

Military/Veteran Resource Network Application - Employers

Organization Name	PRO EM Party and Events Rentals, LLC
Address	Street Address: 1450 E Grant St City: Phoenix State / Province: AZ Postal / Zip Code: 85034 Country: United States
Phone	(480) 907-2723
Fax	(480) 907-1854
Website	www.proem.org
Organization E-mail	jobs@PROEM.org
What sector is your organization part of?	Community (private sector - business, not-for-profit, etc.)
Brief background of organization (mission, year established, etc.):	PRO EM was created to serve as a single source for events of any size. We have moved from various points around the Valley into a signature building at 16th Street and Grant and have put a considerable amount of time and capital into our inventory. We developed three distinctive business units based on the needs of our Clients—Professional Event Management, for large scale tournaments, sporting and all-inclusive venue events; All Occasions, for backyard parties, weddings, catering needs and tabletop items; and Commercial Services, for our construction sites, industrial locations and portables.
Description of industry	Professional Event Management, Large Event Production, Tournament Production, Venue Management, Equipment Rental, Staffing Security
Please list any organizational memberships (e.g. chamber of commerce, alliances, associations, etc.):	N/A
Number of employees	Large business - 500+ employees
In what area of the state do you operate?	Statewide (including multi-state/national)
Types of employment opportunities available:	Security Event Staffing Recruiting 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?	Veterans, Service Members, and their families are all members in the leadership and staff. Pro Em has one member of the recruiting team who has attended an Arizona Veteran Supportive Employer training, they will also have more key leadership attend the Military/Veteran Navigator training in the near future.
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.	After the AVSE training Pro Em is establishing a way to do this. They will be following some of the suggestions made during the training and with the help of the handout and ACMF.
Employees and leadership participate in training and events to increase connection to military/veteran community (e.g. ESGR "Boss lifts", training, etc.).	Pro Em is connected with ESGR and participates in many of their hiring events.
Additional detail on how our organization CONNECTS to the culture relating to the above areas, as well as any other relevant information:	Pro Em is very active in hiring veterans, service members and their families. They attend many veteran hiring events put on by ESGR and have attended past events put on by the city of Phoenix and their HERO initiative.
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:	1400
Number of individuals trained as Military/Veteran Resource Navigators within organization:	0
Titles/roles of individuals trained as Navigators:	They will attend a future training.
If employees are referred out to an external navigator, please describe how this is communicated to personnel:	N/A

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::

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

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:

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

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

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

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.

At the moment, the only time they are asking if someone is a veteran is when they attend any hiring events. They are currently working on a plan to track the number of veterans, service members and their families that are employed by Pro Em. They do have veteran recruiters that get sent out to connect with the veteran population. They are also working on sending key leadership and recruiters to a Military/Veterans Navigator training.

Yes

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.

They will send out recruiters who are veterans and also attend as many veteran hiring events as possible.

In the past they have reached out to veteran organizations to include ACMF to assist with getting help for a veteran employee. They are planning to add a few Navigators to their team to better assist and respond to veterans in need.

Yes

Yes

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

No

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:

Pro Em has engaged in numerous Veteran hiring events to include ESGR and HERO initiative hiring events. Pro Em also participated in last year's National EANGUS event held in Arizona, where they also held a Veterans hiring event that brought together over 50 employers and 300 Veterans.