



CAMERON-BROOKS



**TRANSFORM YOURSELF. YOUR CAREER. YOUR LIFE.**

Congratulations! By contacting Cameron-Brooks, you have made the first critical step in assuring a smart transition to Corporate America. For over 45 years, we have been helping Junior Military Officers transition into the business world—and transforming their lives in the process. No other recruiting firm has the breadth of experience and client relationships to help you land the best position possible. That makes Cameron-Brooks the obvious partner for your corporate success.



Founders Roger Cameron and René Brooks



Chuck Alvarez  
President/CEO  
19 years

Joel Junker  
Senior VP/  
Partner  
14 years

Mary Lou White  
Principal  
37 years

*A 45+ year track record of placements with FORTUNE 500 companies stands as proof that our expertise in the industry of military-to-corporate recruiting remains unmatched.*

group of smart, knowledgeable and personable Recruiting Professionals following in Roger’s very footsteps. There is simply no comparison.

## 2. YOU GET CUSTOMIZED AND PERSONAL ATTENTION

Today’s military atmosphere is extremely demanding, leaving little time to research such a life-changing decision. Your smart instincts and sheer ambition should encourage you to simply call and talk to one of our Recruiting Professionals. Only then will you begin to fully understand why we are the top choice for the most exceptional candidates. You’ll learn how our personal attention to your goals and preparing you to become a coveted candidate will be our number one priority. In fact, we become so involved with a candidate’s individual success that we become lifelong career partners.

## ALUMNUS PROFILE

Ernst & Young

Senior Consultant

### ALUMNUS BACKGROUND:

JEFF HARMON  
Army, Infantry  
USMA '01 History, MBA

“Cameron-Brooks provides personal interaction through their program and especially at the Conference. Besides the types and number of opportunities they provided, this personal help and instruction along the way was the key differentiator.”

## WHY CAMERON-BROOKS?

For over 45 years, we have remained steadfast in our dedication to serve our candidates and clients using the same core philosophies: to prepare the strongest candidates, facilitate the best job offers and, as a result, find *your* perfect fit in Corporate America. We expect all candidates will do their research. The smartest ones choose Cameron-Brooks for the following reasons:

### 1. YOU GET UNPARALLELED EXPERIENCE

In the late 60’s, Roger Cameron was instrumental in developing the concept of recruiting and placing JMOs into the corporate world. Now considered a “legend in the business” he still serves as an advisor to the new generation of Cameron-Brooks leadership. With a combined 70 years of experience at Cameron-Brooks, this leadership team motivates a devoted

### 3. YOU BENEFIT FROM OUR DEVELOPMENT AND PREPARATION PROGRAM®

Still not sure Corporate America is right for you? That's okay. Once you and Cameron-Brooks have agreed to partner together to *explore* the business world, you are enrolled in our unique and



comprehensive Development and Preparation Program® (DPP), which Roger Cameron created in the early 80's, raising the bar for preparing officers for a successful future in the business world. This program is designed to help you gain a solid foundation of business knowledge, enhance your qualifications, learn interviewing prowess and, ultimately, aid you in making your decision. What sets Cameron-Brooks apart is not only our impressive and loyal client list, but our ability to sculpt every officer's exceptional corporate potential BEFORE they make the transition.

*Our unique Development and Preparation Program® (DPP), is the cornerstone of every JMOs successful transition. This program doesn't just help you interview. More importantly, it prepares you to be successful after you transition.*

### 4. YOU GET EXTRAORDINARY OPPORTUNITIES

Our 45+ year track record speaks volumes. Cameron-Brooks has created a reputation that attracts leading companies to fill their most critical jobs. Our clients value the consistent thoroughness with which our candidates are prepared and the consideration we put into securing a strategic fit. These relationships put Cameron-

Brooks candidates in the best position for launching extraordinary careers. You just won't find the same opportunities elsewhere. We have placed thousands of candidates in development positions with *FORTUNE* 500 and other leading companies across the country.

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#### ALUMNUS PROFILE

Johnson & Johnson

Planning, Forecasting & Replenishment Planner

#### ALUMNUS BACKGROUND:

MIKE MORAND  
Air Force, Logistics  
BA Sociology, MA Economics

“ I worked with Cameron-Brooks for three years and I am extremely appreciative of all the guidance and support I received from the first day on. They helped me understand the value of the skills I developed in the military and how they translated into the business world. ”

## 5. YOU GAIN A LIFE PARTNER

The Cameron-Brooks relationship does not stop at the door to your new job. Being there for you throughout your career is not only part of our program, it's part of our nature. Any candidate placed by Cameron-Brooks takes with them a lifelong partner in reaching their future career goals. And over 45 years worth of alumni automatically gives you thousands of reasons to stay connected.

