

## Military/Veteran Resource Network Application - Employers

<b>Organization Name</b>	Copper Sun Construction LLC
<b>Address</b>	Street Address: 320 N Don Peralta City: Apache Junction State / Province: Arizona Postal / Zip Code: 85119 Country: United States
<b>Phone</b>	(480) 797-9980
<b>Website</b>	<a href="https://www.coppersunconstruction.com/home.html">https://www.coppersunconstruction.com/home.html</a>
<b>Organization E-mail</b>	cscllcaz@gmail.com
<b>What sector is your organization part of?</b>	Community (private sector - business, not-for-profit, etc.)
<b>Brief background of organization (mission, year established, etc.):</b>	<p>Copper Sun Construction is a licensed residential and commercial general contractor since 2005 servicing the greater Phoenix area in Arizona. We are certified in OSHA (30), Lead Paint, Flooring, and all Roofing Systems. We have access to a diverse range of subcontracting disciplines and are able to provide turn-key and design-build projects. Copper Sun Construction's capabilities include, but are not limited to, design, remodeling and new builds including site grading, excavation, underground utilities, concrete foundations, slabs, walls, building construction, yard remediation, electrical services, roof coatings and maintenance. We have an exemplary service record and take great pride in having higher standards for precision and excellence than any other contracting company. In addition, we have predicated our company on being customer and partnership focused. We make it our business to have all parties involved on any of our projects and have solid partnerships to achieve the vision for the customer. All of our employees are screened, hired, and trained to work toward this common purpose. Our customers love to work with us, Architects love to work with us, and our sub contractors love to work with us. This is one of the reasons we love doing what we do every day.</p>
<b>Description of industry</b>	Copper Sun Construction specializes in custom home building, home renovations, commercial tenant improvements and more in the Phoenix Metro area including Florence and Queen Creek.
<b>Please list any organizational memberships (e.g. chamber of commerce, alliances, associations, etc.):</b>	National Association of Women in Business
<b>Number of employees</b>	Small business - 6 - 49 employees
<b>In what area of the state do you operate?</b>	Regional within Arizona
<b>1. Region:</b>	Central Arizona

**2. County/Countries:**

Gila  
La Paz  
Maricopa  
Pima  
Pinal  
Yavapai  
Yuma

**Types of employment opportunities available:**

Construction Flooring Roofers Drafters Clerical

**To be designated as an Arizona Veteran Supportive Employer, organizations must have paid employment opportunities. This designation does not apply to multi-level marketing, direct sales, franchises and/or other opportunities that require payment by the job seeker.**

Our organization has paid employment opportunities.

**Our organization understands and agrees to the following Guiding Principles:**

1. Military service often fosters resilience and strength in service members, veterans and family members.
2. Military service impacts the individual and the family. A “military family” can include a service member or veteran, their spouse/significant other and children, as well as parents, siblings, extended family and friends.
3. The military is a distinct culture. While service members, veterans and their families experience the same life circumstances and events as civilians, both positive and negative, they also have a unique set of life experiences relating to service, deployment and reintegration that are distinct from civilian life.
4. As a community, we are committed to providing the best care and support to all those who serve. Since changes in military status affect eligibility for programs, resources and benefits, we seek to build a continuum of care that addresses the needs of the entire military, veteran and family population.
5. No one organization can meet all needs for the entire military and veteran population. Stronger collaboration between military, government and community partners supports service members, veterans and their families in connecting to the right program, resource and/or benefit at the right time. Organizations should also focus on collaboration to maximize available resources and minimize duplication of effort.
6. There should be no wrong door to which a service member, veteran or family member goes to for help. Each individual and organization should have at least the basic knowledge on the military/veteran systems of care to assist in connecting that individual or family to a more appropriate resource so that no one is turned away.
7. As a network of individuals and organizations who provide care and support to the military and veteran population, our goal is to assist service members, veterans and family members in being informed consumers who are empowered to make decisions to access those programs, resources & benefits that will meet their needs.
8. Every service member, veteran and family member has an individual experience and perspective which should be acknowledged and incorporated into the provision of care and support.

**Our organization understands**

**and agrees to the following Ethical Considerations:**

1. The interest of the service member, veteran and family member should come first, above the interest of the provider or organization, financial or otherwise.
2. Any potential conflicts of interest should be disclosed up front.
3. Respect the service member, veteran and/or family member by providing accurate information that will assist them in making informed decisions about the care and support they access.
4. Organizations should only offer programs, services and resources that they are equipped or trained to deliver. Outreach and engagement of the military and veteran population should be within the scope of the role and function of the individual (training & experience) and the organization (policies, practices, procedures).
5. Organizations that outreach to the military/veteran population have an obligation to equip their personnel and organizations with the training necessary to understand: a) the unique aspects of the military experience b) the issues affecting these individuals and their families and c) the specific military/government programs and benefits available to this population. Organizations should consult with subject matter experts when necessary.
6. Outreach and messaging to the military and veteran population should be truthful, not misleading nor designed to incite fear, should always accurately and appropriately cite sources and present information in context.
7. Organizations should be cautious about promising outcomes. Information should clearly state if a program or service is evidence-based or independently documented to be effective. Statements about the effectiveness of programs or services should include information on success rates and the documented source of this information.
8. Coordination of care and follow up is essential when service members, veterans and family members are accessing multiple systems of care. Partners need to be actively engaging with other providers and systems as appropriate, while still respecting the confidentiality of the individual or family.

