

The Weekly Report

National Veterans Employment & Education Commission



Our Latest Announcement in Housing



Division staff traveled to Wichita, Kansas, to meet with USA CareLiving, LLC’s Hymie Barber, and the Department of Kansas’ leadership to discuss the revitalization of a retirement home for veterans in Wichita and the establishment of an American Legion Post at the retirement home for the veteran community. All parties were given the opportunity to tour the location and discuss the planning and logistics of the retirement home.



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Economy

Excerpt from **Time**:

The Price of Cocoa is Soaring. Blame Russia

by: Alana Semuels, Economic Correspondent

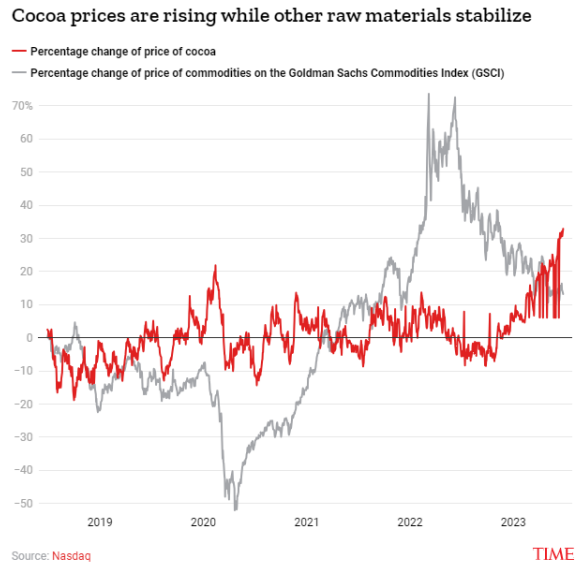
You can blame Russia for a lot of things: election interference, ransomware attacks, even the death of up to 50,000 dolphins. Now, there’s one more thing to add to the list: the price of cocoa is soaring, and it’s kind of Putin’s fault.

The runaway inflation of 2021 and 2022 appears to be slowing in the U.S.; prices were up 3.8% in May from a year ago, the Bureau of Economic Analysis said on Friday, June 30, after rising more than 4% every previous month of 2023. But chocolate comes from cocoa, and the price of cocoa reached a 46-year high on the International Exchange in London on June 30 as traders anticipate more demand than supply in coming months. The price of cocoa, which is traded on the London and New York commodities markets, is up about 40% from October.

“The only market now nearing all-time highs right now is cocoa,” says Shawn Hackett, a commodities trader and president of Hackett Financial Advisors, which trades agriculture commodities. “Prices started to rise last September and have been on a steady uptrend.”

What’s going on? When Russia invaded Ukraine in February 2022, the price of oil, coal, and gas spiked as traders bet that there would not be enough energy to power Europe without Russian supplies. Analysts predicted shortages, spiraling energy prices, and work stoppages over the winter of 2022-2023. As a result, European chocolate manufacturers placed fewer orders for cocoa, anticipating that they wouldn’t even be able to run their factories, says Hackett. (Europe is one the world’s biggest cocoa importers.)

But Europe transitioned relatively easily away from Russia’s fuel, as it found alternative energy sources and as it weathered a relatively warm winter. By the time fuel prices started dropping in August of 2022, and chocolate companies realized that they could keep running their factories, they were all competing for a limited supply of cocoa. “Everyone suddenly realized that the economy would be fine, and that they didn’t have enough cocoa beans,” Hackett says.



Cocoa is also a fertilizer-intensive crop, so high fertilizer prices after the invasion of Ukraine contributed to 2022's crop being lower than usual, says Jonathan Haines, a senior analyst at Gro Intelligence, a platform that uses AI to forecast climate and agricultural conditions.

Russia's invasion of Ukraine may have started the cocoa price climb, but now, weather patterns are sending it higher. Around 75% of all cocoa is produced by just four countries in West Africa: the Ivory Coast (which produces about half of the world's supply), Ghana, Cameroon, and Nigeria. The cocoa crop was already depressed because of the fertilizer problems and a drought last year, Haines says, and now weather forecasters say a major El Nino weather pattern is developing, which hasn't happened since 2015. While El Nino makes some areas wetter, it causes drier conditions in West Africa, depressing cocoa production. West Africa is in the worst drought the region has experienced since at least 2003, according to Gro Intelligence's drought index.

