



Orion International offers all of our clients

...flexible and personalized service...

...high quality candidates, screened and selected for *your* needs...

...reduced cycle time, weeks faster than the industry standard...

...thousands of dollars in cost savings...

**Resulting in fast and efficient fulfillment of your hiring needs with the *right* candidate!**

Orion International specializes in the design and implementation of customized recruiting solutions that deliver proven, dependable leaders and technicians transitioning from the military. We have expertise in virtually every industry in positions ranging from technical to managerial, construction to engineering, and sales to manufacturing. With our team-based national approach, Orion actively recruits qualified candidates matched to your needs, providing a substantial savings of both time and money, combined with the best talent.

Junior Military Officers, Noncommissioned Officers, and Technicians have long been sought for the leadership qualities, hands-on experience and other intangibles, such as loyalty, work ethic and integrity, which distinguish them in the civilian workplace. As new hires they will bring unparalleled work ethic, maturity, and expertise, as well as unlimited potential to positively impact your company. Our transitioning military candidates have a higher retention rate than any other category of candidates, over 90% at two years. If you are not currently pursuing transitioning military personnel, now is the time to begin benefiting from the competitive edge your rivals already enjoy.

Once you've decided to start actively hiring military professionals, you have several options when choosing a military recruiting firm. Why choose Orion International? Simply put, we position ourselves above and beyond the competition by offering flexible and personalized service, high quality candidates, reduced cycle time, and cost savings to you.

We are certain that a partnership with Orion will result in the upper hand in hiring that you have been searching for, and we hope to work with you to strategically help your company grow and prosper.

Please contact me today to learn more about Orion International, America's Leadership Solution.

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"I believe it is the similarity of the cultures, ethics, integrity, and leadership values that contribute to the success of military candidates. When I was asked to develop a hiring strategy, I drew on these past experiences and learning in order to develop a hiring strategy and eventually selected Orion. Orion understands and meets our needs; we will continue to use them as a primary source for top caliber engineers."

– **Tom Kudele, Engineering Manager, Project Management Division, ExxonMobil**

"Orion is able to provide high quality candidates in an efficient and timely manner. Junior Military Officers (JMOs) possess leadership and management intangibles that are an asset to any organization. Our last JMO was hired through Orion. He's doing great and will be promoted and relocate to manage his own shift after less than a year on-board with us. I look forward to our continued success in our relationship with Orion."

- **Mike Zatlukal, Regional Operations Director, Cardinal Health**

"I was very impressed with the high-caliber engineering technicians I was able to interview at the Orion Hiring Conference. The Candidates exceeded my expectations, making my choice very difficult. Their streamlined screening and hiring process saved me months of interviewing and screening time, while letting me keep my power plants staffed with outstanding talent."

-**Chuck Edwards, PE General Manager Suez Energy Corporation NA**

"Orion has been able to provide Hilti with Military candidates who meet and often exceed the many successful qualities that we look for in our search for talent. We have found Orion candidates to be flexible in terms of their mobility and willingness to explore a variety of opportunities."

I have found the Orion team to be highly professional. They have listened to our needs and continue to provide excellent candidates in a very consistent manner. I look forward to a continued successful future working with Orion International."

-**Charles Martorello, Director, Source and Select, Hilti**

## Why Hire Military?

Military job seekers possess experience unmatched by their peers, have demonstrated their performance in stressful situations, and are graduates from the nation's military academies, top colleges and universities, and technical schools.

With over 220,000 veterans transitioning from service each year, **the military represents a continually renewing source of talent from which to hire.**

**Our candidates represent the highest quality of job-seekers available.** We screen and select our candidates from the top 10% of Junior Military Officers, Noncommissioned Officers, and Technicians leaving the Armed Services. We have a constantly replenishing database of approximately 30,000 candidates. We verify their backgrounds, check references, and screen them before recommending you interview them.

At a minimum, all possess:

- Loyalty, teamwork, and a strong work ethic.
- Excellent oral and written communication skills, with an accelerated learning curve.
- Proven leadership and maturity under difficult situations.
- Respect for procedures and a heightened awareness of health and safety standards.
- Realistic salary expectations, flexibility to relocate and accept assigned duties.

