myers	FL	SP
American Purchasing Services, LLC	American Medical Depot	Miramar	FL	MG

Employer Name	DBA	City	State/ Terr.	Award Type
American States Utility Services, Inc.	ASUS	San Dimas	CA	MP
AMERICAN SYSTEMS		Chantilly	VA	LG
American Veteran Solutions, Inc		Las Vegas	NV	SP
American Zinc Products LLC		Moorestown	NC	MG
America's Warrior Partnership, Inc.		Augusta	GA	SP
AmeriVet Securities, Inc.		New York	NY	SP
Ametrine Inc.		Rockville	MD	SP
Amgen (Rhode Island)		West Greenwich	RI	LP
Analytic Services, Inc	ANSER	Falls Church	VA	MP
Analytical Engineering, Inc		Columbus	IN	SG
Annagen LLC	Netrepid	Harrisburg	PA	SP
ANVIL Systems Group, Inc.		Lorton	VA	SP
Aplura, LLC		Towson	MD	SP
Apogee Solutions		Chesapeake	VA	SG
Apollo Sunguard Systems, Inc		Sarasota	FL	SG
Arena Technologies LLC		Chantilly	VA	SP
ARNOLD DEFENSE & ELECTRONICS, LLC		Arnold	MO	SG
ARServices Limited		Alexandria	VA	MG
Arsiem Corporation		Baltimore	MD	SP
Artemis Electronics, LLC		Prospect	KY	SG
Ascension Global Solutions LLC.		North Billerica	MS	SG
ASM Research, LLC		Fairfax	VA	LG
Assertive Professionals, LLC		McLean	VA	SP
Associated Veterans, LLC - Quality Solutions		Arlington	VA	SP
Astound LLC	Veteran Recruiting	Warrington	PA	SG
Atlas Sand Company		Austin	TX	MP
Atlas Technologies, Inc.		North Charleston	SC	MG
ATS ESOP Holdings, Inc	Acclaim Technical Services	Reston	VA	MG
Attollo LLC		Cumberland	RI	SG
Austin Test, Inc.	Bridge360	Cedar Park	TX	SG
AutoBase Inc.		Amityville	NY	MP
Aviate Enterprises, Inc.		McClellan	CA	SP
Axiom Resource Management, Inc.		Falls Church	VA	MP
Azimuth Corporation		Beavercreek	OH	MP

Employer Name	DBA	City	State/ Terr.	Award Type
Bancroft Capital, LLC	Bancroft Capital	Fort Washington	PA	SG
Baran Agency	The Baran Agency	Folsom	CA	SP
Barnett Engineering & Signaling Laboratories LLC	BESL	Colorado Springs	CO	SG
Bath Iron Works Corporation		Bath	ME	LP
Battlespace, Inc.		Arlington	VA	MG
BC Medical	BC Medical	North Highlands	CA	SG
Bell Textron Inc.		Fort Worth	TX	LG
Berry Law Firm		Lincoln	NE	MP
Beshenich Muir & Associates	BMA	Leavenworth	KA	MG
Betsy Pepine	Pepine Realty	Gainesville	FL	SG
Bevilacqua Research Corporation		Huntsville	AL	MP
BGIS		Seattle	WA	MG
Big Ideas Inc		New Ulm	MN	SG
Bio-Tech Pharmacal		Fayetteville	AR	SP
Black Hills Asset Protection Group	Black Hills Patrol	Rapid City	SD	SP
Black Hills Service Company LLC	Black Hills Energy	Rapid City	SD	LG
Black Knight Inc.		Jacksonville	FL	LG
Blakeland, LLC	Blakeland Construction Services	Jonesville	FL	SG
Blessed	1B7	Escondido	CA	SG
Blue Light LLC		Fayetteville	NC	SG
Bluepath Labs LLC		Washington	DC	SP
Boingo Wireless, Inc		Los Angeles	CA	MG
Booz Allen Hamilton		McLean	VA	LP
Bouma Corporation		Grand Rapids	MI	MG
Boyer Commercial Construction, Inc		Columbia	SC	SP
Boy's Electric	Service Today	West Saint Paul	MN	SP
BP Aero	BP Aerospace, BP Aero Engine Services, BP Aero Services	Irving	TX	MP
Bradley-Morris Holdings, LLC	Bradley-Morris/RecruitMilitary	Kennesaw	GA	MG
BrainTrust Holdings, LLC		Annapolis Junction	MD	MG
Brightstar Innovations Group, LLC		Arlington	VA	SG

Employer Name	DBA	City	State/ Terr.	Award Type
BRITESCAPE LLC	Britescape	Seattle	WA	SG
Brooks Construction Company, Inc.		Fort Wayne	IN	MP
BWhit Infrastructure Solutions, LLC		New York	NY	SG
C2C LLC		Chesterfield	MO	SP
Caddell Construction Co. (DE), LLC	Caddell Construction Co. (DE), LLC	Montgomery	AL	MG
CAE USA INC		Tampa	FL	LP
CANA LLC	CANA Advisors LLC	Gainesville	VA	SP
Capability Analysis & Measurement Organization LLC		Beavercreek	OH	SG
Career Learning & Employment Center for Veterans	Operation: Job Ready Veterans (OJRV)	Indianapolis	IN	SG
Career Systems Development Corporation-Penobscot Job Corps Center	Penobscot Job Corps center	Bangor	ME	MG
Carnation Design Products, Inc		Alliance	OH	SG
Castle Hill Associates		Waterville	OH	SG
Cayuse Holdings, LLC		Pendleton	OR	MP
Center for a New American Security Inc.		Washington	DC	SG
Chester's Market, Inc.	Chester's Markets		OR	MP
Choisys Technology Inc	Choisys Technology Inc	Ashburn	VA	SG
Cincinnati Incorporated		Harrison	OH	MG
Cintel, Inc.	Cintel, Inc.	Huntsville	AL	SG
CipherLoc Corporation	QuantaNova	Arlington	VA	SG
Circle Computer Resources		Cedar Rapids	IA	MP
Circuit Media LLC		Denver	CO	SP
City of St. Charles		St. Charles	IL	MG
City of Treasure Island		Treasure Island	FL	MG
Clarklift of Des Moines, Inc.	Forklifts of Des Moines	Des Moines	IA	SG
ClayDean Electric	ClayDean Electric	Denver	CO	MG
CLC, Inc.	Community Learning Center	Fort Worth	TX	SG
Client First Technologies, LLC		Washington	DC	SG
CLIENT/SERVER SOFTWARE SOLUTIONS INC. DBA CONSTELLATION WEST	CONSTELLATION WEST	Fairfax	VA	MP
Cloud49	Cloud49, LLC	Austin	TX	SG
Cognitive Medical Systems, Inc.		San Diego	CA	SP

