

# TESTIMONIALS

*Take it from  
some of our  
former Alliance  
teammates  
who were in  
your shoes not  
too long ago.  
They've found a  
home at Hajoca  
and you could  
too...*



**JJ Donovan**  
Profit Center Manager,  
Houston, Texas  
U.S. Navy, Submarine Officer



Hajoca is a privately held company that believes in empowering strong leaders that possess unquestionable integrity to run a business like it's their own company. You have the autonomy to build your own team, establish your own vision and culture, and attack the market as you best see fit. There is a strong support network, but you are the decision-maker. You also get to reap the rewards of running your business by sharing in the profits, as well as sharing those profits with the members of your team. To help you succeed in this role, Hajoca has put together a world-class Management Development Program that will ensure you have the hands-on experiences and bottom-up understanding of each level of the business necessary to succeed.



**Dac Walker**  
Management Trainee,  
Dallas, Texas  
U.S. Army, Captain,  
Medical Service Corps



When I exited the military I wanted to find a company where I could see myself spending 30 years; one with a great, fun culture and the earning potential was unlimited. I wanted to find a culture that provided a network of teammates that I could rely on for support, growth and comradery, like I had in the Army. I wanted a place where reward was based on merit, and where I could be the decision maker without bureaucracy getting in the way of decision making. Hajoca meets all of that criteria. Hajoca truly sees the Profit Center as the heart of the company and the Profit Center Manager as the hero. That means the leadership surrounding you supports you and the decisions you make. You decide how you want to attack the market, you decide who is on your team and how large it is, you decide how to run your business. With plenty of resources and guidance from those who are experts in different areas of the business, you are equipped to make the right decisions. I am glad I found this opportunity.



## David Rush

Management Trainee,  
San Antonio, Texas  
U.S. Army, Captain, Infantry Officer



Alliance provides exposure to fantastic opportunities for transiting military officers. As you have an opportunity to interview with different organizations they will all be asking the same question, are you a good "fit" for our organization. You should be asking them the same question. With Hajoca I found an opportunity that rewards performance, leadership, and teamwork. They provide a training program tailored to develop business leaders through an immersive experience that builds on your current skill sets, potential, and competence. This company has the resources and mentors to allow you to become a transformational leader in an industry that respects veterans and honors service. If you are excited about the prospect of performance based compensation, an extensive training and leadership development program, the opportunity to lead a business, a culture that invests in and values people first, and a requirement to exceed expectations then you should consider the opportunity Hajoca offers. I have experienced our values in action and have grown substantially as a leader. I am constantly challenged and am confident I made the right call joining the Hajoca team.



## Ryan Behan

Management Trainee,  
Conroe, Texas  
U.S. Marine Corps, Captain, Intelligence



Ensuring your success in life requires building a network of people who are invested in you. I teamed up with Alliance to leverage their business relationships in the search for my next career after the military. The Alliance team delivered some truly exceptional opportunities. Of all the opportunities, Hajoca embodied all of the attributes in a career that I value most: autonomy, integrity, initiative, unlimited opportunity for financial success, and most importantly, their investment in people. Hajoca has not only met my expectations, but over-delivered time and time again. It is impressive to see an organization so firmly grounded in its core values. Fairness & caring, trust & respect, generous listening, and straight talk are not corporate slogans here; they are practiced every day. The time horizon of the company is in 37-year increments, not from quarter to quarter. It's a company that places bets on its people and knows a shared long-term vision will be its key to winning for years to come. Hajoca's hiring standards are stringent in order to ensure the best candidates are selected. The Management Training Program is challenging, and trainees are coached to maximize their full potential.



## Matt Dyal

Management Trainee,  
Conroe, Texas  
Air Force, ICBM Officer



Find a company that will invest in your success. Hajoca believes in the motto the profit center manager is the hero. That belief leads us to focus our time on finding and developing leaders, then allowing them the freedom to lead as they see fit. The Hajoca training program is a high cost for the company but the entire focus is to train and develop you into a world class business leader. Hajoca invests a lot to guarantee you the best opportunity to succeed. Find a company that is attracting world class individuals. Hajoca's hiring process is extremely thorough and intentional. We know what we are looking for in leaders. In addition to hiring world class military leaders we also attract many highly successful leaders from other industries. These are the types of leaders that will guide you, develop you, and work with you throughout your career. Find a company that will allow you to make an impact. As a profit center manager the only limit to your earning potential is you. Like many other companies you will interview with if you earn more money for the company, then you make more money. Unlike the other opportunities at the hiring conference Hajoca's profit sharing plan allows the success of your team to also create life changing financial impacts on your team members. It has been a great decision for me and my family.

