

VETERANS SALUTE | 2

The History of Veterans Day



On November 11, 1918, at the eleventh hour, an armistice between the Allied nations and Germany was reached, leading to the Treaty of Versailles and the end of World War I.

To commemorate the end of the "war to end all wars," President Woodrow Wilson proclaimed that November 11 would be celebrated as Armistice Day. To further honor and recognize the contributions of all military members, Congress later renamed this observance Veterans Day.



A Message From Veteran and Chief Human Resources Officer, Tim Young





Veterans Day is a time to express gratitude and appreciation for those who have served our country in the military.

At PRIDE Industries, about 9% of our workforce is comprised of military veterans, including many with disabilities. We couldn't be more proud. As a veteran myself, I'm especially pleased to welcome former service members to our workforce.

Veterans bring a mission-driven mindset, leadership experience, and a deep commitment to service—qualities that align perfectly with our values at PRIDE Industries. We're delighted to honor their contributions and recognize the unique strengths they bring to our business and our mission.

Our annual Veterans Salute publication recognizes the many PRIDE Industries employees who have served our country, sacrificing so much to protect our freedoms. In the pages that follow, you will meet some of these individuals and learn about the many ways we advocate for, recruit, support, and promote our veteran employees.

To all of PRIDE Industries' veterans, we celebrate your dedication to our nation. We thank you, and we salute you.

With deepest appreciation,

Tim Young

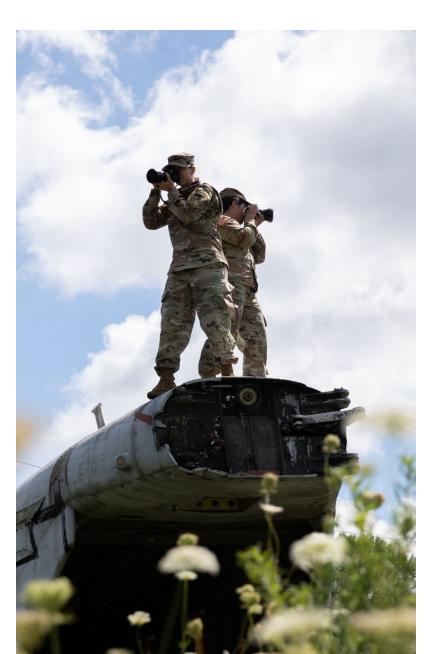
Chief Human Resources Officer, PRIDE Industries

E4, Specialist, U.S. Army Reserves

Veteran Recruitment and Placement



As a 501(c)(3) nonprofit social enterprise and the nation's leading employer of people with disabilities, PRIDE Industries partners with local communities, government agencies, and nongovernmental organizations to provide support services and career opportunities for our nation's veteran heroes.



Veterans Employment Advantage Program

Through their military service, veterans acquire many useful skills which make them outstanding leaders in the civilian workforce. PRIDE Industries helps veterans transition out of the military in their search for gainful employment. Our Veterans Employment Advantage Program is designed to help veterans of all backgrounds transition smoothly into civilian careers. We offer:

- A veteran-led recruitment team
- · Personalized intake sessions
- Access to the Military Skills Translator
- Resume review assistance and workshops
- Employment opportunity support
- National Hire a Veteran Day career events
- Army PaYS partnership benefits
- A supportive veterans employee resource group (ERG)

PRIDE Industries specializes in identifying the abilities and transferable skills of military veterans for career development. We are grateful for the service and sacrifice of all veterans and welcome them as they develop their new careers. Our many commercial and government customers— including 17 military bases across the country— provide opportunities for our employees to develop meaningful careers.

THANK YOU TO OUR VETERAN SUPPORT PARTNERS





















PRIDE Industries' Veterans Employee Resource Group (ERG) meets once a month to provide support, mentorship, and career counseling. The Veterans ERG also focuses on veteran recruitment and recognition through outreach, networking, and educational activities.



PRIDE Industries' Military Skills Translator helps veterans match their skills to available job opportunities within PRIDE Industries. The tool can be found on our website:

PRIDEIndustries.com/work-with-pride/militaryveterans



† AM I AM ABLE® ABLE EMPLOYMENT HELPLINE

Our I AM ABLE Helpline (844-426-2253), available currently in California, provides assistance to military veterans who are transitioning to civilian employment.