The price of cocoa has an effect on the price of the chocolates you buy at the grocery store; even in normal times, cocoa is one of the highest-cost ingredients. And with the inflation of the last two years, chocolate makers have not been shy about raising prices to cover their costs. It's something Hershey's has already acknowledged; in its most recent earnings call, in April, chief financial officer Steven Voskuil said that "cocoa and sugar in particular are moving in the wrong direction," referring to commodities prices. In early 2022, even before the invasion of Ukraine, Hershey's raised prices for its product lines. At the time, it blamed inflation. On its April earnings call, Hershey, said that it was benefiting from the price increases it had already made, and that it expected to see prices normalize by the end of the year. But that was before the cocoa inflation went cuckoo-for-cocoa puffs.

Education, Licensing & Certification

- Division Staff conducted a bill review for S. 1939 - AVIATE Act. This bill would award veterans up to \$10,000 for the cost of obtaining a private pilot's license. This piece of legislation is important for two reasons; first, the grant allows veterans to pursue a career in aviation, without incurring the high cost of obtaining a private pilot's license, which is a prerequisite to begin commercial pilot training; second, the aviation industry estimates that 260,000 new pilots will be needed in the next decade to support travel demand.¹

¹ *Pilot outlook demand - summary*. CAE. (n.d.). <https://www.cae.com/cae-pilot-demand-outlook-2020/#:~:text=Despite%20the%20short%2Dterm%20decline,mandatory%20retirement%20and%20attrition%20rates.>

More veterans interested in pursuing careers in aviation could help to alleviate the impending pilot shortage.

- VE&E Division Staff and the Legislative Division Staff attended an introductory meeting with a Staffer from the office of Senator John Hickenlooper to discuss the AVIATE Act. The AVIATE Act is a great step forward in making the aviation industry more appealing to veterans, as it removes the primary barrier to entry, which is the cost of private pilot training.
- Division Staff attended a House Veterans' Affairs Committee Meeting, where the committee voted on bills including H.R. 3874 - Veterans Education Assistance Improvement Act; H.R. 3898 - Transcript Assurance for Heroes Act and H.R. 3981 - Veterans Education Oversight Expansion Act. All bills were sent to the Committee on Economic Opportunity by the subcommittee, with several amendments added. The aforementioned legislation is supported by the American Legion's VE&E Division, as it increases transparency and accountability from academic institutions and ensures that digital transcripts are provided to veterans. More information on these bills is included below:
 - The Veterans Education Assistance Improvement Act would provide the full monthly housing stipend for veterans enrolled in their final semester, regardless of the number of units taken, or the amount of GI Bill benefits the student-veteran has left.
 - The Transcript Assurance for Heroes Act would help solve issues with veterans receiving, or having to pay for, official transcripts by ensuring that educational institutions provide official transcripts in digital format.
 - The Veterans Education Oversight Expansion Act would improve oversight capabilities at the VA, to better monitor educational institutions, and to conduct risk-based surveys to prevent veterans from being taken advantage of by predatory academic institutions.
- Division Staff viewed a Legislative Hearing by the House Committee on Natural Resources and the Subcommittee on Federal Lands, which discussed H.R. 1786, H.R. 1829, H.R. 2468, and H.R. __ Military and Veterans in Parks Act. Staff wrote a bill review for H.R. 1786 - Get Rewarding Outdoor Work for our Veterans Act, referred commonly as, the "GROW Act", which would create a pilot program in the Department of the Interior to employ veterans in positions relating to conservation and resource management.
- Division Staff attended a GWBI (George W. Bush Institute) Tiger Team education subgroup meeting. Attendees discussed major issues facing student veterans today and ways to improve their college experience. Topics included:
 - The importance of alumni support for transitioning service members. Veteran alumni groups could provide veterans with much needed advice and assistance as

they embark on their academic careers. Encouraging veteran alumni to give back to their alma mater—by way of offering mentorship—could be a great way for veterans to feel less isolated and more motivated to achieve their goals.

- First generation college students. 2/3 student veterans are first-generation college students. For this reason, it is imperative that we build support networks, create mentorship programs, and accrue better data on student veterans. With more data, we can see what veterans need most, and better assist them in transitioning from the military to college life.
- Division Staff assisted fellow Legionnaires in researching Chapter 35 education benefits, with the intention of advancing legislation to help child beneficiaries receive benefits from both of their disabled veteran parents. *Osmond v. Peake* established precedent for child beneficiaries of two 100% disabled veteran parents to benefit from both parents' G.I. Bill education benefits; however, this precedent has not been upheld by the VA. Division Staff is currently looking into why this is the case and there will be more information to come on this topic.
- Division Staff hosted members of Task Force Movement and discussed topics ranging from small business to credentialing to veteran homelessness. Task Force Movement is a “coalition of military life cycle experts and industry specialists focused on improving the lives of transitioning service members, veterans and military families.”² The American Legion and Task Force Movement have a history of working together to find innovative ways to help veterans—particularly as it relates to credentialing, licensing, and employment.