Employer Name	DBA	City	State/ Terr.	Award Type
Colorado Commercial Roofing		Colorado Springs	CO	SP
Colorado Sheet Metal JATC		Colorado Springs	CO	MP
Colorado Springs Utilities		Colorado Springs	CO	LP
Combined Arms		Houston	TX	SP
Command Services & Support, Inc.	Command Services & Support, Inc.	Haymarket	VA	SP
Community Security Services, LLC	CSSI	Mobile	AL	SP
Compendium Federal Technology, LLC	CFT	Lexington Park	MD	SP
Complete Mechanical Contracting, LLC	Complete Heating & Cooling	Fredericksburg	VA	SG
COMSETRA LLC		Jay	OK	SG
Connectria, LLC		Saint Louis	MO	MP
Consolidated Nuclear Security LLC	Y-12 National Security Complex	Oak Ridge	TN	LG
Constellation Software Engineering Corp	CSEngineering	Annapolis	MD	MG
Consumers Energy		Jackson	MI	LP
CONTRACTING RESOURCES GROUP, INC.		Baltimore	MD	SP
Converse Construction, Inc.		Redding	CA	SG
Converse Electric		Grove City	OH	MG
CORPORATE OFFICE USA LLC	MADELIA HOTEL & SUITES	Madelia	MN	SP
Corps Solutions, LLC		Stafford	VA	MP
Corrosion Engineering International LLC	Corrosion Engineering International LLC	Midlothian	VA	SG
Coulter, Inc.		Middlebury	IN	SP
CounterTrade Products, Inc.		Arvada	CO	SP
CPMC, LLC.	CPMC, LLC.	Tysons Corner	VA	MG
Craig & Heidt Inc.		Houston	TX	SP
CREA Affiliates	CREA Affiliates	Seattle	WA	SG
Criterion Systems, Inc.		Vienna	VA	MG
CriticalCxE, Inc.	Critical CxE Inc.	Annapolis	MD	SP
Cromulence LLC		Melbourne	FL	SG
Crowley Maritime Corporation		Jacksonville	FL	LP
Cruz Associates, Inc.		Yorktown	VA	MP
CSL Services Inc.		Pennsauken	NJ	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Cup O' Joe Coffee, LLC	Veteran Roasters	Chicago	IL	SG
Customer Value Partners, Inc.	CVP	Fairfax	VA	MG
CymSTAR Services, LLC		Broken Arrow	OK	MG
CymSTAR, LLC		Broken Arrow	OK	MG
D3 Mission Critical Systems	Mission Physics	Alexandria	VA	SG
Damuth Services, Inc.	Damuth Trane	Chesapeake	VA	MP
DarkStar Intelligence LLC		Woodbridge	VA	SG
Data Center Solutions, Inc.	Data Center Solutions	Annapolis	MD	SP
Dead River Company		South Portland	ME	LG
Deem Structural Services, LLC		Longview	TX	MG
DEFTEC Corporation		Huntsville	AL	SG
Delmarva Veteran Builders	Delmarva Veteran Builders	Salisbury	MD	SG
Delta T jr LLC		Hammond	LA	SG
DELTACON GLOBAL INC.	DELTACON SECURITY AND INVESTIGATIONS	Sugarland	TX	SP
DEMCO ENTERPRISES, INC.	Demco Automation	Quakertown	PA	SG
DiGi Discoveries LLC		Raleigh	NC	SG
Digital Defense, Inc.		San Antonio	TX	MP
DiSorb Systems, Inc.		Philadelphia	PA	SG
DK & R Corp		Henderson	NV	SG
Dominion Energy, Inc.		Richmond	VA	LP
Donnie Burnside & Sons, LTD	Burnside Air Conditioning, Heating & Indoor Air Quality	McKinney	TX	SG
Dorrean, LLC		Reston	VA	SG
DSoft Technology, Engineering & Analysis	DSoft Technology Company	Colorado Springs	CO	SP
DuPont Inc.		Wilmington	DE	LP
Dynamic Advancement LLC		San Antonio	TX	SP
Dynamic Management Associates		Woodbridge	VA	SG
E-9 Enterprises, Inc		Colorado Springs	CO	SG
Early Services, Inc.		Decatur	AL	SG
Eastern Carolina Vocational Center, Inc.		Greenville	NC	MG
EBI Management Group, Inc.		Pensacola	FL	SP