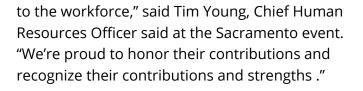


National Hire a Veteran Day at **PRIDE** Industries

PRIDE Industries observed National Hire a Veteran Day on July 25, 2025, with employment events for military veterans in California, Louisiana, and Texas. National Hire a Veteran Day aims to inspire employers to recruit and hire veterans by acknowledging the unique skills and experience that former soldiers, sailors, airmen, Marines, and Coast Guardsmen bring to the workforce.

At the Hire a Veteran Day hiring events, some 500 military veterans had the opportunity to interview for a wide range of positions within PRIDE Industries, including both entry-level and supervisory roles in administration, driving, landscaping, custodial, job coaching, and supply chain management in Sacramento, Los Angeles, Fort Bliss (Texas), Fort Polk (Louisiana), and Dallas-Fort Worth (Texas).

"We recruit and hire veterans for the skill, attitude and dedication they bring



Roughly 200,000 military members separate from the armed services every year, according to the Department of Labor. At PRIDE Industries, we know that these highly trained veterans bring deep skill sets and strong values—such as dedication, teamwork, and pride in a job well done—that makes them assets to any business. However, finding civilian employment can be challenging for transitioning veterans.

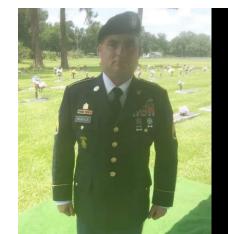
PRIDE Industries actively recruits military veterans and counts hundreds of veterans of all ranks and branches among its employees, leadership team, and Board of Directors.

"Hiring veterans isn't just the right thing to do. It's a smart business decision," said Young. "Their adaptability, discipline, and teamwork enhance every workplace they join. At PRIDE Industries, we're committed to supporting veterans as they transition to civilian careers, so they can continue making a difference."









EMPLOYEE SPOTLIGHT

"At PRIDE Industries, I have all the support I need to excel at my job in facilities maintenance at Fort Polk. The accommodations the company makes for my disabilities have been a game-changer."

PAUL MAINVILLE, FORT POLK

Veterans Employee Resource Group



In 2025, the PRIDE Industries Veterans Employee Resource Group (ERG) continued to make a significant impact by fostering inclusion, professional growth, and community engagement for veterans across the organization. The ERG, led by Chair Melissa Conner and a dedicated leadership team, expanded its reach and programming to support veterans' transition to civilian careers and celebrate their contributions.

The ERG played a pivotal role in organizing National Hire a Veteran Day events throughout the country (see page 6), connecting veterans with employers and job resources nationwide. Another highlight was the ongoing success of the Veterans Employment Advantage Program, which provides personalized support through veteran recruiting, intake sessions, resume assistance, and a robust resource library.

Throughout the year, the ERG hosted a variety of professional development opportunities, including leadership retreats, mentoring programs, and open forums on topics such as disability employment awareness and mental health. Community engagement remained a core

focus, with initiatives like the Veterans Expo, cemetery cleanups, Toys for Tots, and the Military Makeover home renovation project.

PRIDE Industries' military veteran employees look out for each other by participating in programs like Buddy Check 22, wellness check ins, R.E.D. Fridays, and benefits workshops.

- The Buddy Check 22 project: In 2013 the Department of Defense found that, on average, 22 military veterans take their own lives every day. Buddy Check 22 became an informal program encouraging veterans to call fellow veterans on the 22nd of each month. Veteran ERG members regularly check in on each other.
- R.E.D. Fridays: R.E.D. stands for "Remember Everyone Deployed," and is an informal campaign to wear red clothing on Fridays to show support for all deployed troops serving in harm's way.
- Benefits Workshops: Veterans ERG members held workshops with Veterans Administration officials to review key resources and benefits available to all military veterans.

Not all members of the ERG are military veterans. Many members are spouses or children of veterans, or individuals who simply want to honor and support the veteran community at PRIDE Industries. All are welcome.

Veterans ERG's efforts were recognized through increased membership, broader participation in events, and positive feedback from both veterans and allies. More than 130 PRIDE Industries employees are members, and by championing teamwork, inclusion, and career advancement, the Veterans ERG reinforces PRIDE Industries' reputation as a leader in veteran support and workforce diversity.















VOICES OF VALOR: HONORING OUR VETERAN **TRAILBLAZERS**

The Veterans ERG conducts an annual survey of its members. This year, a majority of respondents voiced a desire to hear directly from other PRIDE Industries veterans during the forums. ERG Vice Chair Shannon Bloxham created the Voices of Valor campaign in response to that request.

