

## Penelope L. “Penny” Justice

### SHRM BIO-OCT 22



Penelope L. “Penny” Justice is a well-known and accomplished Military Employment Advocate/Coach in the Florida Region. She has served on the ESGR committee, Area 4, as the Employer Outreach Coordinator for the past 17 years. She also served as the ESGR Area Chair for 7 years.

With a strong background in creating successful recruiting and placement platforms throughout the eastern United States, the Florida National Guard asked her to create the Florida Guard Family Career connection. As the State Program Coordinator MS Justice reduced the unemployment level for returning/deployed Guardsmen, from 17.1% to 3.3% in 4 years. The Adjutant General Emmett R. Titshaw, Jr. awarded MS Justice The Governor’s Florida Commendation Medal October 5, 2014 in a special ceremony.

Governor Rick Scott stated on the award: ***“For her service as the Florida Guard Family Career Connection Program Manager which directly improved the readiness, resiliency and quality of life for Florida National Guard Members and their families since 2011. Under Mrs. Justice’s leadership, the FGFCC has increased the quality and quantity of employers committed to hiring Florida National Guard Members and their family members. Mrs. Justice’s dedication to duty has reflected enormous credit upon the Deputy Chief of Staff Personnel, the Florida National Guard and the State of Florida.”***

Penny Lead/Developed the Hero2Hired team of Case Managers throughout the Florida Region and within one year they had the **MOST** direct & indirect hires in the nation! She currently serves as an Employment Advocate/Coach for Interactive Government Holdings (IGH) for the Florida Guard Employment Support Program, in the NE quadrant. This program provides employment support, career opportunities and career coaching to Commanders, Soldiers, Airmen and Families for all the military branches.