

# Empowering the Military Spouse with UBS Financial Services

**UBS FINANCIAL SERVICES** is committed to the notion that a diverse workforce, inclusive culture, and equitable practices are crucial to the long-term success of an organization. As a result, UBS has created a culture dedicated to recognizing the importance of the individual and the unique and vital contributions they bring.

## Fostering Diversity with Intentionality

UBS is taking deliberate steps to celebrate and achieve diversity, equity, and inclusion within its organization. In pursuit of this goal, UBS hosts a myriad of programs dedicated to the outreach of underrepresented populations in the workforce including veterans and military spouses. In the U.S., UBS hosts an [Enlisted Veterans Apprenticeship and a Veterans Associate Program](#) focused on the training, development, and practical on-the-job experience necessary to build a successful career.

Recognizing the unique challenges of military spouses, UBS specifically aims to provide hybrid and remote full-time opportunities for spouses of active duty servicemembers. Military Spouse Appreciation Day is a day in May set aside for us to pause and recognize military spouses who have greatly impacted our lives, military communities, and workforce. In honor of this special day, UBS is highlighting force multipliers within our organization who are leading the way in wealth planning, diversity hiring, and risk identification.



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Meet Annie Han

Annie serves on the Risk Identification team with UBS Financial Services. Her husband, David, served in both the U.S. Army and the U.S. Airforce. Annie has been a military spouse since 2021.

### What challenges did you face as a military spouse in your job search?

**AH:** In my experience, spouses struggle to find roles that meet their career path and offer flexible work options to support their location and move restrictions. While there are abundant resources available for military spouses, it can be challenging to navigate and identify what works best for the individual and the employer. Being new to the military community, I was not aware of all the support or resources available to me as a spouse. A lot of personal initiative was required to find available resources but once I was connected, a lot of doors opened for me. I was able to find workshops, career development tools, mentorship pairings, and networking groups that connected me to other military spouses and military community advocates.

### What is your role with UBS and what was your career path to get there?

**AH:** I am part of the Risk Identification team for the U.S. businesses within

the organization. We maintain a comprehensive risk identification process to help businesses understand key risks and facilitate inclusive discussion around risk management. Prior to this role, I was working at J.P. Morgan and HSBC where I worked in operations for global markets. While working at J.P. Morgan, I decided to pursue the Financial Risk Manager certification which equipped me with specialized knowledge in assessing risks.

### What stands out about UBS?

**AH:** UBS provides a lot of opportunities for interaction, collaboration, and learning in my role and I find these interactions to be the most rewarding part of my role. I have a growth mindset and UBS embraces learning throughout the organization. The company has a great culture that empowers and supports collaboration and innovation. UBS's culture of integrity, collaboration, challenge, diversity, and inclusion provide the perfect environment for servicemembers and military spouses to transition or launch a new career. This culture is practiced throughout the organization and is translated into daily interaction. There is a sense of inclusion and flexibility in the company, and this is exactly what military families need during and after their career launch.



Meet Beth Thiesfeldt

Beth operates as a Wealth Planning Associate with UBS. Her husband has served in the U.S. Navy for 20 years and plans to serve an additional ten. Beth has been a military spouse for nine years.

### What advice do you have for military spouses in their job search?

**BT:** In my personal experience, success is supported by three actionable moves:

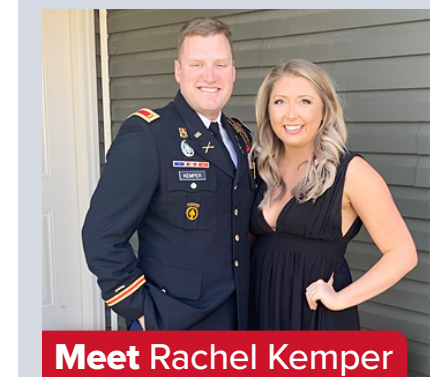
**1 | Focus on your marketable skills.** I once heard a military spouse expertly speak about being a logistics manager while coordinating a cross-country move and staying within budget. Military spouses are some of the most resilient and resourceful people I have met; learning how to communicate that in different settings is critical.

**2 | Use your resources.** There are an overwhelming number of resources available to military spouses. [Military One Source](#) has an unbelievable amount of information: MySteP, MyCAA, MySECO, fellowship programs, career counselors, resume reviews, and even access to career fairs. Additionally, organizations like [RecruitMilitary](#) and their partners are invaluable to getting job seekers (and their resumes) in front of the hiring teams.

**3 | Be deliberate and inquisitive.** Look for careers that are either needed everywhere or can be remote or hybrid. Aim for roles you are passionate about and that provide you with purpose. There is certainly a difference between a job and a career.

### What is your role with UBS and what was your career path to get there?

**BT:** I am a Wealth Planning Associate supporting the Pacific Northwest Market. I work alongside Financial Advisors and our Wealth Specialists to show clients how different decisions impact their long-term potential for success in retirement and their legacy through different financial planning tools and programs. This was a complete career change for me. I worked for Target Stores as a Store Director for 11 years before going back to



Meet Rachel Kemper

Rachel is a manager on the recruiting coordination team at UBS. Her husband currently serves in the U.S. Army.

### What advice can you share for military spouses in overcoming job search challenges?

**RK:** It is challenging to be able to stay with a company for a long period of time when we move every few years. Flexibility from employers is crucial so that mili-

tary spouses can stay within their roles when moving, and as a result, continue to grow in their careers. If you are a military spouse looking for a career, I recommend working with an organization that understands your unique lifestyle and supports your career aspirations. In my job search, I worked with a recruiter who understood our unique lifestyle and communicated this with the hiring team. It was important for me to find a company that supported remote work options.

### What is your role with UBS and what was your career path to get there?

**RK:** I am a manager of ten direct reports within our recruiting coordination team at UBS. As a former teacher, I was looking for a career change when I joined UBS. I was hired on the recruiting coordination team in January 2022 as a recruiting coordinator and have moved into a supervisory role within the same team. UBS has given me great opportunities to explore a new career field.

school for Financial Planning. I've been in my current position since August 2022. This role is part of a next-generation talent development program here at UBS, so I hope to learn and grow in this role. I am excited to see what opportunities it opens for me in the future.

### Why should servicemembers and military spouses consider a career at UBS?

**BT:** UBS has developed programs specifically for military servicemembers transitioning to civilian positions to help ease the transition as well as offer a broad view of the company and the different opportunities within the financial services industry. Additionally, in 2022, we launched a program for military spouses to help address the significant unemployment rate military spouses face, roughly 22 percent. We have opportunities across all business divisions that are hybrid and remote, making it easier for spouses to find and keep meaningful employment. Finally, we have a dedicated veterans' affairs team at our home office who work to recruit, onboard, and support the military community across all markets and are continually looking for ways to make UBS a great place for the military community to succeed.

### What do you enjoy about UBS and how do they support you as a military spouse?

I truly enjoy the people I work with at UBS and how they aim to grow each individual. The team works holistically to support the recruiting operations while striving to give candidates a positive experience during the hiring process. I enjoy building relationships with stakeholders and clients, as well as collaborating with our various business divisions. Servicemembers and military spouses should consider a career at UBS because the veterans affairs team puts you at the forefront of professional development, they truly support servicemembers and military spouses starting the first day of their professional journey. They ensure you receive high visibility and exposure within our company.

**To start your career with a company that values the unique perspective and diverse background veterans and spouses offer, visit the [UBS careers page](#).**