Voices of Valor honors the lived stories of our veteran employees, highlighting their service, journey, and achievements since transitioning to civilian life. Whether they served in the Army, Navy, Air Force, Marines, Coast Guard, or Space Force, each veteran brings a unique perspective and a powerful legacy of leadership and service.

At each Veteran ERG forum, we feature one or more veterans in a special spotlight segment. Those interested can participate by:

- Creating and presenting their own slide to share their story
- Speaking briefly about their service and accomplishments
- Requesting a Veteran ERG officer to present on their behalf

Military veterans are an integral part of PRIDE Industries' mission and culture. Their leadership, discipline, and commitment to service enrich our workplace and inspire us all. Voices of Valor is a celebration of courage, growth, and the continued impact of our veteran community.

As a military veteran and recruiter at PRIDE Industries, Elijah Harris is dedicated to changing the lives of fellow veterans and people with disabilities. But the journey that brought him here was not a straight path—an experience that many veterans can relate to.

"I just wanted a chance to prove myself and help others who've walked the same road I have. I know what it's like to feel lost after leaving the military, and I want to be the person who helps others find their way."

SERVICE SHAPES PURPOSE

In January 2015, Elijah began his service as a 92 Yankee Unit Supply Specialist at Joint Base Lewis-McChord, serving in the 1-14 Cavalry, First Brigade, Second Infantry Division until 2018. His role involved managing military equipment worth thousands of dollars, an experience that built discipline and leadership, and laid the foundation for Elijah's future.

Elijah Harris, Army Veteran and PRIDE Industries Recruiter

FROM GI BILL TO CAREER IN VETERAN READINESS AND EMPLOYMENT

When Elijah left the service, he knew he wanted to help others. But like many veterans, he faced unexpected challenges. "When I got out, I wanted to go straight into work. But resume building and interviewing were not skills the military or high school taught me," Elijah shared. "I also didn't know how to translate the skills I learned in the Army into skills for the civilian workforce."

Elijah decided to use the GI Bill to go to college after his service. After earning his degree in history from Sonoma State University, Elijah began working as the African American and Veteran Outreach Recruitment

veteran Outreach Recruitmen Counselor for the university.

"As a recruiter for Sonoma
State, I grew this passion to
help veterans because I knew
where I was when I got out
of the military. I knew how
lost I was. I didn't know what
I wanted to do, and I felt like I
was just running around like a
chicken with its head cut off."



"Some think that because you have a disability, you can't do the job. But we know that's not true. Veterans bring leadership, resilience, respect, and integrity to the workplace."

-ELIJAH HARRIS

MAKING EMPLOYMENT POSSIBLE AT PRIDE INDUSTRIES

It was his passion for helping other veterans that led Elijah to PRIDE Industries. "I looked up what the mission statement was and immediately said yes," he said. "Seeing their dedication for veterans and people with disabilities, I thought, 'Wow, maybe I should think about applying."

Alongside hundreds of other veterans seeking employment, Elijah attended our annual Hire A Veteran Day event.

"I went to the event and immediately got an interview," Elijah said. "I then met the whole team there. I knew right away that PRIDE Industries was different."

"Some companies say they want to hire veterans, but they don't always live up to that promise. I applied to many jobs and got many turndowns."

Elijah now helps other veterans navigate these same challenges, enabling them to realize their full potential. "It just takes one person to talk to you and say, 'Hey, this is the right way to go.' I wanted to be that person for others."

ELIJAH'S MESSAGE TO VETERANS AND EMPLOYERS

Elijah has a message for any military veteran struggling to find work.

"Seek out resources, attend stand-down events, and connect with veteran-friendly hiring organizations like PRIDE Industries."

Elijah also points out that civilian employers have a lot to gain by hiring military veterans. "Veterans bring leadership, resilience, respect, and integrity to the workplace."

PRIDE INDUSTRIES 2025 VETERAN AWARDS AND RECOGNITION



CEAC Veteran
Employer of the Year
California Employer
Advisory Council



VETS Indexes 4 Star Employer 2025 VETS Indexes Employer Awards



2025 Top Veteran- Friendly CompanyU.S. Veterans
Magazine



2025 Military Friendly® Employer Military Friendly®

TONY'S STORY

Unmasking Strength: From Hidden Wounds to **Veteran Community**





Anthony (Tony) Weathersbee, Army Veteran and PRIDE Industries Employee at Fort Bliss, TX

When Anthony (Tony) Weathersbee walked into the Hire A Veteran Day job fair (see page 6) hosted by PRIDE Industries in El Paso, Texas, he didn't expect it to change his life. A U.S. Army veteran, Tony had already held several jobs while hiding the disability he acquired while in the service. But it was a conversation with a friend and a bit of encouragement that led him to PRIDE Industries, where he now thrives as an HVAC Technician.

