

# James Tongate

**Program Manager of Military & Veterans Affairs  
Human Resources - Talent Acquisition  
Marsh & McLennan Companies**



James Tongate develops, executes and manages the high-value, high-touch military sourcing strategy via the enterprise Veteran Talent Initiative (VTI) program. He builds and sustains active talent pipelines for each of the five international Marsh & McLennan operating companies; manages metrics on candidate flow, progress, preparation of candidates, performance, & retention; assists in driving the employee life cycle approach to ensure retention and performance metrics remain high; and drives business value of the VTI program as the brand ambassador for internal / external partners, the program's executive sponsors, as well as executive leadership.

Previously, James was employed by Humana for 17+ years as their HR Program Manager leading the Veteran & Military Spouse Hiring Initiative implementing outreach strategies to recruit National Guard, Reservists, Military Retirees, Wounded Warriors, Transitioning Veterans and Military Spouses. He provides strategic recommendations to HR leadership on all tasks and projects as it relates to the creation and utilization of marketing /advertising, process & policy, and resources/vendors. James also served as Co-President of Humana's Veteran Network Resource Group (700+ associates across the enterprise), serves on the Board of Directors with Kentucky Wounded Heroes Inc. and remains an active advisor with USA Cares.

Currently a traditional Senior Master Sergeant, James proudly serves in the KY Air National Guard's 123<sup>rd</sup> Airlift Wing as their Wing Human Resource Advisor (formerly a C-130H Tactical Loadmaster) with three OEF combat tours to Afghanistan, one OIF combat tour in Saudi Arabia, and many other operations earning him four commendation medals. Originally he began his service in June 1986 with the active duty USAF, as well as had served in the KY Army National Guard until he transferred to the KY Air National Guard in December 1997.

James has been married over 20 years with 3 children (one of which served 6 years in the KY Air National Guard) and has 2 grandchildren.