

MILITARY SERVICE EMPLOYMENT JOURNAL™

# MSEJ

May 2017

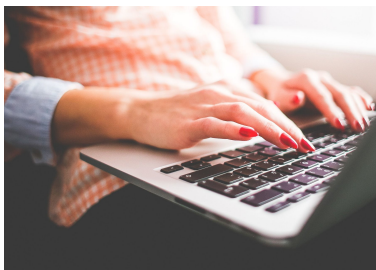
DUTY CALLS-WE DELIVER

*Created by CASY and MSCCN*

## Leading the Way in Military & Spouse Employment



**Own Your Worth**



**Reinventing the Internship**



**Attend the "Things"**



**OVER 2,047 APPLICANTS HIRED IN 2017 AND COUNTING!**

# In the Spotlight

RESOURCES YOU CAN USE.



## **IBM I2 ANALYST'S NOTEBOOK TRAINING & CASY VETERAN JOB PLACEMENT ASSISTANCE**

### Why obtain IBM certification?

Businesses are working to identify where their needs align with veteran skill sets.

One of those areas of promise is Data Analytics. Industry experts predict that businesses will need to hire 190,000 data analysts by the year 2018. Qualified candidates are currently in short supply. The credentials new hires will need align well with a certification exam which IBM recently developed for i2® Analyst's Notebook® software.

12-16 June: Fort Drum, NY  
26-30 June: Camp Dawson, WV  
17-21 July: Poughkeepsie, NY

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MSEJ



Training



Employment Services



News and Events



### About CASY & MSCCN

CASY & MSCCN are two nonprofit organizations serving the employment needs of military affiliates. CASY serves military members and Veterans; MSCCN focuses on military dependents and military caregivers. We are military serving military.

### About the MSEJ

The Military Service Employment Journal is a resource guide for military-affiliated jobseekers. The MSEJ is produced for the exclusive use of CASY & MSCCN.

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# CASY & MSCCN Return to Jacksonville, Florida!

*Board Meetings, Job Talk, and Onward to Opportunity Presentation*



***CASY & MSCCN Boards convened for their quarterly meeting in beautiful Jacksonville, Florida. The PGA graciously hosted the meetings, where board members reviewed 2016 successes and planned for 2017 goals and growth.***

Rear Admiral Dan Kloeppel, USN (Ret.) Founder and CEO, CASY & MSCCN and Deb Kloeppel, Founder and President, CASY & MSCCN had the opportunity to visit the famous 16th hole. The PGA placed CASY on The Players Championship List of Vetted and Trusted Nonprofits in 2015.







In addition to the board meetings, CASY & MSCCN hosted their Job Talk, where Deb brought her unique and unabashed style and message to military spouses and Veterans.

The CASY Team also had the chance to participate in the Onward to Opportunity Jacksonville class, where Deb presented on their Employment Panel.

Deb said of the event, ""It was such a pleasure to participate on the employer panel for JAX 020 class on April 27. Patty Piazza, Program Manager, 020 JAX, is amazing and so are the students, who are Transitioning Military, Veterans and Military Spouses. We've been invited back to present our program to another JAX 020 class, and we're honored by the additional invite."

"Many years ago, I coined the term "Skill-Surge" in the jobs workers are assigned to perform. 020 is on the same wave length when training their students to build (and highlight) their skill sets which attract recruiters and hiring managers."





# Co-Working for Remote Workers

By Jamie Boyle

***Remote work. Portable career. Telework. Work from Home.***

These words make many of our military spouse hearts and eyes light up. No more PCS-spurred job searches, no more resume gaps because we can do our jobs from anywhere. The ability to take our work with us is the gold standard for many professionally-minded military spouses.

But for others, remote work sounds like a prison sentence—five years in solitary confinement with a daily hour of fresh air. At CASY & MSCCN, we've seen our fair share of talented volunteers who didn't want a remote position. They needed a job that came with a commute; they needed face to face interaction, proximity, and a paycheck to feel fully satisfied in their professional and personal lives.