"I didn't even want to go to the fair that day," Tony said. "I was working and super busy. But a friend that worked at PRIDE Industries kept telling me I should apply. So, I finally did."

THE HIDDEN STRUGGLES OF TRANSITIONING VETERANS

Tony's journey is a story of perseverance. Inspired by his stepfather, a Vietnam veteran, Tony joined the Army as a dental lab technician. He cross-trained as a dental assistant and combat medic, crafting dental crowns and bridges for fellow soldiers. But a serious injury during jump school at Fort Benning changed everything.

"I hurt my neck, back, and shoulder," he recalled. "It was the beginning of a long road."

After his discharge, Tony faced the challenges many veterans know too well, including finding meaningful work while managing chronic pain. "I didn't want to be treated differently," he said.

"So, I felt I had to hide my injuries just to get by."

He held jobs as a truck driver, a police officer, and an oil field worker, rising to safety director, all while managing the lingering effects of his injuries. "It was tough," he said. "I was in pain, but I kept going. Keeping my injuries a secret."

Meeting PRIDE Industries at a veteran job fair marked a turning point in Tony's career journey.

VETERAN JOB FAIR LAUNCHES NEW MISSION

Tony was quickly drawn to our mission to support veterans and people with disabilities. "I walked in, and it just felt right," he said. "The structure, the mission, the support for veterans; it reminded me of the military."

Today, Tony is thriving as an HVAC Technician working on our contract at Fort Bliss in Texas. In this role, he's been able to apply many of the skills he developed during his military service, such as discipline, adaptability, and teamwork, to excel in a fast-paced, mission-driven environment, while earning a competitive wage.

"It's nice to know that you work for a company that will take care of you and that understands the problems you face, and I see that with a lot of veterans here," Tony shared. "Some of them have mental health challenges or disabilities but they are able to be open about that and get the support they need."

For Tony, the reassurance that he no longer has to hide his disabilities has been life changing. He's found a workplace where his strengths are recognized, his service is honored, and his wellbeing is prioritized.

FINDING COMMUNITY AMONG VETERANS

Tony found more than a job; he found a community.

"There are a lot of other veterans here," he said. "It's nice to work alongside people who understand your experience and know what you're going through. With so many veterans working here and veterans with disabilities, it feels like a family."

He also appreciates the understanding that PRIDE Industries offers. "The supervisors are supportive," he said. "They put you and your family first. If you need help, they're there for you."

With natural ambition, Tony is already thinking about what is next. "PRIDE Industries encourages you to move up and grow your career," he said. "There are programs to help you do that."

His advice to other veterans seeking sustainable employment?

"Don't give up. Talk to someone. Ask for help. Find a place like PRIDE Industries that sees your abilities, not your disabilities."



EMPLOYEE SPOTLIGHT

"In the military, we work as a team to complete the mission, and it's the same way here at PRIDE Industries. We all come from different places and have different things we are good at, but we all have the same goal: to provide the best service possible."

ANTHONY WILSON, FORT BLISS

PRIDE Industries Honors All Who Have Served



American military veterans employed at PRIDE Industries are encouraged to self-identify with our Veterans Liaison. With this information, we are better able to serve their needs and monitor our progress in veteran recruitment. This also lets us thank them for their service and sacrifice for our nation.

However, not all of our military veteran employees wish to be recognized, and for those that do, the information they share about their service varies. Their reasons are their own and are respected. Whether listed on these pages, or absent by choice, their contributions are equally appreciated. We thank them all!



EMPLOYEE SPOTLIGHT

"In the Air Force, my job was to 'Move the mission." I try to use that same mindset here, to move PRIDE's mission forward. It has been a great experience to work for a mission-driven social enterprise, and I use what I learned in the military just about every day."

