

**Arjen:** Finding a job after the military is difficult and it has multiple reasons. How do you transfer military skills into civilian skills? And it makes you feel isolated. And civilian life, which most of us live in for this small group of people, can be hostile.

**Talia:** I come from a family of veterans, a lot of my uncles have served, but most recently my husband was in the army. He was in the 2nd Airborne. I wasn't with him while he served, but I have been with him for the aftermath, so really seeing the toll that being in combat takes on someone serving and just coming home and just transitioning to civilian life. My husband has struggled a lot and just seeing him and seeing that community needs more help and deserves more help is really why I was inclined to join.

**Arjen:** As a disabled veteran, I have a service dog and that means that my dog goes everywhere I go, which includes work and I worked with the HR team at Indeed to provide me the ability to actually take her into work. What was really nice is I was able to collaborate with the Access Indeed IRG where we actually teamed up to see what kind of rules and regulations we can set around service dogs and create more knowledge and understanding within Indeed.

**Talia:** What we do through our work is support the community and show them employers outside of Indeed, so Indeed and externally that are veteran ready, willing to accept veterans, ready to support them and help them find jobs.

**Arjen:** People should hire veterans. I always say they are a force multiplier, which is a military term, but it means that if your team has one veteran, the whole team gets better.

**Talia:** It's really making sure that we as a company are educated, the companies that we work with are educated and we understand how to decipher what someone did in the military and how it can translate to civilian life.