***It's hot. It's delicious. It's caffeinated.  
But it's not a co-worker.***

## **One is the Loneliest Number**

On good days, I know that remote work is great—that it's working for me. As a military spouse, I love that my career is portable, that I can use skills I've worked so hard to acquire. But even on a good day, working from home can be lonely ... like, have I changed my shirt, did I brush my teeth (sorry, TMI), have I spoken to anyone outside of my family ... LONELY.

***Interested in coworking?***

***In the Fort Bragg area?***

***Check out Revolutionary  
Coworking.***

Loneliness isn't just bad for your emotional health and mindset—it can impact your ability to be the successful professional you are. Ideas become stagnant; networks can dissolve. You can begin to feel like the lady with the yellow wallpaper.

## **Co-working, it's Revolutionary.**

But co-working sites are changing how professionals work remotely.

In a co-working space, remote employees can rent a desk or an office alongside other





These shared workspaces provide professional environments where independent workers can come together. By sharing a space, these workers also share dialogue, community, and a network capable of combatting the doldrums that remote work so often entails.

### **But does it work for the military community?**

Not only does co-working work for the military community—there are now co-working sites founded by military affiliates.

In a recent #IamMillie post, Executive Director of Sustainable Sandhills, Founder of Revolutionary Coworking, and military spouse Hanah Ehrenreich explained how co-working impacted her and her network, saying “working together made us stronger in our chosen fields. Coworking inspired goal setting, financial planning, environmental action, and new milspo connections.”

Ehrenreich’s co-working experiment proved so successful that it produced a new co-working opportunity: Revolutionary Coworking, a nonprofit co-working group near the Center of the Universe, Fort Bragg, NC. Revolutionary Coworking is a site where Fort Bragg’s military community including vetrepreneurs, milsoprenuers, professionals—and civilian community connect.

*"By sharing a space, these workers also share dialogue, community, and a network capable of combatting the doldrums that remote work so often entails."*



### **Remote Work, Better Choices**

Military spouses who want the portability of a remote job without giving up the social interaction of an office job don’t have to choose between their careers or their work environment needs anymore. It’s possible to have both without becoming best friends with the barista at your local coffeehouse (not that there’s anything wrong with that). If you’ve been reluctant to pursue remote work or already work remotely and are feeling the “remoteness” of it all, check out co-working spaces in your community.



# VETERAN

Success

Congratulations,  
Armell!



## *Congratulations, Armell!*

**Hiring Challenge:** Before I started working with CASY, I just had a hard time tailoring my resume in a way that would make me stand out. Additionally, I didn't have a wide network that could land me an internship or a full time job.

**Assistance Received:** When I started working with my Employment Specialist, Christina Wegner, she offered me a lot of guidance and resources to help me tailor my resume. Every time I applied for an open position, she went above and beyond to make sure my resume went into the right hands. She always did regular follow-ups with me to make sure that everything was going well. Furthermore, when Christina moved to a different position, I received the same level of assistance from Starlett Henderson, who regularly sent me open, full time and internship positions. She made sure I had access to all of the resources I needed to succeed.

**Result of Assistance:** After all of the hard work put in by Christina, Starlett, and the rest of the CASY staff, I landed an internship for Summer 2017 with Raytheon Missile Systems in Tucson, Arizona. Additionally, I increased my professional network and have built a strong resume.