Employment & Transition

- Division staff is working with the legislative division on providing a letter of support for an amendment to H.R 3943 – Servicemember Employment Protection Act, which will offer the Justice for Servicemembers Act (JSA) as an amendment. JSA would ban the practice of forced arbitration, a dispute process that strips servicemembers of their afforded rights under the Servicemembers Civil Relief Act (SCRA) and the Uniformed Services Employment and Reemployment Rights Act (USERRA).
- Division Staff watched a Legislative Hearing by the House Committee on Natural Resources and the Subcommittee on Federal Lands, which discussed H.R. 1786, H.R. 1829, H.R. 2468 and H.R. ___ “Military and Veterans in Parks Act”. Staff wrote a bill review on H.R. 1786, Get Rewarding Outdoor Work for our Veterans Act a.k.a. the

² *Task force movement*. Task Force Movement. (2023, April 5). <https://taskforcemovement.org/>

“GROW Act”, which would create a pilot program in the Department of the Interior to employ veterans in positions relating to conservation and resource management activities.

- Division staff attended a rehearsal for the Department of Veterans Affairs' *2nd* Annual VA Transition Forum. The two-day event will occur from July 27 to July 28. The agenda will feature presentations on transition-related programs in Veterans Benefits Administration (VBA) and Veterans Health Administration (VHA), updates on the Veterans Experience Office's human-centered design initiative, and a variety of other transition-related topics. The forum will feature panels illuminating the unique perspectives of both Veterans and of Commanders and Senior Advisors with transition services. Similar panels last year yielded invaluable insights, which were subsequently transformed into updates to VA's transition programs. Additionally, Division staff will inform forum attendees of the wealth of programs and resources that The American Legion has available for transitioning servicemembers, veterans, and military spouses to integrate successfully into civilian life.
- Division staff met with Jakob Coombes, Manager of Events and Engagement for the U.S Chamber of Commerce Foundation's Hiring Our Heroes, to establish a timeline and create collaterals to promote awareness of the event to job seekers and employers for the August 24 hiring event during the National Convention.
- Division staff continues conducting geo-mapping research leading up to The American Legion's 104th National Convention in Charlotte, North Carolina, to identify nearby localities to promote the August 24 Job Fair. The priority is distributing information to physical locations and expanding awareness for the hiring fair. The list includes Military Installations, Family Contact Centers, Posts, and Academic Institutions.
- Division staff met with John Decoteau III, Vice President of Military Admissions for Universal Technical Institute (UTI), which provides specialized technical education programs. UTI has developed programs through the Department of Defense (DOD) Skill Bridge Program, allowing transitioning servicemembers to participate in employment skills training, on-the-job training, pre-apprenticeship, and internships. The discussion aimed to prepare an Employment and Transition panel during The American Legion's National Convention in Charlotte, North Carolina.

Housing & Homelessness

- Division staff attended a hearing held by the House Committee on Veterans' Affairs, Subcommittee on Economic Opportunity. During the hearing the Committee discussed the “Housing our Military Veterans Effectively Act of 2023” or the “HOME Act of 2023.” Division staff has been following this bill since its introduction. This bill aims to

increase the Grant Per Diem (GPD) rate given to organizations for the purpose of providing services to homeless veterans to 133% of the national state domiciliary rate. The current maximum per diem rate for all housing under the GPD Program is 115% of the national state domiciliary rate, which equates to \$64.52; before May 11, 2023, the maximum was almost three times that amount. These deficits have impacted homeless veterans across the country. In addition, this bill modifies the West Los Angeles Leasing Act of 2016, by allowing in-kind consideration for land leased at the West LA Campus. Finally, the bill would solidify COVID-19 emergency flexibilities that authorized the VA to use appropriated funds for life-saving food, shelter, goods, and services for homeless veterans.

