



# CHANGE....

Providing information to enable informed decisions and a smooth transition.

# TRANSITION PANEL DISCUSSION

Topics: What do you want to be when you grow up?

- “Transition Networking”, Networking, and Resumes
- Government Service vs. Government Contractor
- Boots to Business
- Non-Government Options (non-profit boards)
- 1099 vs W2 status, pros and cons

***Common knowledge is not common...***  
***Ask questions, share information, and gain data points!***

# WHAT DO YOU WANT TO BE WHEN YOU GROW UP?

A way for others to understand your vision of how you see the next chapter

- Curious about your direction and next move
- A way to offer support
- A Familiar Framework
- Testing for Clarity
- Reflecting on Identity

***Less about age...***

***More about understanding you evolving purpose and plans***

# TRANSITION PANEL DISCUSSION

Moderator: Lt Col (Ret) Lauri Ruch, AICP, PMP, A-AIA  
Managing Director/COO, PRiME Associates

## Speakers

- Mr. David Luke, PE, LEED AP,
  - Director of Aerospace, Merrick & Company



- COL (Ret) Blair Schantz,
  - President/CEO, PRiME Associates



# Mr. David Luke, P.E., LEED AP

Director of Aerospace, Merrick & Company



- Transitioned from Chief Operating Officer to Director to Advisor
- Served on active duty (Capt) as an USAF CE officer at: Tinker AFB, OK; Comiso AS, Italy; and Peterson SFB, CO.

## DID YOU KNOW...

...Got a Master's degree in Aerospace Engineering so I could speak space while at AF Space Command.

...Found and negotiated the use of the MacGregor Test site while at Beal Aerospace - site is now used by SpaceX.

...Developed a water purification system and fielded it in Sierra Leone, Tanzania, Haiti, Guatemala and Peru.

# COL Blair Schantz

Ret USA, PgMP, CCM, F.SAME, EBS  
President, PRiME Associates



- Lived overseas for more than 26 years: Korea, Germany, and Qatar
- Overseas work experience in Public and Private sectors: USACE, AECOM, and Small Business

## DID YOU KNOW...

...“ordained minister”, can perform weddings/funerals

...scuba diving around the globe including 48<sup>th</sup> parallel and nearly swallowed by a whale shark in Cebu, Philippines

...slept for a week on AA baggage conveyor in Haiti

# NETWORKING

“Transition Networking”, Networking, and Resumes

Aspect	General Networking	Transition Networking
<b>Goal</b>	Ongoing relationships, growth	Support for a specific career change
<b>Approach</b>	Broad, industry-focused	Targeted, transition-specific
<b>Conversations</b>	Industry trends, business, learning	Transition stories, advice, referrals
<b>Groups/Events</b>	Professional associations, mixers	Transition workshops, alumni panels
<b>Typical Ask</b>	Collaboration, partnership, info	Guidance, introductions, insider tips

***Tailor Resumes for Opportunity***

# US GOVERNMENT EMPLOYMENT

## Government Services vs. Government Contractor

Aspect	Government Employee	Contractor
<b>Employer</b>	Government agency	Private company
<b>Benefits</b>	Federal	Company-specific
<b>Job Security</b>	More stable	Contract-dependent
<b>Authority</b>	Can make policy, supervise	Supportive, no policy authority
<b>Career Progression</b>	Structured, long-term	Depends on contracts/company
<b>Pay Structure</b>	GS pay scale	Negotiated with company
<b>Inherently Gov't Work</b>	Yes	No

***Individual Preferences***

# BOOTS TO BUSINESS

## US Small Business Administration, Part of DoD TAP

**Audience:** Active-duty service members (including National Guard and Reserve), veterans, and military spouses.

**Purpose:** To provide foundational knowledge and resources on entrepreneurship and business ownership.

**Format:** Usually begins with a two-day “Introduction to Entrepreneurship” course, either in-person or virtually.

**Topics Covered:**

- Business fundamentals, market research, business planning, legal considerations, financing options, resources for veterans and military families

**Follow-On Support:** After the initial course, participants can access more advanced courses, mentorship, and additional SBA resources.

**Cost:** Free for eligible participants.

**Why It's Valuable**

- **Tailored to Military Experience:** *Recognizes the unique skills and challenges faced by those transitioning from military to civilian life.*
- **Networking:** *Provides opportunities to connect with other aspiring veteran entrepreneurs and business experts.*
- **Resource Access:** *Gives access to a network of local SBA partners, business counselors, and veteran support organizations.*

# NON-GOVERNMENT OPTIONS

## Non-profit Boards

- Often seek prior senior military and civilian for board positions because these individuals bring a unique mix of skills, experience, and values that are highly valuable in governance and leadership roles.
- Value prior senior military and civilians for their proven leadership, strategic mindset, ethical foundation, crisis management abilities, and commitment to service - qualities that help nonprofits advance their missions and operate more effectively.

***Inspire confidence among stakeholders!***

# 1099 vs W2

## Pros and Cons

Aspect	1099 Contractor	W-2 Employee
<b>Benefits</b>	None (self-funded)	Provided by employer
<b>Taxes</b>	Self-employed, pay both halves	Employer withholds/pay half
<b>Flexibility</b>	High	Low/Moderate
<b>Job Security</b>	Low	Higher
<b>Income</b>	Variable, negotiable	Stable, set by employer
<b>Admin Burden</b>	High (self-manage)	Low (employer handles)
<b>Legal Protections</b>	Few	Many

***Weigh your options***



***Experiences for Others??***