**Value of Experience:** Working with Christina and Starlett has been an amazing experience. At first, I was skeptical about how it would go since this was the first time I'd ever worked with an employment specialist. However, after all of the help I received from Christina and Starlett, I can confidently say that this has been an amazing experience. I hope that all of the services I received keep being offered to other service



# Attend the Things

By: Emilie Duck



***Whether you're a Veteran who has just started a new civilian job or a military spouse trying to maintain a career despite yet another PCS, sometimes it feels like all of your challenges boil down to one: Keep all the plates spinning (and in the air).***

It seems like it should be enough, this focus on sustaining what you already have. There's a cyclical quality to it that's almost hypnotic (or maybe you're just really that tired). Find a job. Keep the job. Get to work on time. Negotiate for what you want. Pick up groceries (eat less take-out). Find a work/life balance. Maintain relationships. Get more sleep... Some days the plates manage to keep themselves going, but more often than not, it's a real challenge to keep them in orbit.

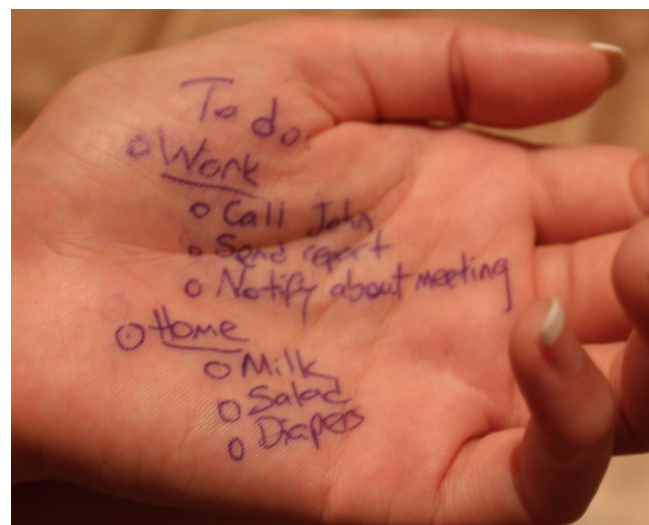


***Over the past few years, I've started to notice something about those plates and all of the spinning that I do. The more I focus on keeping them moving at a heady pace—no matter the cost—the more I stop remembering why some of those blasted plates are in the air at all.***

When you are working hard to sustain your life professionally and personally, it can be difficult to remember what you really want and what it might take to get there. While there's nothing wrong with focusing on the essentials that make up your daily life, sometimes those so-called essentials aren't enough. You can find yourself feeling tired, burnt out, uninspired, and unmotivated.

If you are checking the boxes on your essentials (have the job, do the job), but find yourself wondering why you still feel like something is missing in your professional life, you are not alone. You may be wondering if you're in the wrong profession altogether. Maybe that's true—I can't answer that particular question for you.

*(continued on the next page)*





However, I can tell you that even when you're in the right profession, if you're operating from a place of survival, you can wake up to find that your fire's gone out.

Somewhere between answering your emails and chasing items on your to-do list, you've moved from a state of thriving to surviving. Instead of operating from a place of curiosity, passion, and growth, you've shifted to accomplishing that which is absolutely necessary.



*You can shift your focus and get that fire back—but it's going to require you to reexamine those plates and the energy it takes to keep them all going. Finding your professional fire and passion is all about where you place your energy. What are you feeding? Where is your attention going?*

If you stop honing skills, they tend to fade. If you stop pushing yourself to explore new ideas and new practices, you can become insulated in your routine. Before you know it, skills that used to feel exciting and challenging feel unreachable, and the career goals you worked so hard for seem in peril.



These talents and your goals aren't escaping your grasp because you're not good enough, or because it's just not meant to be. They are drifting away because you've redirected your focus, and have lost sight of your next stepping stone.

***The good news is that stepping stone is still there — it's just a matter of doing the work to find it, and starting your path again. If you're looking for a way to take that first step, my suggestion is simple: Attend the things.***

"The things" look different for everyone depending on their profession. You know "the things"—those things you get emails about, the invitations you've deleted or tossed in the recycling bin. "The things"

**HOT JOBS**



that you see on your colleagues' Facebook, Instagram, Twitter, and LinkedIn accounts... the things they attended (that you did not).