- In support of the HOME Act of 2023, Congressman Van Orden (R-WI), Chairman of the House Committee on Veterans’ Affairs, Subcommittee on Economic Opportunity stated *“In this congress, we have heard many time that Republicans do not support homeless veterans. I am pleased to offer this positive change to [this] bill . . . providing a path to continue funding these programs. We will continue working with our friends on the other side of the isle and the VA to continue to assure we are providing services to our homeless veterans in a fiscally responsible way.”*
 - Congressman Levin (D-CA), Ranking Member of the House Committee on Veterans’ Affairs, Subcommittee on Economic Opportunity believed that the bill was necessary but that there was a better bill for homeless veterans – the “Return Home to Housing Act.” Ranking Member Levin stated *“I share the desire to help the issue of veteran homelessness . . . as we move this package forward, I do remain concerned that the GPD rate proposed does not completely meet the needs of providers and veterans in their care... It is critical that our community GPD providers receive relief soon to ensure they can continue giving the best care and resources to our homeless veterans in transitional housing . . . It is critical we fund this program at the level needed to support this [homelessness] crisis.”*
 - Division staff is pleased that Congress is taking action and increasing resources and the GPD rate for homeless veterans across the country.
- Division staff continued to conduct extensive research on the Department of Housing and Urban Development (HUD) eligibility requirements for the Veteran Affairs Supportive Housing (HUD-VASH) program. Currently, HUD-VASH’s income eligibility is determined by the Public Housing Agency (PHA) and HUD. Division staff has found that these eligibility requirements have been taken directly by the Code of Federal Regulation (CFR) and the U.S. Code (U.S.C.).
- Division staff determined that HUD and PHA does consider allowances for military and disability pay for HUD-VASH eligibility if those allowances fall under “any deferred Department of Veterans Affairs disability benefits that are received in a lump sum amount or in prospective monthly amounts.” This was derived directly from 24 CFR § 5.609.

- By considering this information, Division staff was able to begin compiling all instances where military disability and retirement pay was included in annual gross income, and exempted from annual gross income, by HUD and PHA.
- Division staff began researching how HUD and the PHA created their list of annual income exclusions. In the process of collecting this information, Division staff began compiling instances where other non-taxable benefits have been excluded from annual income evaluations to determine what the best course of action is to advocate that HUD stop including military disability and retirement pay for HUD-VASH qualification. Division staff is using this information to help Departments better understand this issue.
- Division staff assisted a homeless veteran located in Arcadia, California. Division staff assisted this veteran by researching local locations and services that could assist homeless veterans in his area. Once this information was compiled, Division staff forwarded this information to the veteran, ensuring he found a solution. Division staff followed up and were happy to hear that this veteran was able to connect with a local homeless shelter and is now on a housing assistance program waitlist.
- In addition, two homeless veterans reached out to Division staff after-hours. When Division staff returned their calls, both were unavailable. Division staff left voice mails and will continue to try and contact the veterans.

Small Business & Government Contracts

- Division staff attended a Congressional hearing held by the Senate Small Business and Entrepreneurship Committee. The purpose of the hearing was to take a vote on a package of bills to determine if they would pass the Senate Small Business and Entrepreneurship Committee. One of the bills in the package was the “Veterans Entrepreneurship Training Act.” This bill would extend the Boots to Business program’s expiration date from 2024 to 2028. The Boots to Business program has proven to be extremely beneficial to transitioning service members, and fortunately, the “Veterans Entrepreneurship Training Act” successfully passed the Committee by a unanimous vote. Division staff have worked countless hours to advance the passage of the “Veterans Entrepreneurship Training Act,” making this a big accomplishment for both veterans and Division staff.
- Division staff reviewed the “Successful Entrepreneurship for Reservists and Veterans Act,” introduced by Representative Sharice Davids (D-KS). The SERV Act would require government agencies to submit extensive reports detailing veterans and reservists’ access to capital.

