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## **\$ Profit Builders Inc.**

### **BUSINESS CONSULTANT**

*Good solutions for your business!*

Helping You Out-Think, Out-Perform and  
Out-Earn the Competition-Risk Free & Guaranteed!

*RE: A few reasons you should hire a US Military veteran as opposed to another employee.*

#### **Dear Small Business Owner or HR Manager:**

I am providing you this Special Report so you get a Great Way to Save up to 25%, 50% or more on your employee wages for every new hire! If this is something you'd be interested in please review this Report and get back to me.

#### **We provide:**

- Pre-screened, job-ready candidates
- Recruitment efforts, which encompass a wide range of job types
- Well-trained employment specialist who are aware of current industry needs and qualifications necessary for success in the Bay Area work force
- On-the-Job Training Program, which allows up to 50% wage reimbursement to employers, for up to 499 hours for most clients.

Hiring a veteran job seeker could mean that part of your cost in training this individual will be reimbursed. If you hire a US Military veteran applicant, your company may be reimbursed up to 50% of the new employee's salary during an established training period.

In addition, you decide what is needed to train a new worker to perform the job the way you want it performed. This allows you to train the new worker with your technology, your equipment, and according to your company's standards and procedures.

#### ***Summary of Employer Advantages***

- Reduce recruitment costs (no cost to the employer)
- Interview pre-screened applicants
- Select the right trainee for your needs from motivated applicants
- Minimal paperwork required
- Up to 50% wage reimbursement during training period
- Employer and trainee support systems

## ***The Honor a Hero-Hire a Vet Program Can Save You 25% to 50% on New Hires!***

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### ***Employer Responsibilities***

- Do not hire applicant until contract is in place
- Provide general company information, job description and training outline
- Provide certification of necessary insurances
- Meet with a representative to do trainee evaluations
- Hire trainee veteran on a permanent basis once contract has ended satisfactorily

### ***Process for Reimbursement***

Once you have made a commitment to hire this job seeker, you must complete a contract which will be provided to you.

1. Contact the applicant's counselor
2. Complete the form with the representative
3. Await an approved signed contract (processed within 5 working days)
4. Hire applicant [a US military]
5. Invoice fiscal department for reimbursement

## ***The Honor a Hero-Hire a Vet Program Provides Employers With***

- Employers with screened, job ready candidates who have completed their military service
- Employers with recruitment efforts, which encompass a wide range of job types
- Employers with a well-trained employment specialist who is aware of current industry needs and qualifications necessary for success in the work force
- Employers with an On-the-Job-Training Program, which allows up to 50% wage reimbursement, for up to 499 hours
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## ***The Honor a Hero-Hire a Vet Program Program Provides Veterans With***

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- Vocational assessment and career guidance, on-site computer literacy training, support with occupational training, and accredited College classes teaching job-seeking skills and strategies
  - A state of the art resource room equipped with: computer and Internet access, phones, fax, computerized career programs, job listings and educational and training information
  - Transitional homes for employed veterans
  - Serves hundreds of veterans each month
  - Job placement, job referrals, resume writing, and copying.
  - Close links with Federal, State, County and private social service agencies

### **Veteran Employment Counseling & Training**

One of our most successful employment training programs is "Winning the Employment Game" (WEG). This program focuses on helping individuals achieve results by providing a personalized career exploration and job-search program. With a 90% success rate, "WEG" graduates attain jobs they want.

**In our efforts to strengthen our employment training programs, we also offer comprehensive placement services by providing clients with:**

- Job Leads
- Resume Preparation
- Informational Resources
- Interview Preparation

## ***On-the-Job Training (OJT) FAQs***

**What is On-the-Job Training?** It is training that takes place whenever a new employee starts on the job. The federal government offers a program which helps employers cut down on the costs of training a new employee and at the same time helps unemployed veterans obtain jobs by making it financially possible for employers to hire and train eligible veterans.

**How does the program work?** We enter into an agreement whereby the employer makes a commitment to hire and train a veteran. The employer is reimbursed up to 50% (determined by set criteria) of the employee's wages during the initial agreed upon training period.

**What about paperwork?** You will provide our Representative with general company information, a job description and the training outline. Copies of insurance(s) will also be required. The Representative will prepare documents listing this information for your signature.

**Who is eligible for the program?** Any private or public employer! The only restrictions are that no agreements may be written for jobs involving a commission or piecework payment, or for positions requiring licenses. The veteran hired must meet funding eligibility criteria.

**How long is the training period?** Not less than 4 weeks or more than 16 weeks. This is determined by criteria set by the federal government.

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**How many hours will a trainee be required to work?** The job must be full time, non-seasonal employment. We cannot write contracts for seasonal jobs. The work must be at least 32 hours per week to be considered full time. Senior citizens may be approved for part time work.

**What wages will I pay the trainee?** The wages will be expected to be at the prevailing wage for the occupation in the industry or the union wage where the occupation is unionized.

**What about unions?** Where a union is involved as a collective bargaining agent, certification and approval by the union is required.

**What if a trainee quits?** If a trainee voluntarily quits the training position, you will be paid through the last date of employment. A new training program can be written for a new employee.

### **If I feel the trainee isn't working out, or I can no longer keep Next Step On-the-Job Training (OJT) FAQs**

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**If I feel the trainee isn't working out, or I can no longer keep him/her due to lack of business, can I terminate him/her?** Yes, as an employer, you can terminate a trainee on the same grounds as any other employee. You will be paid your reimbursement up to the date the trainee was terminated. Our representative must be notified according to the contract stipulations.

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**Can I hire a trainee in a position in which an employee has been laid off in the past?** No, a trainee may not fill a position if a past employee has been laid off in that position or a similar one.

**Do you have other hiring programs that save my company money?** Absolutely! All it takes is a simple complementary briefing where in 15 minutes we'll show you how to save 25%, 50% or 100% on your employee wages. Yes, 15 Minutes Saves You 25% to 50% to 100% on Every New Hire! Ask for your Free Consultation and Special Report! Contact Us Now!

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## ***Accelerate Your Revenue or Cut Costs?***

What is the best business decision?

Should you focus on increasing sales or reducing costs in order to increase profits by \$1,000?

The following table will help you answer this question.

- A. What is your profit percentage?
- B. What amount of incremental sales is needed to increase profits by \$1,000?
- C. What amount of cost reduction is required to increase profits by \$1,000?

A	B	C
Net Profit %	Required Sales Increase	Required Cost Reduction
15	\$6,667	\$1,000
12	\$8,333	\$1,000
10	\$10,000	\$1,000
8	\$12,500	\$1,000
6	\$16,667	\$1,000
5	\$20,000	\$1,000
4	\$25,000	\$1,000
3	\$33,333	\$1,000
2	\$50,000	\$1,000
1	\$100,000	\$1,000

How much more profit would you make if you could save from 25% to 50% to 100% on labor costs for new hires?

[If you would like to discuss the Honor a Hero-Hire a Vet Program with us please contact us. Thank you.](#)