Employer Name	DBA	City	State/ Terr.	Award Type
EGA Associates		Jenkintown	PA	SG
EGS, Inc.	Empowered Global Solutions	Englewood	CO	MG
Electrical Test Instruments, LLC		Frederick	MD	SP
Electrolizing, Inc.		Providence	RI	SG
Elite Rescue Team, LLC	Elite Rescue Team	Holly Springs	NC	SP
Eljen Corporation		Windsor	CT	SP
EM Key Solutions, Inc.		Tierra Verde	FL	SP
EmeSec Incorporated		Herndon	VA	SG
Employment Source, Inc	ServiceSource, Inc.	Fayetteville	NC	MP
ENERGYneering Solutions Inc		Sisters	OR	SG
Entergy Corporation		New Orleans	LA	LG
Entourage Executive Protection LLC		Northridge	CA	SG
Environet, Inc.		Honolulu	HI	SG
Environmental Chemical Corporation		Burlingame	CA	MP
EPS CORPORATION		Tinton Falls	NJ	MG
Epsilon, Inc.		Weaverville	NC	MP
Eskridge Enterprises LLC	Eskridge & Associates	Round Rock	TX	SP
eTRANSERVICES Corp.		Fredericksburg	VA	SP
Ever-Green Energy, Inc.		Saint Paul	MN	MG
Evergreen Fire and Security	Evergreen Fire and Security	Tacoma	WA	MG
Eversource Energy		Hartford	CT	LG
Exact Staff Inc.		Woodland Hills	CA	MG
Excalibur Legal Staffing, LLC	The Excalibur Group	Washington	DC	MG
Excentium, Inc.		Reston	VA	SP
Exceptional Employees for Exceptional Results Inc.	E3R Inc.	San Diego	CA	SP
Executive Airborne Solutions, Inc		Bellevue	NE	SG
Expeditionary Technology Services, Inc.		Atlanta	GA	SP
Explosive Countermeasures International, Inc	ECI	Delaplane	VA	SG
Exquadrum, Inc.		Adelanto	CA	SG
F2 Systems, LLC	F2 Systems, LLC	Waynesboro	GA	MG
Fathom 4, LLC		Charleston	SC	SG
Fathom5 Corporation		Austin	TX	SG

Employer Name	DBA	City	State/ Terr.	Award Type
First Nation Group		Niceville	FL	MP
Flagship Management, LLC		Huntingdon Valley	PA	SG
Florida Is For Veterans, Inc.	Veterans Florida	Tallahassee	FL	SG
Forsite Group	Forsite Partners and Forsite Recruitment	Chicago	IL	SP
Frank Sanchez	Sancorp Consulting, LLC	Arlington	VA	SG
Freedom Staffing LLC		Indianapolis	IN	MG
Gannon & Scott Phoenix, Inc.		Phoenix	AZ	SG
Gannon & Scott, Inc.		Cranston	RI	SG
Gary R Banks Industrial Group LLC	Banks Industrial Group LLC	West Berlin	NJ	SG
Gauss Management Research and Engineering	GMRE, Inc	South Ogden	UT	MP
GCT Land Management Inc.		La Grande	OR	SG
GCubed Enterprises, Inc.	GCubed, Inc.	Stafford	VA	SG
GEBC LLC		Owens Cross Roads	AL	SP
General Dynamics Mission Systems		Fairfax	VA	LP
Geo Owl, LLC		Wilmington	NC	MG
Geostabilization International		Denver	CO	MP
GFS Supply & Services Company Inc		East Hanover	NJ	SG
Global Security Services		Davenport	IA	MP
GLOTECH, Inc.	GLOTECH, Inc.	Rockville	MD	MP
Go Energistics		Dallas	TX	SG
Goke Technology, LLC	DBA GTSecurity - GTS	Pickerington	OH	SG
Goldbelt Falcon, LLC		Chesapeake	VA	MG
Goldbelt Frontier, LLC		Alexandria	VA	MG
Goldbelt Glacier Health Services, LLC		Alexandria	VA	SG
Goldbelt Hawk, LLC		Newport News	VA	MG
Goldbelt Transportation, LLC		Juneau	AK	SG
Golden Aluminum	Golden Aluminum	Fort Lupton	CO	MG
GOLDMAN ELECTRIC CORP		New York	NY	SG
Grackell Systems, Inc.		Huntsville	AL	SG
Green Cell Consulting, LLC		Fredericksbur g	VA	SG
Green Expert Technology Inc.		Haddonfield	NJ	MG

Employer Name	DBA	City	State/ Terr.	Award Type
Greencastle Associates Consulting, LLC		Malvern	PA	SP
GSI Service Group, Inc.	GSI Service Group, Inc.	Honolulu	HI	MG
GSMB Services LLC	Gold Star Medical Business Services	San Angelo	TX	SG
Guardian Angels Medical Service Dogs, Inc.		Williston	FL	SP
Guidehouse LLP		McLean	VA	LG
H2 Performance Consulting		Gulf Breeze	FL	SG
Hancock Management LLC		Derry	NH	SG
Hancock Resource Center		Waveland	MS	SG
Hawkeye Tracking Inc		Lexington Park	MD	SG
Haywood Vocational Opportunities	Haywood Vocational Opportunities	Waynesville	NC	MP
Haze Gray Vineyards LLC	Haze Gray Vineyards	Dobson	NC	SG
Helios Defense Solutions, LLC		Eldersburg	MD	SP
HEMEFund Worldwide		Terr Haute	IN	SG
High Order Solutions, LLC		Frisco	TX	SG
HigherEchelon, Inc.		Huntsville	AL	MG
Highland Engineering, Inc.		Howell	MI	SG
Hiller, LLC	Hiller Plumbing, Heating, Cooling & Electrical	Nashville	TN	LG
Home Port Alliance for the Battleship New Jersey	Battleship New Jersey	Camden	NJ	MP
Huntington Ingalls Industries		Newport News	VA	LG
Huot Construction & Services		South St. Paul	MN	SG
IDEA HELIX INC		Fremont	CA	SG
IIS, LLC.	Independence Indoor Shooting	Meridian	ID	SG
Industrial Packaging Supplies Inc	IPS Packaging	Fountain Inn	SC	MG
Innovative Decisions, Inc.		Vienna	VA	SG
Inspection Experts, Inc.		Columbia	MD	MP
Integration Innovation, Inc.	i3	Huntsville	AL	LG
Integrity General Contractors, LLC		Dallas	TX	SG
IntellecTechs		Virginia Beach	VA	MG
IntelliDyne, LLC		Falls Church	VA	MP