***There are a million reasons to skip “the things”—I’ve used plenty of them myself. Finances, scheduling, childcare, distance, anxiety, and doubt are all powerful forces. But ask yourself: How do they compare with that sinking feeling you have inside? How do they compare with your desire to be doing something to work toward your goals?***

You don't have to attend every conference in your field, every job fair in your city, or every networking event in your area. If you know several people who can't afford such options, you could schedule an alternate, more cost-effective meet up instead as long as you promise to spend at least half the time truly focused on work-based discussions. You also don't have to take every skills workshop or renew every certification you possess.



***Attending the things is not an act of desperation; it's a carefully calculated plan of action.*** Look at your calendar and your budget, and work out what it would take for you to attend two events per year to help you meet your professional goals. As you do so, think about the events, meetings, and workshops that could expose you to new ideas and skills, while enabling you to build your professional network (and then book at least one of them). If you work as an independent contractor, you may find that some of these events can count as a tax deduction, depending on your profession.



*It can be easy to think of “the things” as luxuries, events and meet-ups that you should attend after you’ve gotten your career together. But I’m here to tell you, conferences, networking functions, and workshops are not luxuries. They are vital tools to help you keep on track with your larger career goals as you continue the daily work that pays your bills. You deserve to have a fire, to have dreams—you just have to make a space for them to grow into reality.*





OweYaa

## RE-INVENTING THE INTERNSHIP

*For those knee-deep in resumes and job applications, applying for a job may feel like it requires the precision, determination, and deadly accuracy of a secret agent. Every employment article urges you to create a “targeted” resume, complete with covert language known as “keywords” and “buzzwords.”*

Despite the tips and tricks you’ve learned from these articles, you don’t feel like an ace employment spy, ready for action. Instead, it feels like you’re playing an endless game of darts, and you’re consistently hit the back wall instead of the bullseye.

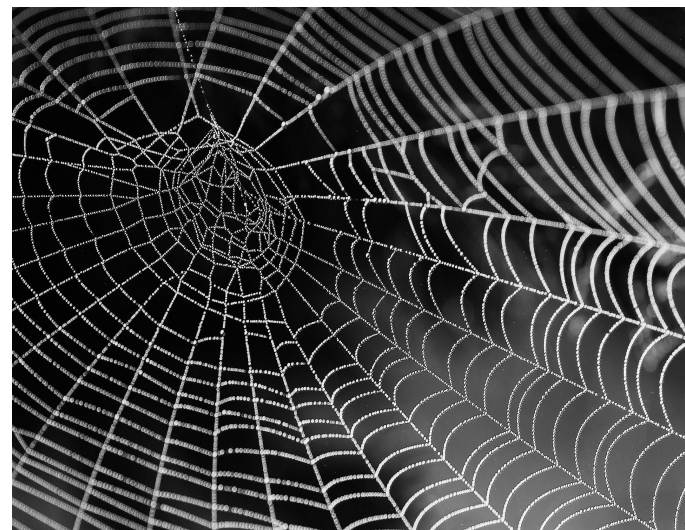
Perhaps you’re looking to make a career change, but know you don’t have the experience for the jobs you want. Maybe you’ve got experience—but it’s not in the civilian sector or it’s out of date.

Your frustration is more than understandable, but it’s not your endpoint. Not by a long shot.

We recently spoke with Barika Edwards and Marie Roker-Jones of OweYaa, a social enterprise disrupting this target-based frustration. OweYaa sees the job search as a web of options rather than a single endpoint. Through their remote internship program, OweYaa helps military members, Veterans, and military spouses to see career options that might have otherwise remained untapped. They aim to help each applicant make the most of their job market potential.

**Q: What is “OweYaa,” and what is your mission?**

**A, Marie Roker-Jones (MRJ):** OweYaa was founded in 2014 by Barika Edwards and Luke Jenkins; I joined OweYaa in 2017. Our team includes a Veteran, a spouse, and a civilian on a mission to equip service members and spouses with the tools needed to pursue careers that are meaningful to them.



