

RECRUITMENT OF VETERANS FOR PORT AUTHORITY AND PATH OPPORTUNITIES

Statement of Veterans' Outreach Principles

The Port Authority of New York and New Jersey ("Port Authority") and Port Authority Trans-Hudson Corporation ("PATH") is committed to extensive outreach into the veteran community that includes establishing strategic partnerships with at least eight (8) firms - two (2) or more firms that specialize in veteran staffing for specific roles and career opportunities and up to six (6) non-profit organizations that train and support veterans entering the civilian workforce. The names of these firms, together with a short description of the outreach partnership arrangements, will be accessible via the agency's Veteran career page on the Port Authority website by December 15, 2017.

These partnerships will be maintained and nurtured through the hiring of a dedicated Diversity/Veteran Recruiter who will continue expanding the agency's ongoing presence within the veteran community with participation at recruitment events (whether at college career centers, military bases, networking/resource fairs, or veteran community events). The agency has participated in five (5) veteran recruitment events this year with the expectation that with the selection of a Diversity/Veteran Recruiter, we will double our rate of participation during 2018.

The agency has already identified eighty (80) specific roles that align to military experience and, when working to staff those roles, will progress diverse candidate slates inclusive of at least one qualified veteran for each position.

On an on-going basis, the agency will always seek to utilize technology to more effectively accomplish its goals. Toward that end, the Port Authority is expanding its Veteran career page on our external website to include a list of upcoming career events, additional Veteran testimonials, and other benefits specific to Veterans. Such benefits include the agency's decisions to consider active military duty in place of certain education requirements and to waive all test application fees. In addition, advanced recruitment technology is being leveraged with social media to create a Veterans Talent Network to provide for ongoing communication and distribution of job openings via direct email from the agency.

Finally, the agency is creating support mechanisms to help engage and retain veterans who are hired into the organization as they transition from military to civilian roles. This includes supporting the 2017 formal launch of the Employee Resource Group entitled PAVA (Port Authority Veterans' Association) and the ongoing networking, coaching, and mentoring for all members of the agency's veteran population.