Employer Name	DBA	City	State/ Terr.	Award Type
Interactive Government Holdings, Inc.		Springfield	VA	MP
Interactive Process Technology		Billerica	MS	MP
INTERLAKE STEAMSHIP CO		Middleburg Heights	OH	MG
Intrepid Solutions and Services, LLC		Herndon	VA	MG
Intuitive Research and Technology Corporation		Huntsville	AL	MG
iostudio, LLC	iostudio, LLC	Nashville	TN	MP
IronMountain Solutions, Inc.		Huntsville	AL	MP
ISC Consulting Group Inc.		Sierra Vista	AZ	SP
IST Research Corp	IST Research	Fredericksburg	VA	SG
IT Concepts		Vienna	VA	MG
IT Veterans, LLC		Herndon	VA	SG
Itero Group, LLC		New Cumberland	PA	SG
J. Baratta Industries, L.L.C.	J Baratta Industries	Perth Amboy	NJ	SP
Jackson Ryan Construction Services, Inc		Suffield	CT	SG
JAMA Enterprises, Inc. dba Strategic Consulting Partners	Strategic Consulting Partners	Mechanicsburg	PA	SG
JESCO, Inc.	JESCO, Inc.	Tupelo	MS	MG
JFL Consulting, LLC		Edgewater	MD	SG
Jingoli Power, LLC		Lawrenceville	NJ	MP
JMark Services, Inc.		Colorado Springs	CO	SG
John H. Northrop & Associates, Inc.	JHNA	Clifton	VA	MG
Johnsrud Transport, Inc		Des Moines	IA	MG
JR Kays Trucking Inc		Clarendon	PA	SP
JRayl Transport Inc	JRayl Transport Inc	Akron	OH	MG
JVC Enterprises Inc		Wayland	MI	SG
JVS SoCal		Los Angeles	CA	MG
K.S. Ware & Associates		Nashville	TN	SG
K. West Group LLC	Kwest Group	Perrysburg	OH	MP
KaDSci, LLC		Fairfax	VA	SP
Kaizen Approach, Inc.		Hanover	MD	SP
Kationx Corp		Indialantic	FL	SG
Katt Pact Investments, LLC	Katt Pact Investments	Los Angeles	CA	SP

Employer Name	DBA	City	State/ Terr.	Award Type
Kenmar General Contracting, L.L.C.	Kenmar FedGov Staffing	Key West	FL	SG
Kent, Campa and Kate (KCK) Inc.		Arlington	VA	MP
KENTCO CORPORATION	ProteQ	Herndon	VA	SG
Kern Technology Group, LLC		Virginia Beach	VA	SG
Kimmie Edwards	LC3 Solutions	Killeen	TX	SG
Kingfisher Systems, Inc.		Falls Church	VA	MG
KIRSH Helmets, Inc.		Schenectady	NY	SG
Kitty Hawk Technologies		Honesdale	PA	SG
KPI Holdings		North Wales	PA	MG
Lanier Hospice LLC		Buford	GA	SG
Lansdowne Moody Co., LP	Lansdowne Moody Co., LP	Houston	TX	MP
Launch Technical Workforce Solutions		Oak Brook	IL	MG
Leaning Oak Leathercraft, LLC		Ridgeville	SC	SG
Lee Company		Franklin	TN	LG
LG&E and KU Energy, LLC	Louisville Gas and Electric Company, Kentucky Utilities Company, LG&E and KU Services Company	Louisville	KY	LG
Liberty Floor Covering		Attleboro	MS	SP
Life S Investments		San Diego	CA	SG
LightGrid, LLC	LightGrid, LLC	Virginia Beach	VA	MG
LogC2 Inc.	Connected Logistics	Decatur	AL	SP
Loki Labs Inc		Orlando	FL	SG
Los Alamos National Laboratory		Los Alamos	NM	LG
Los Angeles Habilitation House		Long Beach	CA	SG
Louisiana Energy Services LLC,/URENCO USA	URENCO USA	Eunice	NM	MP
LTC Partners	Long Term Care Partners	Portsmouth	NH	MG
LTC Solutions, LLC		Stafford	VA	SG
Lucent Auto Work LLC	Lucent Auto Work	Tacoma	WA	SG
Luxe Holdings Group Inc.	Luxe Holdings Group Inc.	Lakewood	CO	SG
M Dean Owen CPA		Paducah	KY	SP
Mackay Communications, Inc.	Mackay Marine	Raleigh	NC	MP