“OweYaa sees the job search as a web of options rather than a single endpoint.”





(Photo by Mike Ngo for Microsoft's WOCinTech Chat Stock Images) Used in accordance with CC Attribution 2.0 Generic.

OweYaa fulfills this mission by bridging the military-civilian cultural gap, which creates barriers to employment retention and professional promotion, through internships. Through our partnerships, we've transformed the internship experience in a way that suits those who need the ability to intern remotely.

Barika sees the Veteran and military spouse unemployment problem as one

rooted in the business community and business practices; the business community owes it to our service members to ensure that they transition to meaningful, 21st-century careers.

We know that Veterans and spouses have dedicated years of their lives to service and bring tremendous value to the workforce in terms of qualifications and commitment. ***When given the choice to do anything with their lives, service members and their spouses committed themselves to service instead of working in a high income profession.***

"To our military and their families from the business community: We Owe – Yaa."

***Q: What unanswered employment need does OweYaa seek to address in the military community?***

***A, Barika Edwards (BE):*** As a team, we noticed several gaps in civilian-military employment, such as access to civilian employers, filling skills gaps, and career fit. We focus on addressing each of these issues, while building relationships that improve retention within the rapidly growing tech sector.

We also found that deployments and PCSs can be a challenge for military spouses who want to further their careers. Given their circumstances, many spouses feel that their only option is to volunteer. While volunteering is worthy and important, it doesn't always benefit spouses in terms of their professional growth.







(Photo by Mike Ngo for Microsoft's WOCinTech Chat Stock Images)  
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We focus on helping military members, Veterans, and spouses by matching each internship project with the individual who will get the most out of the project due to their skillset and career trajectory. The option of building skills through OweYaa and remote internships provides a work-life balance for both Veterans and military spouses who complete the program.

OweYaa is about creating access to a competitive background and professional network of civilian employers for Veterans and military spouses.

***Q: What types of internships have you placed people in? How do they work?***

***A, BE:*** When you envision working for a tech company, you may picture someone sitting behind a computer, coding

on a black screen. However, there are many non-technical careers within the tech field, such as marketing, sales, partnership development, science, finance, human resources, etc.

We help spouses and Veterans to consider these parallel sectors and build their skills so that they can transition their expertise into job markets that didn't seem accessible. Our internships ensure that Veterans and spouses are able to take advantage of the certifications they've earned, especially in professions such as health, therapy, and education. Often this entails finding new job opportunities that use their original passion, drive, and skills in ways that they wouldn't have anticipated.



We've placed Veterans and military spouses in remote internships within the tech, financial, and advertising industries in technical and non-technical roles. When we match Veterans and military spouses with an internship, we do so based on our employer-candidate compatibility dimensions.

The Call of Duty Endowment Identifies **CASY** as

**BEST IN CLASS**

for Veteran Job Placement





This ensures a mutual fit between the employer and the intern, creating a foundation for a long-term relationship that may result in a strong referral and introductions within the industry, as well as ongoing mentorship and a job.

**A, MRJ:** We work with companies to ensure that our military community has the opportunity to develop skills for their career goals while building a strong civilian professional network.

Obtaining these skills and the networks that come with them have enabled our candidates to find employment after their internships are over—whether it's remote employment with their internship partner or another employer.

**Q: Who is eligible to participate in OweYaa, and what steps are required?**

**A, BE:** To qualify for OweYaa you have to be a service member (which includes Reservists and Guard), a military spouse, or a Veteran. You must also be interested in the tech or creative career sector.

OweYaa is free. Our major requirement is that you're committed to the process of building skills and taking advantage of the learning and growth steps that we walk you through. When we place you in an internship, you must be fully committed to completing it. Many of our companies will be hiring while they work with you; you may be their first Veteran and military spouse work relationship. We want all of our interns to help us build good relationships.



