

Penelope L. “Penny” Justice



Penelope L. “Penny” Justice is a well-known and accomplished Military Employment Advocate/Coach in the Florida Region. With a strong background in creating successful recruiting and placement platforms throughout the eastern United States, she was recommended to the Florida National Guard to create the Florida Guard Family Career Connection from 2011 to 2014. During this timeframe, as the State Program Coordinator, MS Justice reduced the unemployment level for returning/deployed Guardsmen, from 17.1% to 3.3%. Due to this accomplishment; Adjutant General Emmett R. Titshaw, Jr. awarded MS Justice with 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 the Department of Defense Military Employment Advocate/Coach for the Florida Employment Support Program. This program provides employment support, opportunities and career options to Commanders, Soldiers, Airmen and Families for of the military branches. And, she serves as the Employer Outreach Coordinator-Area 4 for the Department of Defense Agency: the Employer Support of the Guard & Reserve (ESGR).