Employer Name	DBA	City	State/ Terr.	Award Type
Madame Paulette Regal Services LLC	Madame Paulette Regal Services LLC	Detroit	MI	SG
Magnolia River Services, Inc.		Decatur	AL	MG
MANAGMENT SUPPORT TECHNOLOGY, INC. (MSTI)		Fairfax	VA	MP
Marion Process Solutions		Marion	IA	SP
Mark My Words LLC	Walker Bookstore	Tempe	AZ	SP
Marzen Group LLC		Nashua	NH	SP
Maveris, LLC	Maveris	Martinsburg	WV	SP
Mb Solutions, Inc.		Huntsville	AL	SP
MBL Technologies, Inc	MBL Technologies, Inc	Arlington	VA	SP
MCB 47 LLC	SERVPRO OF EAST NAPLES	Naples	FL	SG
MCPc Holdings, Inc.		Cleveland	OH	MP
Media Link Telecom, LLC		Scott	LA	SG
Mesa Natural Gas Solutions		Loveland	CO	MP
Metis Technology Solutions, Inc		Albuquerque	NM	MP
MI Technical Solutions, Inc.		Chesapeake	VA	SP
Midwest AgEnergy Group LLC		Underwood	ND	MG
Military Officers Association of America		Alexandria	VA	MP
MilServ ACD Corp.	American Craft Deliveries MilServe	Yarmouth Port	MS	SP
Mission1st Group, Inc.	Mission1st Group, Inc.	Arlington	VA	MP
MIT Lincoln Laboratory	MIT Lincoln Laboratory	Lexington	MS	LG
MKS2. LLC		Austin	TX	MG
Mobu enterprises		Macon	GA	SG
Monterey Consultants, Inc.		Dayton	OH	MP
MST Group LLC		West Fork	AR	SG
MULE Engineering, Inc.	MULE Engineering & Construction, Inc.	Winter Garden	FL	SP
N2Growth, LLC		Beaverton	OR	SG
National Native American Construction, Inc	NNAC, Inc.	Coeur d'Alene	ID	MG
Nationwide Pharmaceutical		San Antonio	TX	SG
Native Instinct LLC		Boynton Beach	FL	SP
Navigator Development Group Inc.		Enterprise	AL	MP

Employer Name	DBA	City	State/ Terr.	Award Type
Nemean Solutions, LLC.	Nemean Solutions, LLC.	Sierra Vista	AZ	SG
NetImpact Strategies		Falls Church	VA	MP
NetWise IT Consulting LLC		East Point	GA	SP
NeuroScience Associates Inc		Knoxville	TN	SG
New England Airfoil Products Inc		Farmington	CT	MG
New Horizons of Phoenix	New Horizons of Phoenix	Phoenix	AZ	SG
NexTech Solutions LLC	NexTech Solutions LLC	Orange Park	FL	SP
NextEra Energy, Inc.		Juno Beach	FL	LP
Nighthawk Integrated Solutions LLC		Las Vegas	NV	SG
Nisga'a Data Systems, LLC		Chantilly	VA	MG
Nisga'a Tek, LLC		Chantilly	VA	SG
Noble Oil Services, Inc.		Sanford	NC	MG
North America Mattress Corp.		Clackamas	OR	SP
North American Consulting Services, Inc.		Point Pleasant	WV	SG
North American Rescue, LLC	North American Rescue	Greer	SC	MP
North Bay Rehabilitation Services, Inc.	North Bay Industries	Rohnert Park	CA	MG
Northern Industrial Training, LLC		Palmer	AK	SP
Northern Testing, Inc.		Minot	ND	SG
Northrop Grumman Corporation	Northrop Grumman Systems Corporation	Falls Church	VA	LG
Norton Consulting & Investigations		Lakewood	WA	SG
Novetta	Novetta	McLean	VA	LG
NTS Services LLC	RedSky	Aldie	VA	SP
Nucor Steel Auburn, Inc.		Auburn	NY	MG
Nueces County Human Resources Department		Corpus Christi	TX	LG
Nuss Truck and Equipment	Nuss Truck and Equipment	Roseville	MN	MG
Oaklea Security Services, LLC	Oaklea Simpson Security, LLC	Westminster	MD	MP
Oasis Systems LLC	Oasis Systems	Burlington	MS	LG
OMNICOMMANDER Inc.	OMNICOMMANDER	Miramar Beach	FL	SG
On Target Solutions, Inc.		Belton	MO	SG

Employer Name	DBA	City	State/ Terr.	Award Type
On Time Plumbing & Air Corp	Benjamin Franklin Plumbing	Wilmington	NC	SG
On Time Prime LLC		Daytona Beach	FL	MG
Open Systems Technologies Corporation		Gainesville	VA	MP
Opportunity Center, Inc.	ServiceSource	New Castle	DE	MP
Optimum Low Voltage, LLC	Optimum Fire & Security	Wilmington	NC	SG
Orbit Advanced Technologies, Inc.		Warminster	PA	SG
Orion ICS LLC	Orion Talent	Cary	NC	MG
Oxley Enterprises, Inc.		Fredericksburg	VA	SP
PACCAR Winch Inc	PACCAR Winch Inc	Broken Arrow	OK	MG
Pacific Bells		Vancouver	WA	LP
Packages From Home	Packages From Home	Glendale	AZ	SP
Panacea Group LLC		Seymour	WI	SP
Panum Group, LLC		Bethesda	MD	LG
Pathfinder Consultants LLC		Washington	DC	SP
Patricio Enterprises, Inc.	Patricio Enterprises, Inc.	Stafford	VA	MP
PATRONUS SYSTEMS INC		Melbourne	FL	MG
Paul, inc	SERVPRO of Franklin, Vance and Granville Counties	Henderson	NC	SG
PavCon, LLC		Latrobe	PA	SG
PCI, LLC	PCI	Columbia	MD	MG
Peckham Vocational Industries, Inc.	Peckham Vocational Industries, Inc.	Lansing	MI	MG
PeopleTec, Inc.		Huntsville	AL	MG
Peraton	Peraton, Inc.	Herndon	VA	LG
Peregrine Technical Solutions		Yorktown	VA	MG
Perfect Technician Academy		Weatherford	TX	SG
Perseverance Staffing LLC	Perseverance	Denver	CO	SG
Persevus LLC		Omaha	NE	SP
Philbrook Construction Services Group, INC (PECSG)		Yarmouth	MS	SG
Phoenix Global Support, LLC		Fayetteville	NC	SP
Phoenix Management, Inc.		Austin	TX	MG
Pinnacle West Capital Corp	Arizona Public Service Company	Phoenix	AZ	LP