In terms of process, OweYaa works in two major areas. First, we help you to build a career plan and fill any skill gaps. Then, we match you to internship opportunities within the career tracks that you're ready for. After you've gone over your options, we will place you in an internship based on mutual fit criteria. Our second area is working with individuals who are building their expertise for a career change or a promotion.

**Q: How can businesses partner with OweYaa to create internship positions or hire from your intern pool?**

**A, MRJ:** Businesses can contact us directly by email at [team@oweyaa.com](mailto:team@oweyaa.com) or complete a profile online at <http://oweyaa.com>.

Are you  
ready to  
begin your  
internship?  
Contact  
OweYaa  
today to  
create your  
profile!





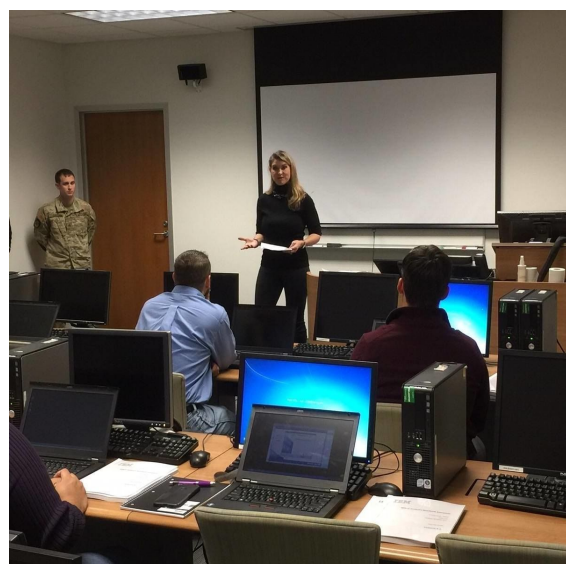
# ***IBM Expands Professional Development and Hiring Initiatives for US Veterans & "New Collar" workers***

By: Jason Kelley

***Military veterans bring outstanding skills and value to the civilian workforce and have unique talents, making them a natural fit for a host of fast growing career tracks in the technology industry. Their way to work has been a 24/7 work ethic, demeanor, and "always on" level of professionalism that is enviable in today's workforce.***

IBM recently announced it will hire 2,000 US veterans over the next four years. These positions are part of IBM's broader pledge to hire 25,000 US workers through 2020, many in "new collar job" areas—high-growth fields such as data analytics and cybersecurity that typically require post-secondary training and certification, but not always a traditional four year degree.

IBM is also expanding its partnerships with businesses looking to hire veterans, and broadening its collaboration with veteran recruiting experts and training organizations such as the National Cyber-Forensics Training Alliance, and Corporate America Supports You (CASY) with the Military Spouse Corporate Career Network (MSCCN), both nationwide non-profits that offers employment assistance for current and former military personnel as well their spouses.



As a US Army Airborne Ranger veteran and CASY Board Member, I am proud to share that these important initiatives are underway—including our nationwide program to train and certify US veterans in i2 Analysts' Notebook, analytics software widely used in the defense and law enforcement industries.

Each no-cost, five-day session offers hands-



on classroom training with IBM software and allows participants to take the industry standard data analyst certification exam. Upon completion, participants also receive assistance with job placement. The program, which launched in 2016, has already trained more than 500 veterans, and placed 70 veterans in positions with corporate or government employers.

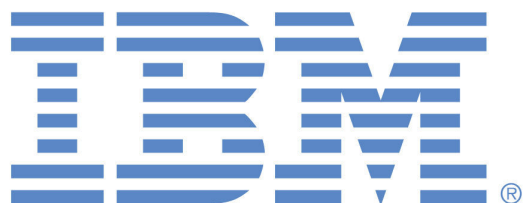
One such success story from our trainings is that of Angela Covey, a former U.S. Marine with a data analytics background. Angela wanted to capitalize on her aptitude and expertise in a growth field. She passed her data analysis certification exam after completing an IBM training session, and has now joined IBM as a recruiter. We are so *fortunate* to have Angela and her military experience as part of our team.

