

This report represents summary data for the 106 RecruitMilitary Career Fairs held in 2016.

Event Participation

VETERAN JOB SEEKERS	31,502
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BRANCH OF SERVICE	
Air Force	16.2%
Army	46.4%
Coast Guard	1.4%
Marines	13.7%
Navy	22.3%

RANK	
E-5 & below	58.1%
E-6 & above	27.9%
W-1 to W-5	6.4%
O-3 & below	6.2%
O-4 & above	1.3%

STATUS	
Active Duty	14.2%
National Guard	5.5%
Reservist	7.7%
Retired	24.6%
Separated	45.4%
Spouse	2.6%

ACTIVE CLEARANCE	35.6%
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FUTURE EVENTS
Information about future RecruitMilitary events can be found here https://events.recruitmilitary.com/exhibitors/schedule

Event Feedback

EXHIBITOR FEEDBACK	% FAVORABLE	
	2016 Average	5 Year Average
Quality of Candidates	92.9%	93.0%
Number of Candidates	87.7%	90.4%
ROI	93.9%	94.6%
Likelihood of Participating Again	91.0%	91.0%
Overall Experience	94.8%	95.0%

JOB SEEKER FEEDBACK	% FAVORABLE	
	2016 Average	5 Year Average
Variety of Exhibitors	73.9%	72.8%
Likelihood of Recommending the Expo	78.2%	78.3%
Likelihood of Securing an Interview	52.5%	53.0%
Overall Experience	73.4%	73.8%

EMPLOYERS EXPECT TO EXTEND	Total	Per Employer
Interviews	23.7k-40.3k	5-9
Offers	12,560	2.7

ADDITIONAL INFORMATION
-- 5,435 Exhibitors and 31,502 veterans participated in RecruitMilitary Career Fairs in 2016
-- DAV partnered as the title sponsor of 62 out of 106 Career Fairs
-- Additional Sponsors for 2016 events included: Adobe, Bank of America, BlueLine Rental, CenterPoint Energy, Crosby, Deutsche Bank, Drexel University, Education Corporation of America, Ford Motor Company, Hankook Tire, Highmark Health, JPMorgan Chase, PNC Bank, TravelCenters of America, UPMC Health System, & USAA
-- Pre-event seminars were presented by: DeVry University, Education Corporation of America, Ford Motor Company, Union Institute, and USAA
-- 2016 events were widely promoted by print and digital media, as well as by television and radio stations

It is not uncommon for some candidates who attend to be displeased with the event because they did not secure the job they sought. We seek to continually improve the Expo experience for both clients and job seekers and will continue to explore ways to do so.

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Event Feedback

EXHIBITOR TESTIMONIALS

Great event. When I retired from the military I got my current job from attending this same Career Fair at the exact same location. (Education Recruiter)

Top notch, everything was great! I've already referred colleagues to look into RM job fairs in their area. (Non-Profit Recruiter)

As usual, one of the best events in the country, by far. The event was fantastic and the candidates were highly skilled. They were telling us that they heard about the fair from multiple sources, which shows a great deal of communication from the event staff. (Retail recruiter)

Great!! We will be back in August and any time you are in our service areas. It is by far the best military focused fair around. (Telecommunications recruiter)

Woo-Hoo! It was exactly what I expected and produced the kind of high quality candidates only available at military hiring events. (Construction/Building Supplies recruiter)

Fantastic! It was excellent compared to other job fairs. The quality of candidates was top notch. (Insurance recruiter)

The event was excellent. This was a great opportunity to come face to face with a highly skilled labor pool. (Government recruiter)

Good event - candidates were plentiful, available to work, motivated, and well prepared. You guys consistently host strong events. (Financial Services recruiter)

Awesome! The other job fairs are hit or miss. At RecruitMilitary you always have great results. (Services recruiter)

Great return on investment. (Retail recruiter)

It exceeded my expectations! One of the BEST -- this event has raised the bar! Great advertisement and AWESOME candidates! It had an atmosphere of so much passion around helping to employ our military/veterans & spouses. I definitely look forward to attending your next scheduled event here. (Financial Services recruiter)

Event was very well run by RM team, as always. (Defense recruiter)

The quality of candidates was high. We liked that the organizer asked us what type of talent we were looking for. He forwarded several candidates to our booth based on our job opening criteria. (Retail recruiter)

RecruitMilitary has become the top tier in military recruiting job fairs. (Non-profit recruiter)

JOB SEEKER TESTIMONIALS

I walked away with a chance to go back to school for my Masters' degree, landed one on-the-spot interview, and three strong possible interviews. Overall great job! (Navy E-5)

Go! It's worth your time! I had an interview set up for the very next day. (USAF E-6)

I really appreciated the variety of employers and companies that were represented here. A potential employer even reached out to me before the actual event. (Navy E-4)

Of all the hiring events that I've attended, this was the best. It was well organized, the employers were enthusiastic to meet the veterans, and there was a variety of employers available for the veterans to choose from. (Army E-5)

It was outstanding from start to finish. Keep up the awesome work. (Marine E-7)

There were more companies at the job fair than I anticipated. It was great to see so many veteran-friendly employers! (Coast Guard Reservist O-2)

The job fair was well organized and the companies that participated were great companies to work for. Thanks. You did an excellent job. (USAF E-4)

I have attended several job fairs recently, but they all pale in comparison to the RM / DAV Veterans Career Fair. Yesterday I accepted a verbal offer as the result of said efforts. (Army O-3)

A big "thank you" to everyone who put this on -- and to companies who sent representatives to the fair. (USAF O-3)

There were plenty of opportunities. I've already interviewed and should be starting my new career next week. Mission accomplished. Thank you! (Army E-3)

I appreciated that several of the presenters were veterans themselves and shared their success stories. (USAF E-8)

GREAT SELECTION OF COMPANIES. It gives one hope. (Navy E-6)

There is a wide variety of positions available for all career paths -- from entry level to senior management. I have already had interviews from employers I met with there and have a final interview next week. Thank you. (Marine E-3)

I became aware of companies that I never even considered for a job. It was an eye-opening experience for me. Thanks! (Army E-4)

If you have never attended one, you NEED to! It will change your life. This is not your regular job fair. (USAF E-2)

Summary of Tips

Tips for exhibitors from candidates

- ▶ Send representatives who are familiar with and knowledgeable about the company's open positions.
- ▶ Company attendees should be outgoing and enthusiastic. Engage with the job seekers and work the crowd.
- ▶ Accept resumes if you can. Go beyond "Apply Online." (They can do that from home.) Interviewing on-site is GREAT!!
- ▶ Don't leave the event early!

Tips for candidates from exhibitors

- ▶ Come prepared. Dress to impress and have an effective "elevator pitch".
- ▶ Research the exhibitors in advance of the career fair. Know what they do and be able to explain how your skills and experience are a good match for their openings.
- ▶ Visit every booth even if you are unfamiliar with the exhibitor. You never know what positions they might have available.