- Access to credit is a barrier many small business owners face when trying to start or expand their business, and veterans disproportionately face difficulty accessing credit in comparison to nonveterans. This bill would highlight this disproportionate difficulty and could lead to veterans being able to access credit more easily. Increasing accessibility of credit for veteran owned small businesses will directly lead to the establishment of more veteran owned businesses and an increased likelihood of prospering. Division staff will continue to advocate for this bill in Congress, so that veteran-owned small businesses can continue to grow.
- Division staff attended a Congressional hearing held by the House Small Business Committee. The purpose of this hearing was to markup several bills, including H.R. 4480, the “Successful Entrepreneurship for Reservists and Veterans Act,” or SERV Act. The SERV Act would require the Small Business Administration (SBA) and the Government Accountability Office (GAO) to conduct reports regarding veteran and reservist small business owners’ access to credit and capital. Ultimately, this bill could increase veteran and reservist small business owners’ access to credit and capital. Fortunately, the SERV Act passed the House committee by a unanimous vote.
 - Division staff is aware that access to capital is the missing piece for veteran entrepreneurs seeking to start a small business. This legislation will aid this issue.
- Division staff attended a hearing held by the House Committee on Veterans’ Affairs, Subcommittee on Oversight and Investigations titled *VA Contracting: Challenges in Competition and Conflicts of Interest*. During the hearing the Committee discussed VA Acquisitions, government contracting, and the VA’s Vets First Contracting program. Specifically, various members of Congress discussed VA Acquisition programs that the VA utilizes to acquire property, assets, supplies, and services, and how they can be improved to benefit veteran owned businesses seeking to do business with the federal government. During the hearing, members of Congress stressed to the VA that transparency, consistency, and accountability will greatly benefit veteran business owners that are eager to support our nation’s veterans by contracting with the VA to supply critical supplies and services.
 - The VA is a major awarder of Federal contracts to VOSBs. It is imperative that efforts are made to ensure the VA continues to award contracts to VOSBs since other agencies continuously fall short. Increased transparency in Federal contracting with the VA would be a huge achievement in ensuring Federal contracts from the VA continue to be awarded to VOSBs.
- Division staff spoke with the Chairman of The American Legion’s Small Business Task Force (SBTF), to discuss the status of the “Vets First” expansion to DoD to be included in the National Defense Authorization Act (NDAA).
 - Expanding the “Vets First” program to DoD will provide service-disabled veteran owned businesses (SDVOSBs) and VOSBs with the economic opportunity and ability to take priority in federal DoD contracts. This essential in providing

veterans with the economic opportunities to grow and stay afloat. Additionally, veterans will be able to secure the national supply chain and continue to defend the nation from an economic standpoint.

- Despite Division staff's significant efforts of successfully working with the House Small Business Committee to support Vets First, the House Rules Committee denied the inclusion of Vets First in the NDAA. This is very disappointing; however, Division staff will investigate the House Rules Committee's reasoning behind the exclusion of Vets First into the NDAA to make necessary amendments and to try securing the passage of Vets First in the near future.
- In addition, Division staff and the Chairman spoke about the upcoming Small Business Task Force meeting in conjunction with the National Convention in Charlotte, North Carolina. The task force will be meeting in person during the convention on Wednesday, August 30th. Following this discussion, Division staff sent an invitation to each member of the Small Business Task Force requesting their participation.
- Division staff and staff from the National Legislative Division worked with Senator Ernst's office (R-IA) to draft a letter of support for a few of the Senator's amendments to the National Defense Authorization Act (NDAA) of 2024.
- The first amendment will require that SBA only count businesses registered as veteran owned small businesses (VOSBs) or service-disabled veteran owned small businesses (SDVOSBs) with SBA's Veteran Small Business Certification Program (as opposed to self-certified businesses) towards each agency's 3% procurement goal for SDVOSBs.
- The National Defense Authorization Act (NDAA) of 2021, requires that only SDVOSBs registered under the SBA's Veteran Small Business Certification Program be allowed access to certain set-aside federal government contracts. However, this legislation left a few loopholes open for predatory actors. The SBA did not eliminate self-certification entirely; it only eliminated it from the contract bidding process and not for purposes of SDVOSB goaling credit. This means that SBA continues to count self-certified SDVOSBs as part of each agency's 3% contracting target goal with SDVOSBs, despite knowing that many self-certified SDVOSBs are lying about this status. The first amendment aims to put an end to this loophole.
- The second amendment will change the scorecard measurement for federal agencies by emphasizing the broad participation of SDVOSBs from a wide variety of industries. The small business procurement scorecard aims to measure whether federal agencies meet their annual small business prime contracting and subcontracting goals for certain groups, including SDVOSBs. The current scorecard places an emphasis on dollars spent rather than the total number of SDVOSBs. Consequently, federal contracting opportunities are often limited to a select number of SDVOSBs, making it difficult for new businesses to win federal

contracts. Emphasizing the broad participation of SDVOSBs from a wide variety of industries will directly increase access and opportunities for SDVOSBs.