Opportunities to meet and connect with fellow veterans like Angela frequently emphasize for me the rich pool of talent we have in our veteran community: professionals who bring a disciplined work ethic, strong collaboration abilities, and communications skills acquired through military service. These are all capabilities that IBM values with the highest esteem.



Veterans interested in free training and certification should apply now. Visit [ibm.com/blogs/citizen-ibm/category/veterans-2](http://ibm.com/blogs/citizen-ibm/category/veterans-2) for more information, and see [casy.us/Training/i2TrainingCalendar.html](http://casy.us/Training/i2TrainingCalendar.html) for the full 2017 training schedule.

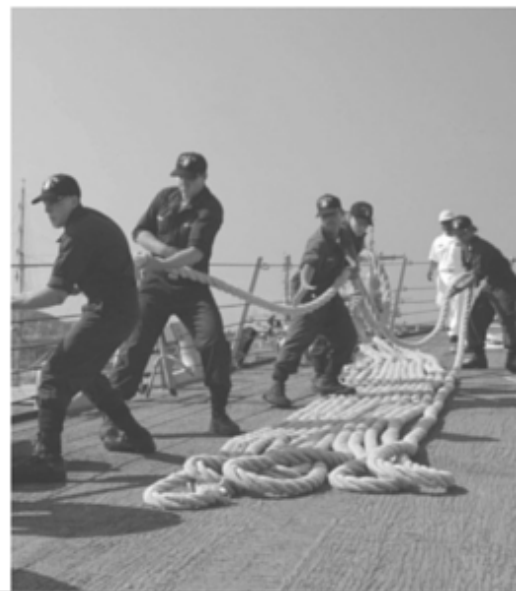
You can read more about "new collar" jobs in this report IBM has just released which outlines several best practices for organizations to grow their cybersecurity workforce: [ibm.biz/newcollarjobs](http://ibm.biz/newcollarjobs). You can also encourage current or soon-to-be veterans to learn more about IBM employment opportunities at [ibm-veterans.jobs](http://ibm-veterans.jobs).



***IBM is committed to doing everything it can to be of service those who have served.***

*Jason Kelley is Vice President and Partner of Solutions, Design, & Innovation for IBM's Global Business Services, and a veteran*





Veterans & Transitioning Military Members

## Learn about CASY's Hot Jobs

HOT JOBS are updated weekly.

**CASY MSCCN are highly-vetted, results driven non-profits that put donor dollars to work for the Military and Veteran Communities.**

Learn about our fiscal responsibility at [http://www.msccn.org/WhoWeAre/MSCCN\\_Leadership.html](http://www.msccn.org/WhoWeAre/MSCCN_Leadership.html) and <http://casy.us/WhoWeAre/Financials.html>



**CORPORATE AMERICA SUPPORTS YOU**



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**Refuse to be anything but successful.**

**Social Media/Work from Home/  
Interview Techniques to Land the  
Job/Targeting Your Resume for  
Maximum Impact /Job Search/  
Resume Assessments**

**CASY & MSCCN offer live and self-paced training.**

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# S P O U S E S U C C E S S

"Action is the foundational key to all success."  
~Pablo Picasso

Congratulations, Nikkie!

***Congratulations, Nikkie! After working with MSCCN for three months, Nikkie was hired by the County Juvenile Justice Department.***



**Hiring Challenge:** For me, the most difficult problem when it came to finding employment was, in part, my location. It was difficult for me to try to find a job in my career field in a border area of the US that has a large Spanish population without being bilingual myself.

**Assistance Received:** My Employment Specialist, Amanda, was great. She had a long telephone conference with me, and continued to send me leads while also encouraging me through the entire process. While I was searching, she reminded me that the right opportunity would come along.