RAMIRO GUZMAN, TRAVIS AIR FORCE BASE

U.S. RESERVES/NATIONAL GUARD

Ross Whitaker

Remote - Fort Polk

E4/Specialist

Tim Young

Roseville

E4/Specialist

Walter L. Calloway E5/Sergeant Fort Novosel

Douglas Hammer E6/Technical Sergeant Roseville

Joe Moreno • E4/Senior Airman Fort Bliss

indicates served in combat

U.S. AIR FORCE

Ioshua Bebow E4/Senior Airman ICC

Chris Blackburn E7/Master Sergeant Roseville

Shannon Bloxham E4/Senior Airman Remote - NC

Eric Boettger • E4/Senior Airman Fort Polk

Chris Bunch E5/Staff Sergeant Roseville

Vance Burke • E7/Master Sergeant Fort Rucker



Kevin Melton

Stanley Ndungu

Don Nelson •

Rick NeLums

Remote - MD

Hunter Reed

Remote - TX

Justin Sawyer

Fort Polk

Fort Bliss

E4/Sergean

Remote - NV

ICC

E7/Master Sergeant

Amber Newcomer

E4/Senior Airman

E5/Staff Sergeant

Juan C. Sousa •

E7 / Master Sergeant

Mark Westbrook •

David Wickersham

E7/Master Sergeant

E3/Airman First Class

Roseville

LAAFB

E5/Staff Sergeant

Western Currency Facility

E9/Chief Master Sergeant

E5/Sergeant

Roseville

U.S. AIR FORCE

David D. Daniel • E9 / Chief Master Sergeant Remote - TX

Jeff Denton E5/ Staff Sergeant ICC

Edward (Ed) Fleming • E5/Staff Sergeant Roseville

Glen Gleesing E9/Chief Master Sergeant Remote - AZ

Ramiro Guzman • E7/Master Sergeant Travis AFB

Ameer L. Habeeb E4 / Senior Airman Roseville

Rob Hines E5/Sergeant Remote - AZ

lack lackman • 05/Lieutenant Colonel Roseville

Jerome Kirschner E7/Master Sergeant Roseville

Donald Lucy • E8/Senior Master Sergeant JCC

indicates served in combat

U.S. ARMY

Clifford F. Abreu Fort Ord Commissary

Henry Andrus ◆ E5/Sergeant Fort Polk

La Mont Anthony E5/Sergeant Western Currency Facility

Chris Avgerinos E7/Sergeant First Class **IBMDL**

Edward Barrera • E4/Specialist Fort Bliss

John Bergman E7/Sergeant First Class Fort Polk

Michael Bernal • E7/ Sergeant First Class Fort Bliss

Christopher Bonner • E5/Sergeant Fort Rucker

loe Bonno E4/Specialist LA AFB

Rickey Brown E6/Staff Sergeant LA AFB

Allen Bynog E4/Specialist Fort Polk

Magdalena Davis E4/Specialist Fort Bliss

Thomas Dawkins • E4/Specialist Fort Rucker

Kimberly DeVivo E4/Specialist LA AFB



EMPLOYEE SPOTLIGHT

"I was a senior logistics specialist in the Army, and it prepared me for my current role at PRIDE Industries as I now account for the company's property and maintain our equipment, which is what I did my entire military career. It has been a great experience."