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PL Consulting, Inc.		Herndon	VA	SG
Planate Management Group LLC.		Alexandria	VA	MG
Planet Technologies, Inc	Planet Technologies, Inc.	Germantown	MD	MG
PLEXSYS Interface Products, Inc.		Camas	WA	MG
Pod-Grown LLC	POD-GROWN	Wentzville	MO	SP
Portland Patrol		Portland	OR	MG
Posterity Group, LLC		Rockville	MD	MG
Powell Strategies		Annapolis	MD	SG
PPT Solutions, Inc.		Huntsville	AL	SG
PRAVA Construction Services, Inc.	PRAVA Construction Services, Inc.	Escondido	CA	SG
Precise Systems, Inc.	Precise Systems	Lexington Park	MD	MP
Priority 1 Air Rescue Operations Arizona LP	P1AR or Priority 1 Air Rescue	Mesa	AZ	SG
Professional Solutions Delivered, LLC		Fredericksburg	VA	SP
Profile Packaging Inc	PPi Technologies	Sarasota	FL	SG
Programatics LLC		Alexandria	VA	SP
Projects Unlimited, Inc.		Dayton	OH	MG
Property Craft		Pueblo	CO	SG
Pro-Sphere Tek, Inc.		Alexandria	VA	MP
Purpose Built Families Foundation		Pembroke Pines	FL	SG
Q Analysts		San Jose	CA	MG
QED Technology Resources, LLC		Valrico	FL	SP
Quadrint, Inc.		Falls Church	VA	MG
Qualis Corporation		Huntsville	AL	MG
Quality Cable Installers LLC.		Houston	TX	SG
Quick Services LLC	QSL	Cheyenne	WY	MP
Quiet Professionals LLC		Riverview	FL	MG
R3 Strategic Support Group		Coronado	CA	MP
Rapid Dry Inc		Scottsville	NY	SG
Raytheon Company		Waltham	MS	LP
RBG Janitorial LLC		Belvidere	IL	SP
Ready Support Services LLC		Purcellville	VA	SG
RECRUITING FORCE, LLC	RECRUIT VETERANS	Cedar Park	TX	MG
Regenesis Biomedical, Inc.		Scottsdale	AZ	MG
RELI Group Inc		Catonsville	MD	MP

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Reliability & Performance Technologies, LLC	R&P Technologies	Dublin	PA	MG
RELYANT Global LLC		Maryville	TN	MG
Remy Battery		Milwaukee	WI	SG
Renaissance Global Services, LLC	Renaissance Global Services, LLC	Wall	NJ	SG
Renaissance Solutions, Inc.		Boulder	CO	MG
Renton Coil Spring Company		Renton	WA	MG
Resilience-Building Leader Program LLC		Burbank	CA	SP
Results Technology		Lenexa	KA	SG
Revolution National Pest Council		Carson	CA	SP
Rhino Demolition and Environmental Services Corp.		Myrtle Beach	SC	SG
Richardson's Accounting Service Corporation	H&R Block	Shippensburg	PA	MG
Ridgeline International, Inc.	Ridgeline International, Inc.	Tysons Corner	VA	MG
Rigid Tactical	Rigid Security Group DBA Rigid Tactical	Virginia Beach	VA	SP
Riley McGuire Partners LLC		Washington	DC	SG
RISE Manufacturing	RISE Armament	Broken Arrow	OK	SG
River Town Electric LLC		Gallipolis	OH	SG
RMP SAFETY SERVICES INC dba AMERICAN SAFETY GROUP	American Safety Group	Rancho Cucamonga	CA	SG
Road Warrior Logistics LLC		Modesto	CA	SG
Robert Dittert Century Collision Repair		Essington	PA	SG
Roberts & Ryan Investments, Inc.		New York	NY	SG
Robja, LC	Servpro of Flower Mound/Lewisville	Wylie	TX	SP
Rock Project Management Services, L.L.C.		Renton	WA	SG
Roger Abshire	United States K9 Unlimited, LLC	Abbeville	LA	SG
Rolston Information Systems Assurance	RISA	Lutz	FL	SG
Roseburg Urban Sanitary Authority		Roseburg	OR	SP
RRDS INC		Irvine	CA	SG
Rubicon Planning, LLC		Roanoke	VA	SG
Rubicon Technical Services LLC		Kennesaw	GA	MP

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S Lee LLC	Lee Crest Construction	Sanford	FL	SG
Sabre Systems Inc.		Warrington	PA	MG
SAF, INC.		Akron	OH	SG
Safe Foods Corporation		North Little Rock	AR	MG
Safespill Systems LLC		Houston	TX	SG
Sage Advisory Services LTD		Austin	TX	SP
SAKOM Services WI, LLC.		Appleton	WI	MP
Salute Inc.	Salute Mission Critical	Clinton Twp	MI	MG
Sani Law, APC		Encino	CA	SG
Santa Cruz County Veterans Memorial Building Board of Trustee	Santa Cruz County Veterans Memorial Building Board Of Trustee	Santa Cruz	CA	SG
SAVE Farm		Manhattan	KA	SP
scDataCom LLC		Savannah	GA	SP
Scientific Research Corporation	Scientific Research Corporation	Atlanta	GA	LG
SDV Command Source Inc		Winston Salem	NC	SG
SDV Construction, Inc.		Albuquerque	NM	SG
Seabee Construction		Gresham	OR	SG
Sealing Technologies, Inc.		Columbia	MD	MG
Security 1 Solutions LLC		Gaithersburg	MD	MG
Seeds2 LLC	Seeds2 LLC	Garfield Heights	OH	SG
Senspex, Inc.		Albuquerque	NM	SG
Sequoia Strategies & Solutions		Manchester	MD	SG
Serco Inc.	Serco Inc.	Herndon	VA	LG
ServiceSource, Inc		Oakton	VA	LG
Servpro Industries	Servpro Industries LLC	Gallatin	TN	MG
SERVPRO of Belle Meade	SERVPRO of Belle Meade	Nashville	TN	SG
Sevan Multi-Site Solutions, Inc		Downers Grove	IL	MG
Shearer & Associates, Inc.		Huntsville	AL	SP
Shine Systems, LLC	Shine Enterprises, LLC	Charlottesvill e	VA	MG
SHINN KELLOGG, LLC		Albia	IA	SP