Some of the post-placement services we provide are:

- Ongoing mentoring regarding further education, promotional assignments and career decisions
- Letters of recommendation for Masters Programs, Mock Interviews & Interview Tips
- Ongoing access to the Tip of the Month
- Tips on navigating promotions
- Thousands of Cameron-Brooks alumni in *FORTUNE 500* and other leading companies — at all levels — with which to be associated



## OVER 45 YEARS OF CLIENT RELATIONSHIPS

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One of the most valuable traits you need to look for in a Military-To-Corporate partner is the breadth and quality of their ongoing client relationships. Many of our clients have been with us from the beginning. But despite tenure, we are continually diligent in educating clients on the strategic benefits of hiring JMOs, designing employment programs within those companies and attracting them to career conferences exclusively aimed at hiring JMOs. Our relationships have only strengthened over time as clients—and candidates—experience the precise consideration of timing, capabilities and needs that go into every interview. We have placed thousands of candidates in development positions across the country with *FORTUNE 500* and other leading companies.

### ALUMNUS PROFILE

Eaton Corporation

Supply Chain Analyst

#### ALUMNUS BACKGROUND:

JEREMY NOVOTNEY  
Navy, Nuclear Power – Submariner  
BS Chemical Engineering

“Cameron-Brooks will prepare and present to you some of the top opportunities that you are qualified for in Corporate America. I was impressed by the dedication the C-B Team showed to me throughout the entire process.”



## WANT TO GET STARTED?

The transition to Corporate America can be overwhelming. But it doesn't have to be. Cameron-Brooks can help you get started on your path to the future. Here's how it all works.

### STEP 1: ATTEND A CAREER INFORMATION MEETING OR WEBCAST

*Take advantage of free information meetings in your area to find out if Corporate America is right for you.*

If you are curious about career options and the job market, attending a Career Information Meeting or Webcast is a great investment of time for your future. We host frequent webcasts and travel nationwide, including Hawaii and Alaska, and internationally, to help you make an educated decision about "life after the military." You will receive highly focused, accurate information to help you explore opportunities in the business world and learn how to successfully transition if you decide Corporate America is right for you. Officers with approximately 4-14 years military experience interested in what Corporate America has to offer are encouraged to attend at no obligation, along with spouses and significant others. Check our website for our current and upcoming webcasts and travel schedules.

### STEP 2: CONDUCT A PERSONAL MARKETABILITY ASSESSMENT

This one-on-one assessment is your opportunity to discuss your specific background with a knowledgeable professional and learn where it fits in business. During your Personal Marketability Assessment you learn what careers are viable options for you and the salary range you can expect. You'll discover how to utilize your credentials and military experience to improve your marketability and receive specific advice on the best time to enter Corporate America based on your personal needs. At this point, we determine if your credentials and career goals meet the needs of our client companies. Reading *PCS to Corporate America: From Military Tactics to Corporate Interviewing Strategy, 4th Edition* by Roger Cameron, Chuck Alvarez and Joel Junker before this assessment helps you prepare and gain valuable background knowledge on transitioning. (Preview PCS at our website, [www.cameron-brooks.com](http://www.cameron-brooks.com)) Although conducting the assessment in person is ideal, we understand it is not always possible. Therefore, we will make any arrangements necessary to help you accomplish this step in the process. Spouses and significant others are welcome to attend your Personal Marketability Assessment.

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#### ALUMNUS PROFILE

Johnson & Johnson

Sales Leading to Management

#### ALUMNUS BACKGROUND:

PAT DALY  
Army, Engineer  
BA Political Science

“Cameron-Brooks is definitely the type of professional service I had sought after to assist me with my career transition. They provided interviews with quality employers - and lots of them! The quality and individual preparation they provide each candidate is extremely helpful.”

### STEP 3: COMPLETE DEVELOPMENT AND PREPARATION PROGRAM® (DPP)

Our unique Development and Preparation Program® (DPP) is designed for officers who wish to explore career options, whether certain or uncertain about separating from the military. This process allows you to gain a solid foundation of business knowledge, receive input on how to enhance your qualifications, and learn the keys to interviewing successfully. During preparation, the Cameron-Brooks Team gives



you personal attention and advice on skill-enhancing military assignments, continuing education, and military career timelines. *If you decide to leave the military*, Cameron-Brooks also prepares your resumé and takes care of virtually every detail of your career search so you can focus and perform at your best while interviewing.

