

**Meet Jennifer Deutsch,**  
**Partner, Deloitte Tax LLP, and Military Spouse**



Jennifer Deutsch's journey to partner has not been a straight line. She graduated from the University of Michigan. Moved with her Marine husband to San Diego. Graduated in 1996 from San Diego State University with a Masters in Accountancy. Then took a position with Deloitte Tax LLP.

She says of Deloitte Tax LLP, "I loved the people; I loved everything about it."

She would also come to love that the Deloitte network has an international presence and entrepreneurial culture, because she proceeded to advance her career even as her family moved "at the discretion of the U.S. government." They've lived in San Diego, Washington D.C., Emerald Isle, NC, Orange County, CA, and even Frankfurt, Germany, all coinciding with her husband's military assignments. For most of that time, Jennifer held positions across the Deloitte network, though she did leave for a period to take a position in course development and instruction for the Becker Professional Review.

Fittingly, Jennifer understands that professionals go through different career cycles and that it's important to own your career. "I still see a lot of folks who narrowly look at their skill sets as opposed to seeing how they might be applicable in different situations." Through the twists and turns of her career, her own mentors have often helped her get past similar hurdles, showing her that she's capable of even more than she thinks. She works to do the same for others.



## Get in touch

Please contact the MSI Mailbox to submit your resume or ask questions at [MilitarySpouse@Deloitte.com](mailto:MilitarySpouse@Deloitte.com).

Please visit the MSI website at <http://usrecruiting.deloitte.com/taking-command-of-your-career>

"The incredible support that I received from colleagues when I underwent my first relocation inspired me to start a program to support others. Deloitte's culture enabled our team to build this program from the ground-up, and we're so proud that Deloitte provides a workplace that enables military spouse ambitions, while honoring military commitments."

**Cassandra Sullivan**

Military Spouse Initiative Co-Founder  
Senior Consultant  
Deloitte Consulting LLP

"We started Deloitte's Military Spouse Initiative to establish a blueprint on how to support and develop an untapped talent pool of military spouses. Armed with a unique skill set, we can thrive at Deloitte as career-focused, game changers, while supporting soldiers who serve this great country."

**Quiana Downie**

Military Spouse Initiative Co-Founder  
Senior Consultant  
Deloitte & Touche LLP

**About Deloitte**

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as "Deloitte Global") does not provide services to clients. In the United States, Deloitte refers to one or more of the US member firms of DTTL, their related entities that operate using the "Deloitte" name in the United States and their respective affiliates. Certain services may not be available to attest clients under the rules and regulations of public accounting. Please see [www.deloitte.com/about](http://www.deloitte.com/about) to learn more about our global network of member firms.

Copyright © 2017 Deloitte Development LLC. All rights reserved.

"All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability or protected veteran status, or any other legally protected basis, in accordance with applicable law."

# Deloitte.



## Military Spouse Initiative

A Program Built by Military Spouses for Military Spouses



## Making an Impact that Matters

### Deloitte's Differentiators



**People & Culture** – our collaborative culture provides opportunities to interact with high-caliber, diverse professionals, as well as leaders of all levels and backgrounds. Deloitte encourages each one of us to bring our “authentic self” to work.



**Career Opportunities** – as a leading professional services organization, we help clients thrive and shape their own future, producing real, measurable, and enduring results.



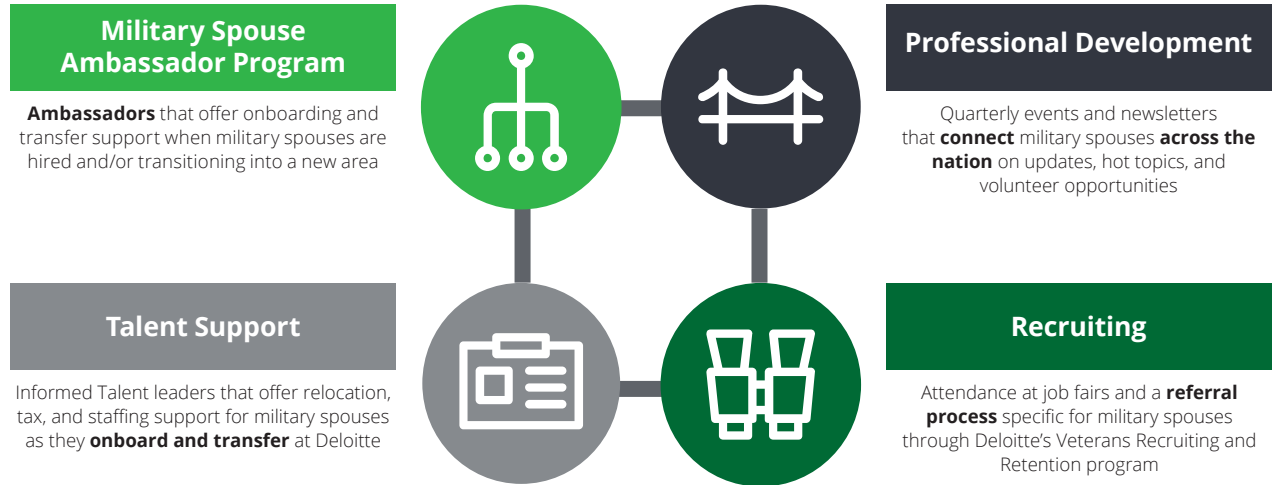
**Well-being** - A work environment that's flexible and nimble to help you address your personal aspirations and ambitions – and define success on your own terms. With the possibility of flexible work arrangements, travel, and more, we work hard to ensure our people have the diverse, interesting, rewarding lives they seek.

Deloitte encourages us to take charge of our career, and build a career that changes with our interests and life situations.

Deloitte is committed to supporting military personnel, military spouses, and veterans. Deloitte employs more than 1,000 armed forces members, veterans, and spouses.

## Military Spouse Initiative

Deloitte leads the way in practices that support military spouses with our four-tiered approach:



## Military Spouses at Deloitte

### How Deloitte Addresses Military Spouse Underemployment

According to the 2014 Military Spouse Employment Survey conducted by the Institute for Veterans and Military Families and the Military Officers Association of America, 90% of military spouses are underemployed.

To address this, Deloitte's inclusive culture, agile workforce, and demonstrated support for the veteran community served as a platform for the Military Spouse Initiative (MSI) to emerge. From the ground-up, a group of Deloitte military spouses brainstormed and outlined a four-tiered approach to best support military spouses: Military Spouse Ambassador Program, Talent Support, Professional Development, and Recruiting.

Deloitte's MSI aims to provide a workplace that attracts, supports, and retains high-talent military spouses. Military Spouses at Deloitte are represented in 32 major offices, 21 different states, and across all five Functional Specific Subsidiaries at Deloitte: Tax, Audit, Financial Advisory, Consulting, and Enabling Areas.

Deloitte is leading the way in offering support for its military spouses; through the Military Spouse Initiative, military spouses can lean on each other and utilize Deloitte resources **to not just have a job, but have a career.**

“One of the things that differentiates Deloitte is our commitment to supporting our people through the full lifecycle of their careers. And for our military spouses, this means providing flexibility, transition support, and career development regardless of where orders may take our Deloitte military spouses. Our military spouses bring invaluable perspectives, experiences, and skills which is why it's so important to provide a support system when life is unpredictable.”



Q&A with Deloitte CEO Cathy Engelbert and Deloitte military spouses

**Cathy Engelbert**  
Chief Executive Officer  
Deloitte