**Junior Military Officers (JMOs)** have earned a BS or BA in Engineering, Management, or Humanities. Many have advanced degrees. Orion's JMO candidates have served in the military between 4 and 10 years and possess leadership experience unmatched by their civilian peers. *US News & World Report* (November, 2008) named U.S. Junior Military Officers as "America's Best Leaders," due to the circumstances under which they have led their troops. JMOs are ideal for positions in Engineering, Leadership, Operations Management, and Sales.

**Enlisted Technicians** possess strong technical qualifications and training as Electrical, Electronics, and Mechanical Technicians. They have served in the military between 4 and 20 years and have world-class technical training, hands on experience, and excel under any situation. They are ideal for positions in Electrical, Maintenance, Field Service, Operations, and Technical Supervision.

**Diverse candidate pool.** Approximately 35% of our placements each year are diversity candidates.

**Cost savings to you.** Each branch of the military pays the final relocation costs for its service members, resulting in an average of \$3800 cost savings per hire. The military will also pay for the individual to put their furniture into storage for up to a full year at no cost, especially useful if a training program is required in a different location than where the candidate will ultimately work.



"Orion's hiring conferences and mini-conferences proved to be beneficial and time saving. The candidates were thoroughly screened and briefed on my organization and the specific positions I was recruiting for."

– **Mike Shields, Corporate Director, Human Resources & Labor Relations, Schindler Elevator**

"Orion International was very professional, organized, and enthusiastic in setting up candidate flow for companies like mine. The candidates were screened and prepared for the interviews. I would recommend Orion to any company that wishes to meet and hire quality applicants."

- **Edward Chestnut, Director of Human Resources, Breeze-Eastern Corporation**

"When Orion International says, 'Two weeks and done,' they are not kidding. It is often the case than when interviewing ten or more candidates, a recruiter can expect to weed out 50% or more of them based on character, professionalism, or social skills. That was not the case with the Orion candidates. The candidates were well prepared and eager to discuss the contributions that they wish to make to our organization."

- **Lisa Price, Human Resources Manager, Medical Action Industries Inc.**

"My company was having issues finding employees that had a strong mechanical background while still having the discipline and prior knowledge of Navy workings. After going through various other technical recruiters, we found success with Orion."

- **Ben Weinrib, Mechanical Engineer & Technical Marketing, EDDY Pump Corporation**

## Why Choose Orion?

**Orion is the nation's largest military firm, and our network within the military is unmatched.** We recruit from every domestic and many overseas bases on an ongoing basis, and have access to the top talent exiting the military.

**Orion's services are completely personalized.** At our expense we will visit your site and profile your needs, prior to creating a plan of action. We specialize in customized solutions and will partner with you to fill a single position, develop a high-volume recruiting program, or anything in between.

You choose the hiring method that best meets your requirements. We offer three flexible formats for you to choose from:

- **Hiring Conferences**, which allow you the opportunity to interview several qualified candidates in a private and professional setting. We hold approximately 90 per year throughout the US, and invitations are extended to only those candidates that are a match with your desired qualifications. Click [here](#) to watch our 3-minute video on Orion Hiring Conferences.
- **Mini-Conferences®**, which are the quickest and most efficient way to fill multiple positions. We will arrange the interviews at your worksite so that you can complete all phases of hiring in one day.
- **Telephone Interviews** with your selection of the candidates we have provided you. You can conduct these interviews at your convenience without the need to travel.

**Orion works on a contingent basis, so you pay a fee only if you hire one of our candidates.** There is no cost to you for interviewing our candidates, participating in our hiring conferences, or holding a Mini-Conference®.

**Our brand promise is "14 Days...Done."** We can develop a hiring process that allows you to present an offer within 14 days of assigning us your job requirements. We are fast, efficient, and ethical.

**Orion is the ONLY military recruiting firm to offer Military Recruitment Process Outsourcing (MRPO™).** Orion MRPO™ offers additional recruiting support, customer service, and access to Orion's resources, while providing an average cost savings of more than 25% when compared to a traditional fee-per-hire model.