U.S. ARMY

Timothy Gahr • CW2/Chief Warrant Officer Fort Bliss

Eric Galvan E5/Sergeant Fort Rucker

Charles Garvin • E4/Specialist Remote - SD

lames Gaw • E9/ Command Sergeant Major Fort Bliss

Bradley Geltz E5/Sergeant Fort Polk

Banipal Ghazanchian • E5/Sergeant Fort Polk

Richard Gonzalez • E8/Master Sergeant Fort Bliss

William Green • E9/Command Sergeant Major Fort Bliss

Alex Guess • E4/Specialist Fort Rucker

Bryan W. Hatten • E5/Sergeant Fort Bliss

Stephen Healy • E7/ Sergeant First Class **JBMDL**

indicates served in combat

Clifford | Henry • E5/Sergeant **IBMDL**

Nick Hines • E5/Sergeant Roseville

Erich Jordan 03/Captain Fort Bliss

Ny'Riq King ◆ E6/Staff Sergeant **JBMDL**

Christopher K. LaCroix ◆ E6/Staff Sergeant Western Currency Facility

Keith Lambroff • E7/Sergeant First Class Fort Campbell

Manuel Lebron-Roman E4/Specialist Kanehoe Bay, HI

Eugene Lemasters E5/Sergeant Sacramento MLS

Timothy Majzer • E4/Specialist **JBMDL**

Natalie Marquardt • E4/Specialist Roseville

Jay Martin • E6/Staff Sergeant Fort Rucker

Joseph Michael • E4/Specialist Sacramento MLS

Valdez Minor ◆ E7/Sergeant First Class Fort Bliss

James Moore E3/Private First Class Auburn MLS

Sergio Vasquez Ortega Fort Ord Commissary

Adam Pellegrine • E6/Staff Sergeant Fort Rucker

Donna Procell • E4/Specialist Fort Polk

Carlos Eduardo Ramos E5/Sergeant ICC

Letricia "Tish" Rogers E4/Specialist Fort Ord

Ioseph Roller • E4/Specialist Fort Bliss

Christopher Rosario E4/Specialist Corbin DHS

Humberto Sauceda E5/Sergeant Fort Bliss

Matthew Sonier E4/Specialist Fort Polk

Zachary Stark • E6/Staff Sergeant Fort Polk

James L. Stender E7/Sergeant First Class Travis AFB

Kathryn Strawder O3/Captain Fort Bliss

Sean Stuckey • E7/Sergeant First Class Fort Rucker

Brian Sward • E5/Sergeant **IBMDL**

Jenna Tardiff ◆ E6/ Staff Sergeant Fairfield MLS

lames Timms • E6/Staff Sergeant Fort Bliss

Erik Tollczyk E4/Specialist Roseville

Tevin Tribbitt ◆ E5/Sergeant Fort Bliss

Jennifer Valencia ◆ E6/Staff Sergeant Fort Bliss

Jose Luis Villalobos Jr ◆ E6/Staff Sergeant Fort Bliss

Anthony Weathersbee E4/Specialist Fort Bliss

Anthony Wilson • E4/Corporal Fort Bliss





RICHARD GONZALEZ, FORT BLISS

U.S. COAST GUARD

David Feather E6, First Class Petty Officer Silvia Zabalo E7, Chief Petty Officer Cape Canaveral





U.S. MARINE CORPS

Adam Adcock • E6/Staff Sergeant Roseville

Ricardo A. Aguilar E4/Corpral LA AFB

Keith Arguelles • E6/Staff Sergeant Fort Rucker

lavier Corona • E8/Master Sergeant Fort Bliss

Caden Hall • E5/Sergeant **JCC**

Alex Kominos ◆ E5/Sergeant Fort Rucker

Keith Lambroff • E7/Sergeant First Class Fort Campbell

Paul Mainville • E6/Staff Sergeant Fort Polk

Sean O'Connor ◆ E7/Sergeant First Class **JBMDL**

Adrian Quintero E5/Sergeant Roseville

Abel Saenz Jr E4/Corporal Fort Bliss

David Summey • E1/Private **JBMDL**

Reid Totten E3/Lance Corporal **JBMDL**

indicates served in combat



EMPLOYEE SPOTLIGHT

"The military teaches you to be a leader. The training in leadership and development I gained over my 20 years in the Navy gave me the tools I need to build trust while serving the wonderful clients I am privileged to work with as a Workforce Inclusion Coach here at PRIDE Industries."

MARK GIRON, SAN DIEGO OFFICE

U.S. NAVY

Jesus Fernando Aguilera E5/Petty Officer 2nd Class Fort Bliss

William Wayne Barrington Jr E3/Seaman Fort Polk

Frank Buckley E4/Petty Officer 3rd Class **JBMDL**

Robert Curry E3/Seaman North Sacramento MLS

Nathan DeFazio E4/Petty Officer 3rd Class ICC

Mark Giron E6/1st Class Petty Officer San Diego Rehab Services

> Daniel Gonzalez • E7/Chief Petty Officer Fort Bliss

Hobie L Dixon ◆

Fort Rucker

Luke Elder •

Jessie Fails •

Roseville

ICC

E5/Petty Officer 2nd Class

E7/Chief Petty Officer

E4/Petty Officer 3rd Class

George Hadley ◆ E-4 / Petty Officer 3rd Class Roseville

Philip Kerkenides E4/Petty Officer 3rd Class ICC

Brookes Letnom E5/Petty Officer Water Treatment Plant

Brad McCool E5/ Petty Officer 2nd Class Little Rock AFB

Eric Mena E4/Petty Officer 3rd Class Fort Bliss

Rodrick L Morris • E6/ Petty Officer 1st Class Western Currency Facility

Donald Phelps • E8/Senior Chief Petty Officer

Adam Prange • E7/ Chief Machinist Mate Western Currency Facility

Linwood B Rogers Jr ◆ E3/Seaman Cape Canaveral

Richard Thornhill E6/Petty Officer 1st Class JCC

Sergop Zavala E4/Petty Officer 3rd Class Fort Bliss

indicates served in combat







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