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SHOTSTOP BALLISTICS,LLC		Stow	OH	SG
ShurMed Emergency Medical Service	ShurMed EMS	San Antonio	TX	SP
Siemens Corp.		Washington	DC	LG
Silotech Group, Inc.		San Antonio	TX	MP
SixGen, Inc.		Annapolis	MD	SP
SkyBridge Tactical, LLC		Tampa	FL	MG
SNVC, LC		Herndon	VA	SP
SOF Intelligence Solutions LLC		Alexandria	VA	SP
SOLKOA Inc.		Colorado Springs	CO	MG
Solutions4Less, INC	S4L	Colorado Springs	CO	SG
Sonalysts Inc.		Waterford	CT	MG
South Carolina Vocations and Individual Advancement	South Carolina Vocations and Individual Advancement	Greenville	SC	SG
Southern Company		Atlanta	GA	LP
Southern Spear Ironworks LLC		Chattanooga	TN	MG
Southwest Airlines	Southwest Airlines Co.	Dallas	TX	LG
Space Coast Intelligent Solutions		Melbourne	FL	SP
Special Applications Group		Tampa	FL	MP
Spectral Labs Incorporated	Spectral Labs Incorporated	San Diego	CA	SG
Spring Environmental, Inc.		Spokane	WA	SP
Stellar Solutions, Inc	Stellar Solutions, Inc	Palo Alto	CA	SG
Stevens Ventures, LLC	SERVPRO of North Raleigh, Wake Forest, and North Durham	Raleigh	NC	MG
Stiles Machinery, Inc.		Grand Rapids	MI	MG
Still Serving Veterans	Still Serving Veterans	Huntsville	AL	SG
Strata-G, LLC		Knoxville	TN	MP
Strategic Alliance Business Group		Fairfax	VA	MP
Strategic Medical Equipment Solutions		Colorado Springs	CO	SP
Strategic Staffing Solutions, L.C.		Detroit	MI	MP
Summit Aviation Inc.		Middletown	DE	MP
Summit Exercises and Training LLC		Saint Petersburg	FL	SG

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Summit Technical Solutions, LLC		Colorado Springs	CO	MG
Support The Enlisted Project (STEP)		San Diego	CA	SG
Surespan USA Inc		Las Vegas	NV	SG
Survival Systems USA, Inc.		Groton	CT	SG
Synack, Inc.		Redwood City	CA	MG
Synectic Solutions Inc		Oxnard	CA	MG
Syntelligent Analytic Soutions, LLC		Falls Church	VA	MG
System Studies and Simulation, Inc.	System Studies and Simulation, Inc.	Huntsville	AL	MG
Systematic Inc.		Centreville	VA	SG
Systems Planning and Analysis, Inc.		Alexandria	VA	LG
T and T Consulting Services, Inc.		Falls Church	VA	MP
TAC Industries Inc.	The Abilities Connection	Springfield	OH	MP
Tactical & Survival Specialties, Inc.	TSSi	Harrisonburg	VA	MG
Target Media Mid Atlantic, In.	Target Systems	Mechanicsburg	PA	MG
Team Carney, Inc	Carney	Alexandria	VA	MP
Tebbens Steel LLC		Calverton	NY	SG
Tech62, Inc.		Fairfax	VA	SG
Technology Learning Group, Inc.	TLG Learning	Bellevue	WA	SG
TekSynap		Reston	VA	MP
Tele-Consultants, Inc.		Alpharetta	GA	SG
Tetrad Digital Integrity, LLC	TDI	Washington	DC	SP
Texas Bug Team LLC	Texas Bug Team	Little Elm	TX	SG
Texas Veteran Security LLC	Texas Veteran Security LLC	San Antonio	TX	SG
Textron Systems	Unmanned Systems, Marine and Land, Weapon and Sensor Systems, Lycoming Engines, Airborne Solutions	Hunt Valley	MD	LG
ThayerMahan		Groton	CT	SG
The AEgis Technologies Group LLC		Huntsville	AL	MP
The Aviation Institute of Maintenance- Norfolk, VA		Norfolk	VA	SP

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The Cloud Geeks, Llc	The Cloud Geeks	Dover	DE	SG
The Coalition to Salute America's Heroes	The Coalition to Salute America's Heroes	Leesburg	VA	SG
The Electronic On-Ramp Inc.	EOR	Rockville	MD	MP
The Greentree Group		Beavercreek	OH	MP
The Independence Fund		Charlotte	NC	SG
The Metamorphosis Group, Inc.		Vienna	VA	SG
The Pipe Line Development Company (PLIDCO)		Westlake	OH	MP
The Rockhill Group, Inc.		Molino	FL	MG
The Veteran Initiative		MacDill AFB	FL	SG
The W.W.Williams Company		Dublin	OH	LG
The Wolverine Group		Washington	DC	SG
Thermo Systems LLC		East Windsor	NJ	MP
Thomas Solutions Incorporated	Thomas Solutions Incorporated	Arlington	VA	SP
Thompson Metal Fab, Inc		Vancouver	WA	MG
Titan Associates Group, Inc.		Athens	TN	SG
Titan Roofing and Exteriors	Titan Roofing and Exteriors	Urbandale	IA	SG
Titan, Consultants & Engineers, LLC.	TITAN	Orlando	FL	SG
Titania Solutions Group, Inc.	Titania Solutions Group, Inc.	Warrenton	VA	MG
TMC Design Corporation	TMC Design Corporation	Las Cruces	NM	MG
Tokyo Electron U.S. Holdings, Inc.		Austin	TX	LP
Topsarge Business Solutions, LLC	Topsarge Business Solutions	Killeen	TX	SP
Torden LLC	Torden LLC	New Bedford	MS	SP
TP Trucking LLC	TP Trucking	Central Point	OR	MG
Trade Training Co. LLC	Sonoran Desert Institute	Tempe	AZ	MG
Treasure Valley Advanced Concepts LLC	Advanced Services LLC	Nampa	ID	SG
TRECIG, LLC		Rockwall	TX	SG
TRI Industries NFP	Triumph Workplace Solutions	Vernon Hills	IL	SG
Trident Technologies and Consulting - Global, LLC	T2C-Global	Wesley Chapel	FL	SG
Trinity Technology Group, Inc.		Manassas	VA	MP