- The annual Scorecard for fiscal year 2022 were released on July 20, 2023. The SBA states that “the annual Scorecard is an assessment tool to (1) measure how well federal agencies reach their small business and socio-economic prime contracting and subcontracting goals, (2) provide accurate and transparent contracting data and (3) report agency-specific progress. The prime and subcontracting component goals include goals for small businesses, small businesses owned by women, small disadvantaged businesses, service-disabled veteran-owned small businesses, and small businesses located in Historically Underutilized Business Zones (HUBZones).”
 - “An agency’s overall grade consists of a number of factors, including prime and subcontract awards to small business concerns, the comparison of the number of small business prime contractors in each of the five Small Business categories in the agency’s Small Business North American Industrial Classification System (NAICS) between the current fiscal year compared to prior year, and the peer review of the Office of Small and Disadvantaged Business Utilization (OSDBU) office compliance with Section 15(k) requirement of the Small Business Act.”
 - Federal agencies have a contracting goal of 3% for SDVOSBs that they must aim to achieve each year. This means that they must aim to allocate more than 3% of prime and subcontracting dollars to SDVOSBs. Division staff isolated the percentage of dollars spent for prime and subcontracts for SDVOSBs for fiscal year 2022. While many agencies met their prime contracting goal, most did not meet their subcontracting goal. Division staff will continue to advocate for SDVOSBs to make sure federal agencies meet their goals. Below is the percentage of each agency:

<p>Department of Commerce</p> <ul style="list-style-type: none"> • Prime contracting: 7.21% • Subcontracting: 3.6% 	<p>Department of Justice</p> <ul style="list-style-type: none"> • prime contracting: 9.15% • subcontracting: 1.6% 	<p>Environmental Protection Agency</p> <ul style="list-style-type: none"> • Prime contracting: 2.48% • subcontracting: 2.6%
<p>Department of Homeland Security</p> <ul style="list-style-type: none"> • Prime contracting: 6.61% • subcontracting: 5.7% 	<p>Department of Labor</p> <ul style="list-style-type: none"> • prime contracting: 7.86% • subcontracting: 9.2% 	<p>General Services Administration</p> <ul style="list-style-type: none"> • prime contracting: 9.34% • subcontracting: 3.6%
<p>Department of Defense</p> <ul style="list-style-type: none"> • prime contracting: 3.09% • subcontracting: 2.2% 	<p>Department of Transportation</p> <ul style="list-style-type: none"> • prime contracting: 3.88% • subcontracting: 2% 	<p>Department of Health and Human Services</p> <ul style="list-style-type: none"> • prime contracting: 1.96% • subcontracting: 1%
<p>Department of Energy</p> <ul style="list-style-type: none"> • prime contracting: 1.99% • subcontracting: 2.38% 	<p>Department of Education</p> <ul style="list-style-type: none"> • prime contracting: 1.55% • Subcontracting: 3.8% 	<p>Department of Housing and Urban Development</p> <ul style="list-style-type: none"> • prime contracting: 4.31%

- subcontracting: 4.5%

Department of the Interior

- prime contracting: 5.62%
- subcontracting: 1.6%

National Aeronautics and Space Administration

- prime contracting: 1.46%
- subcontracting: 3%

Nuclear Regulatory Commission

- prime contracting: 6.01%
- subcontracting: 4.8%

National Science Foundation

- prime contracting: 5.01%
- subcontracting: 0.4%

Office of Personnel Management

- prime contracting: 7.95%
- subcontracting: 0.10%

Small Business Administration

- prime contracting: 35.4%
- subcontracting: 0.80%

Social Security Administration

- prime contracting: 11.29%
- subcontracting: 3%

Department of State

- prime contracting: 3.62%
- subcontracting: 2.50%

Department of Treasury

- prime contracting: 3.56%
- subcontracting: 0.60%

U.S. Agency of International Development

- prime contracting: 0.39%
- subcontracting: 0.2%

US Department of Agriculture

- Prime contracting: 5.36%
- Subcontracting: 0.5%

Department of Veterans Affairs

- Prime contracting: 16.45%
- Subcontracting: 0.2%

Government Wide

Prime contracting: 4.57%

Subcontracting: 2.16%

Miscellaneous Activities

Division staff helped raise funds to host a dinner for the Boys and Girls Nation Staff in Washington, DC. All Legionnaires in charge of Boys Nation attended, including the Chairman and Past National Commander, Thomas Bock (CO). Boys and Girls Nation staff were excited to be part of the first ever Boys and Girls Nation staff welcoming dinner supported by the National VE&E Division. The dinner took place at The Department of Washington, DC's Post 8, in Capital Hill.



The first American Legion Veterans Employment & Education Commission award was established in 1947 and honored employers across the country who had established outstanding records in the employment and retention of veterans, disabled veterans, and older workers.

Learn how to apply for these Awards at:

<https://www.legion.org/careers/awards>



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