### STEP 4: ATTEND CAREER CONFERENCE

Once you decide to leave the military, and about 30-70 days prior to separation, you will meet with companies at a 4-day Career Conference. Saturday and Sunday are devoted to studying companies and specific positions and polishing your interviewing skills. On Monday and Tuesday, you interview with several world-class companies. Companies who value the military officer experience come to Cameron-Brooks to find outstanding leaders with proven track records to assume demanding and challenging roles. The entire Cameron-Brooks Team offers minute-to-minute assistance and guidance to ensure your interviewing success.

*Throughout the Cameron-Brooks process, candidates will meet one-on-one with a Recruiting Professional to strategically plan the best options for their transition to the Corporate World. Whether by phone or in person, the strong Cameron-Brooks relationship with each candidate becomes an invaluable part of the decision-making process.*

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#### ALUMNUS PROFILE

Johnson & Johnson

Development Engineer

#### ALUMNUS BACKGROUND:

BRYAN YARBROUGH  
Navy, SWO  
USNA '05 General Engineering

“ I was most impressed by Cameron-Brooks’ thoroughness and interest in my success. They set forth a plan with each candidate and help each execute it. C-B prepared me for success in all aspects of my transition to Corporate America.” ”



*Many of the Cameron-Brooks Alumni stay in contact with us not only for business purposes, but because of the care and commitment we've shown them personally.*

#### STEP 5: FOLLOW-UP PROCESS

Immediately after the Conference, you'll participate in a Follow-Up Process, during which you will visit company locations to further explore each opportunity. For each Follow-Up interview, you receive detailed guidance and counsel on how to prepare. *Every day* during the Follow-Up, we help you prepare for and succeed in competitive follow-up interviews, and assist you in accepting the choice of *your* ideal company and position.

#### STEP 6: RECEIVE ALUMNI STATUS

Cameron-Brooks stays in close contact with you even after you settle into your new career. We consider our association with you a lifelong commitment and you become a lifetime member of the Cameron-Brooks Alumni network.

## DO YOU HAVE WHAT IT TAKES?

As you can see from our Alumni Profiles, we have placed candidates from every branch of the military, with a wide range of degrees including Liberal Arts, Business and Engineering. And our candidates' alma maters are as varied, including military academies and state universities. It's not just your track record of success that plays a key role in your transition to the Corporate World, but your inner drive and determination. At Cameron-Brooks, both are leveraged and transformed into extraordinary corporate potential.

### ALUMNUS PROFILE

#### WhiteWave Foods

#### Brand Management

#### ALUMNUS BACKGROUND:

**SETH BEAMER**  
 Army, Armor  
 USMA '06  
 Leadership and Management

“My experience with Cameron-Brooks was unbelievable! The preparation, the Team, the opportunities are first class and blew my expectations out of the water. I had been uneasy and worried that the opportunities I hoped for might not be at the Conference, but sure enough they were, and there were multiple options.”

**Get started now!** Whether you are 3 months or 3 years from eligibility to leave the service, you can benefit from our unique Development and Preparation Program<sup>®</sup>. Our team of Recruiting Professionals is ready to give you individualized career counseling and guidance. Contacting us as soon as possible will optimize your potential for success.

As one of the biggest decisions you may make in your career, we understand you may still have questions. So call us and see what your future may hold in store.

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**CAMERON-BROOKS**

*Transform yourself. Your career. Your life.*

#### ALUMNUS PROFILE

### Unilever Logistics Team Leader

ALUMNUS: BRAD CANTERBURY

Marine Corps, Logistics  
USNA '07 Political Scientist

“My experience with Cameron-Brooks was exactly the way they said it would be. The opportunities, training and Career Conference were just as advertised. I particularly enjoyed the relationships I built with the C-B Team and their mentorship throughout the program.”

#### ALUMNUS PROFILE

### Medtronic Spinal and Biologics/ Spine Consultant

ALUMNUS: MATT BURCH

Army, Infantry  
BA History

“My favorite aspect of Cameron-Brooks was the experience and detail the recruiters brought to my interviewing, tying it into what I have already accomplished in the military to make it relevant with Corporate America.”

#### ALUMNUS PROFILE

### Procter & Gamble Financial Analyst

ALUMNUS: NICK CORCORAN

Navy Supply  
University of Nebraska, BS Mathematics

“Cameron-Brooks made me feel like I was the only candidate they were working with - a truly personalized experience. They are a true team of great professionals.”

#### ALUMNUS PROFILE

### PwC Senior Associate

ALUMNUS: TJ KENNY

Army, Military Intelligence  
USMA '07 Economics

“Every step of the Cameron-Brooks process is focused and professional. I cannot imagine the amount of time it would take to replicate this process on my own. C-B put it all together for me.”