**Result of Assistance:** Thanks to working with Amanda and MSCCN, I found a full-time counselor position—a job that is in my career field, which is what I wanted from the beginning.

**Value of Experience:** I appreciate all of the help that I received from MSCCN. With Amanda, it wasn't just that she was finding leads and helping me to find the job that I needed. She also understood my situation and my struggles, and you can't find that everywhere.





# Own Your Worth

By: Amanda Marksmeier

***For military spouses who work in creative fields, it seems like the words “portable,” “flexible,” and “enjoyable” should go together. But the joy of creative work can quickly turn sour when it comes to setting a price for your labor.***

When you're getting started in a creative field, you know that you may have to offer your services for free (or at a highly discounted rate) to build a portfolio. But after you've had a few successful projects, it can be daunting to think about setting (or raising) your rates, especially if it will mean renegotiating with existing clients. To lessen the anxiety of this process, consider:

## ***What are your basic needs?***

A base rate isn't worth having if it doesn't factor in the costs of your business, taxes that you must pay, your realistic yearly billable hours, and the total salary you need to make this job worthwhile.

## ***What type of project is it?***

Are you creating a website or designing a logo? Writing an article or an entire manual?

Photographing a wedding or a portrait? When it comes to setting your price, you can have a scaled list rather than a flat hourly rate. The type of project will dictate the amount of time, energy, and effort you must give.



## ***Who is your client?***

Are they a small, local business owner, a mid-size firm, or a large corporation? While a small business may have fewer resources, they may also give you more creative space. With each job, you must determine a balance between your interest in the project and an obligation to your finances.

## ***What is your client's budget?***

Not sure, just ask! Your client already has an idea of how much they're willing to pay. By



asking their price range, you're better equipped to leverage the price you want rather than undervaluing yourself.

### ***What kind of value does this project provide?***

Think about the problem that your work will correct rather than an hourly rate. If a client's website crashes and you fix it, your work may have more value to that client. Although it

may only take an hour to fix the problem, the value of a fix in an emergency is worth far more.

### ***What are other creatives charging?***

This is where the importance of a network comes in. They can give you inspiration, encouragement, and referrals, while also answering questions about the market in your industry. Although it may feel awkward to ask how much someone charges, if you do so politely and professionally, you're likely to get an open, helpful answer about how they calculated their rate.



### ***What if they say "No"?***

Once you've determined your price plan, create a list of contract negotiation talking points. You should include the reasoning behind your price points, as well as ground rules and expectations for both parties. By listing the questions you could face (and their answers), you'll feel prepared for any negotiations. As a creative entrepreneur, it's important for you to be clear, consistent, and confident in your worth.



Don't be afraid to turn down a project if a client doesn't agree to your rate. You aren't saying "no" to your work. Instead, you're turning down the chance to earn less while doing more and an unsustainable client relationship.

***Remember: you're talking about money because your creative work is worthy of realistic compensation. You're talking about money because you are a professional, and professionals get paid.***





## HOT JOBS

*for military spouses, caregivers, & dependents*



**VISIT  
MILITARY  
RECONNECT**





**CAREER CORPS**

**100%**

**OF CAREER CORPS  
PARTICIPANTS  
WHO COMPLETE  
THE PROGRAM  
FIND  
EMPLOYMENT.**

# **JOIN OUR TEAM OF CAREER PROFESSIONALS**

- **ARE YOU A MOTIVATED PERSON WHO CAN MEET DEADLINES AND WORK VIRTUALLY?**
- **DO YOU HAVE EXCELLENT COMMUNICATION AND ORGANIZATIONAL SKILLS?**
- **DO YOU THRIVE IN A FAST-PACED ENVIRONMENT?**
- **ARE YOU AN OUTGOING AND ACTIVE NETWORKER?**
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