

LETTER TO AN EMPLOYER

For a business you know: your own employer, a company you buy from, or a local owner. Fill in the highlighted parts and send it to the owner or the person who writes the job postings. Private employers set their own requirements, so they can say yes today.

Subject: Recognize veterans' service in your job postings

Dear [Name],

As a [customer / neighbor / member of your team] [who served / from a military family], I'm writing with a simple idea that could help you find good people: stating in your job postings that military service meets the degree requirement.

Service members learn leadership, accountability, and responsibility for people and equipment under pressure, the same qualities a degree requirement is meant to find. Many postings ask for a bachelor's degree "or equivalent experience," but a veteran reading one can't tell whether their service counts. One added sentence would fix that: "An honorable four-year military enlistment meets the degree requirement." The job's other requirements would stay the same, and roles that legally require a specific degree or license would be left as they are.

Public employers are already moving this way. Federal hiring has shifted toward skills since the Chance to Compete Act of 2024, Michigan does something similar for 13 state job classifications, and Miami-Dade County for 485 county job classifications. A private employer can simply add the line.

This is part of a larger nonpartisan citizen proposal, the EARNED Act, which asks Congress to recognize every honorable four-year enlistment with a Bachelor of Arts in Defense of Freedom. You can read it at earnedact.org. If you add the line, we'd love to hear about it, and with your written OK we would list you on the site as an employer that recognizes service.

Some earn it in a classroom. Veterans earned it in uniform.

[If handing it over in person: I've included a one-page guide that shows how it works.] Thank you for considering it. I'm happy to answer any questions by email.

Sincerely,

[Your name]

[City, State]

[Email]