**Key personnel (leadership, management, human resources, recruiters, etc.) have basic knowledge and/or training related to:**

The military, veteran and family population and unique aspects of military/veteran culture.  
The effects of military service, deployment, reintegration and transition on service members, veterans and their families.

**Please describe the knowledge and/or training of key personnel in these areas?**

This family run business has many ties to the military, one of the owners was in the Military and is a Marine, they have children who are in the Military, one in the Marines and the other in the Navy. About a quarter of their employees are veterans of different branches, to include active AZ National Guard Members.

**Identify employees with a military background or affiliation. Form a committee or advisory group of service members, veterans, family members and other interested personnel to provide input on how to strengthen the organization's hiring and retention of military-affiliated employees.**

Copper Sun Construction is a veteran owned local construction company, they are a small business but around 25% of their employees are veterans. They may be small in numbers, but their veteran committee consists of a Sunday morning breakfast gathering once a month to discuss veteran issues, new hires, and to show appreciation for their hard work.

**Employees and leadership participate in training and events to increase connection to military/veteran community (e.g. ESGR "Boss lifts", training, etc.).**

Copper Sun Construction has worked with the Employment Resource Center and some of the Workforce Connections sites to hire Veterans.

**Additional detail on how our organization CONNECTS to**

**the culture relating to the above areas, as well as any other relevant information:**

CSC has a veteran committee that consists of a Sunday morning breakfast gathering once a month to discuss veteran issues, new hires, and to show appreciation for their hard work. They have also worked with the Military/Veterans Employment Resource Center and some of the Workforce Connections sites to hire Veterans. CSC will also be sending some of their leadership and owners to a future Navigator training.

**Communications (print, web, etc.), content and messaging focused on the military and veteran population:**

Uses appropriate terminology and imagery  
Describes the type and nature of positions available and how to apply.  
Clearly identifies if your organization has a veteran preference in hiring.

**Approximate number of employees in organization:**

11

**Titles/roles of individuals trained as Navigators:**

Will attend a future navigator training.

**If employees are referred out to an external navigator, please describe how this is communicated to personnel:**

N/A

**Our organization tracks the following:**

Number of veterans employed

**Post information for service members, veterans & families on intranet, in breakrooms, etc.**

Yes

**Additional detail on how our organization ASKS the right questions at the right time relating to the above areas, as well as any other relevant information::**

CSC asks all applicants if they have ever served in uniform. Their veteran committee that consists of a Sunday morning breakfast gathering once a month also tries to bring up any key issues and any difficulties any of their veteran employees are having.

**Our organization has designated one or more employees as the internal contact point(s) for military-affiliated employees.**

Yes

**Key staff in leadership, management, human resources, recruiting, etc. have training relevant to their specific roles around recruiting, hiring, managing**

**and retaining military-affiliated employees. Please mark areas of training provided:**

Best practices for effectively engaging their experience and talent in the workplace.  
Relevant laws.  
Hiring benefits and incentives.  
Military, government and community employment programs and systems.

**If your organization has tailored recruiting strategies and programs to the military, veteran and family population, please describe:**

CSC is always on the lookout to hire veterans.

**Additional detail on how our organization RESPONDS effectively relating to the above areas, as well as any other relevant information::**

Their veteran committee that consists of a Sunday morning breakfast gathering once a month also tries to bring up any key issues and any difficulties their veteran employees are having. If they discover that anyone is having issues, they connect them to veteran resources and they have used ACMF in the past. They do not have Navigators but they are very excited to have some in the near future so that they can best assist their Veteran population.

**We have one or more individuals designated as points of contact (POCs) for the Military/Veteran Resource Network and the military/veteran community:**

Yes

**Our organization partners as appropriate and needed with public and private sector organizations to coordinate hiring and retention efforts specific to service members, veterans and family members.**

Yes

**Training on the military, veteran and family population is incorporated into organizational training.**

Yes

**Our organizations participates in relevant events, trainings and initiatives in the military/veteran community (e.g. continuing education, employee volunteer programs, sponsorship, etc.).**

Yes

**Additional detail on how our organization ENGAGES**

**relating to the above areas, as well as any other relevant information:**

Their veteran committee consists of a Sunday morning breakfast gathering once a month. They try to bring up any key issues and any difficulties their veteran employees are or may be having. If they discover that anyone is having issues, they connect them to veteran resources and they have used ACMF in the past. They do not have Navigators but they are very excited to have some in the near future so that they can best assist their Veteran population. They also plan on attending an AVSE training.