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Tri-State Mechanical & Environmental INC	Tri-State Mechanical & Environmental Services	Shreveport	LA	SG
Trj Transportation Inc		Douglasville	GA	SG
Trusted Internet, LLC		New Boston	NH	SP
TruWeather Solutions,Inc.		Syracuse	NY	SP
United Rentals Inc.		Stamford	CT	LG
United Veterans Construction & Landscape Solutions, Inc.		Fort Worth	TX	SP
Universal Technical Resource Services, Inc.		Cherry Hill	NJ	MG
Up-Side Management Company		Hubert	NC	SG
Upstate Warrior Solution		Greenville	SC	SP
US Communications and Electric, Inc.	US Communications and Electric, Inc.	Garfield Heights	OH	MG
USA Environmental, Inc.		Oldsmar	FL	MG
USAA		San Antonio	TX	LP
Utility Mapping Services, Inc		Clancy	MT	SG
VANTAGE POINT CONSULTING INC		Reston	VA	SG
Vector Force Development		Collinsville	IL	MP
VectorCSP		Elizabeth City	NC	MP
Venergy Group, LLC		Fort Pierce	FL	SG
Veracity Technology Solutions, LLC		Pensacola	FL	SG
Veteran Data Solutions	VetDS	Landrum	SC	SG
Veteran Engineering and Technology, LLC		Colorado Springs	CO	SP
Veterans Alliance, LLC		Stateline	NV	SG
Veterans ASCEND		Simpsonville	SC	SG
Veterans Assembled electronics	STRAC Institute	Providence	RI	SP
Veterans Connection Organization Inc.		Bartlesville	OK	SG
Veterans Elite Services		Jacksonville	FL	SG
Veterans Enterprise Technology Solutions, Inc.		Clarksville	VA	MG
Veterans Guardian VA Claim Consulting		Pinehurst	NC	MP
Veterans Inc		Worcester	MS	MP
Veterans Leadership Program of Western Pennsylvania		Pittsburgh	PA	SG

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Veterans Management Services, Inc.		Sterling	VA	MP
Veterans Northeast Outreach Center, Inc.		Haverhill	MS	MP
Veterans of Foreign Wars of the U.S.		Kansas City	MO	MP
Veterans Outreach Center		Rochester	NY	SG
VETForce, Inc.		Lock Haven	PA	SG
Vetrun LLC		Henryville	IN	SG
Vets2PM, LLC		Melbourne	FL	SG
Vetted Tech Inc		Syracuse	NY	SP
Vietnam Veterans of California	Veterans Resource Centers of America	Santa Rosa	CA	MP
Villa and Villa Inc.	Tents Party Rental	Pottstown	PA	SG
Village of Hanover Park		Hanover Park	IL	MG
Virgo Medical Services, Inc.		East Orange	NJ	MG
Virtual Enterprise Architects, LLC		Washington	DC	SP
Virtual Service Operations, LLC		Warrenton	VA	SG
Voigt-Peters Associates, LLC	VPD Government Solutions	Arlington	VA	SP
Volunteers of America Veteran Services	VOA Veteran Services	Sacramento	CA	SP
Vulcan, Inc.		Foley	AL	MG
Vysnova Partners, Inc.		Landover	MD	SG
W R Systems, Ltd.		Fairfax	VA	MG
Warrior Service Company		Hialeah	FL	SG
Watermark Risk Management International, LLC		Triangle	VA	SG
Watershed Security, LLC		Chesapeake	VA	MP
Web Business Solutions, Inc.		Fredericksburg	VA	SG
Westwind Computer Products Inc.	Westwind Environmental	Albuquerque	NM	SP
Whalls Group	Sanford Rose Associates	Aliso Viejo	CA	SG
White Oaks Aligned, LLC		Raleigh	NC	SG
White Tanks Group LLC	VetLink Solutions	Surprise	AZ	SP
Willis Mechanical Inc		Norcross	GA	SP
WindStax Energy		Pittsburgh	PA	SG
Windstream Holdings Inc.		Little Rock	AR	LG
Winquest Engineering Corporation		Severn	MD	SP

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Women In Military Service For America Memorial Foundation, Inc.		Arlington	VA	SP
Worldwide Counter Threat Solutions, LLC		Fredericksburg	VA	SG
WPS Labor, LLC		Rogers	AR	SG
Xcel Energy		Minneapolis	MN	LG
XeoHealth Corporation	XeoHealth	Middletown	MD	SG
Xtreme Express LLC		Columbus	OH	SG
Yates Company, LLC	Yates Company	San Antonio	TX	SG
Your Recruiting Company Inc.	YRCI	Fairfax	VA	MG
ZamCo Directional Drilling		Houston	TX	SG
Zekiah Technologies, Inc.		La Plata	MD	SG
Zero Point, Incorporated		Virginia Beach	VA	SP