

A decorative graphic on the left side of the page consists of a large orange shape with a rounded top and a pointed bottom, overlapping a grey circle. To the right of the circle is a grid of blue squares of varying sizes and opacities, some appearing to float or be layered over others.

AT&T Operation Hand Salute

Amerit – Mentor "Success Story"

Gary Herbold a resident of California since 1970 founded Amerit nearly 10 years ago, a successful and reputable temporary staffing and business consulting agency headquartered in Lafayette, CA. Herbold formed the company with an idea that as a disabled veteran there was an enormous amount of opportunities available, so with very little capital he decided to use his lifetime savings and create his company.

Gary's calculated risk paid off for him, because in less than a decade Amerit and its affiliates has built a full-time and part-time staff of over 1,000 employees across the country and worldwide. Business has been so tremendous Herbold has plans to open additional offices in San Diego, Washington State, and expand recently launched India operations to keep up with the demand of his clients. As CEO Herbold attributes his success to the talented group of individuals he has surrounded himself with. His leadership team has the right business background and understands the value of the DVBE program. The company's leadership team built business relationships that grew the business in the service disabled veteran community.

While a veteran himself, Gary understands firsthand the challenges that disabled-veterans face when transitioning into a "normal" lifestyle and entering into corporate America. In the late 1960s Herbold served in the Vietnam War until a land mine



blast left him wounded during a major battle which injured both of his legs. Thankfully modern medicine saved his legs and his heroic acts earned him a purple heart. That competitive spirit and admirable survival instincts have played an important role in Gary's success as an entrepreneur and growing his business.

Amerit helps clients improve the efficiency of their processes and takes a hands-on approach working closely with clients to develop realistic solutions. Process automation is an important area of focus and expertise of Amerit helping clients achieve efficiency improvement through automation.

Over the years Amerit has provided management consulting services for AT&T. Amerit started with one consulting project, which later developed into multiple projects and a longstanding relationship with the AT&T procurement organization. Amerit has completed more than 20 projects with AT&T which Herbold attributes to providing a unique value proposition of specialized business knowledge.

So the magic question is how does Amerit help AT&T deliver the best products and services? Quite simply Amerit helps AT&T reduce costs, which is critically important to their client. Over the years Amerit has helped AT&T save millions of dollars in the areas of professional services, travel services and fleet operations. One example Herbold cited was that they implemented a labor tracking system which not only enabled the company to reassess its labor needs and reallocate resources, but also saved AT&T's Fleet Operation over \$3 million dollars per year.

Gary is proud to say that all his clients rank Amerit with a nearly 100 percent in customer satisfaction, courtesy with which they were treated, timeliness of providing candidates, the quality of candidate submission, and client's overall satisfaction with Amerit.

Through Gary, Amerit is a proud member of the DVBE Alliance, and is active in the leadership of the California Disabled Veteran Business Enterprise Alliance. As the CA



DVBE Alliance's first Vice President, Amerit's founder, Herbold is a current member of the CA DVBE Alliance's Corporate Advisory Board. Gary, a Military Order of Purple Heart lifetime member, is dedicated to promoting disabled veteran entrepreneurs. He is the current Vice President and Past President of the CA DVBE Network, as well as Co-Chair of the DVBE Advisory Council to the California Department of Veteran Affairs. Gary is a proud mentor for AT&T's Operation Hands Salute, a yearlong mentoring program designed to coach DVBEs to success.