



EMPOWERING VETERANS THROUGH EMPLOYMENT

FY2022 Annual Report

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BRIDGING THE GAP
BETWEEN INDUSTRIES
AND MILITARY TALENT.

It is a great honor to be in the Executive Director's seat at NextOp, and part of such a dedicated and capable team delivering impactful results for our transitioning middle-enlisted military veterans. Though only at NextOp for the last couple months of the year, it is safe to say 2022 started and ended in very different ways.

Starting under the lingering effects of Covid-19 restrictions, the first part of the year was marked by military base recruiting limits, and equally limited partner and employer access, resulting in a challenging environment for placements. At the same time, the NextOp team went through significant personnel changes and limited growth, resulting in significant personality and experience shifts. As Spring gave way to Summer, the NextOp team began to regain its stride, and the operating environment resumed a more normal state. The second half of the year was very productive, and set the stage for our exciting plans in 2023.

Key achievements and milestones for 2022 included passing the 3000 all-time placement mark, 408 annual placements, increased candidate average starting salary to \$62,343, inclusion in the new U.S. Department of Labor Employment Navigator & Partner Program (ENPP), award of our second Delta Regional Authority Workforce Opportunity for Rural Communities (WORC) grant, and announcement of a key partnership with Ochsner Health System. Building on our 2021 SkillBridge facilitator approval and pilot SkillBridge internship placement program, we placed 23 through NextOp's Military to Career Internship Program. Together, these developments position

NextOp to improve access to candidates, predict cashflow for operations, and improve the career and transition options for transitioning Veterans.

Looking forward to 2023, we are embracing a strategy that sustains our mission, while preparing for growth. Our key, top level goals include:

- 600 candidate placements
- Increase average candidate starting salary by more than inflation
- Establish financial reserve
- Redefine and develop corporate partnerships
- Implement Alumni engagement strategy and create community
- Evaluate and integrate technology to drive efficiency and scalability

Thank-you to our many mission enablers. Whether through financial support, hiring, or spreading the word about our good work, you are critical to our continued success. We deliver services that foster confidence, pride, and financial security for those that have served, while ensuring a return on the investment that our military makes in skills development that employers desperately need. Without our supporters, none of this would be possible. Looking forward to continued growth together.

Sincerely,

Shelby Mounts

Shelby Mounts
Executive Director





MISSION

NextOp's mission is to recruit, develop, and place high-performing, middle-enlisted (E-3 to E-7) leaders into industry careers. We desire to be the strongest link between industries and military talent.

VETERAN CANDIDATES

Our team of Employment Coordinators work one-on-one with veterans and transitioning service members to identify civilian professions that are right for them, translate their resume, prepare for interviews, and ultimately start a new career.

EMPLOYERS

NextOp partners with employers across various industries, many of whom have a strong desire to recruit and retain veterans. We actively work with recruiters and corporate leadership to ensure that the translation of military skills to civilian experience is not a barrier for veterans when being considered for the workforce.

THE IMPACT

3,368

All-time hires

408

2022 hires

41

Average days to place

\$62,343

Average starting salary

SALARY BREAKDOWN

Poverty line, household of 3

\$23,030

Avg. candidate's pay when leaving the military

\$39,279

Median income for veteran's in their 20s

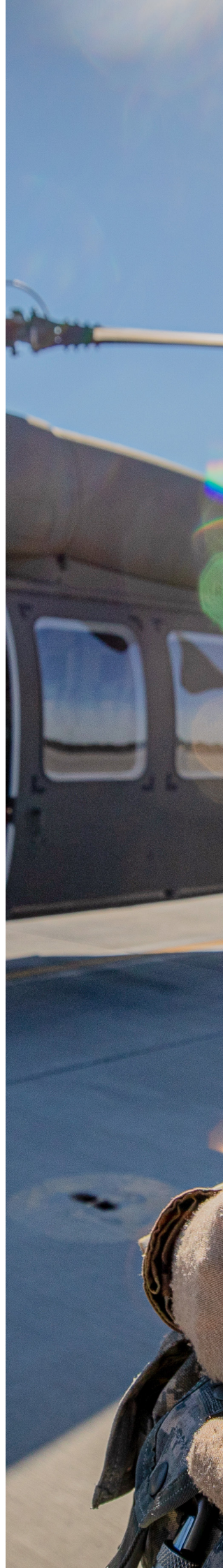
\$38,710

NextOp candidate avg. starting salary, all-time

\$56,333

NextOp candidate avg. starting salary, 2022

\$62,343







**INDIVIDUALIZED,
HANDS-ON
APPROACH.**

The current federal veteran employment assistance program is the lowest funded federal veteran service program and takes a one-size-fits-all approach. A 22 year-old with a graduate equivalency degree will receive the same transition training as a nuclear-power qualified officer, medical doctor, or astronaut. At NextOp, we provide an individualized, hands-on approach to veteran employment and military transition.

CURRENT NATIONAL UNEMPLOYMENT & UNDEREMPLOYMENT RATES DO NOT ACCURATELY REFLECT OUR CANDIDATES.

10% of male veterans of color are unemployed and looking for work

14% of female veterans are unemployed and looking for work

22% of female veterans of color are unemployed and looking for work

13% of homeless adults are veterans

6.7% of veterans live in poverty

INDIVIDUALIZED MENTORSHIP HAS PROVEN SUCCESSFUL.

8 hrs is the avg 1:1 development time each placed candidate receives from NextOp

2X as likely to get a job if the veteran uses a coach to help with their resume

3X as likely to get a job if the veteran uses a coach to help practice interviewing

NEXTOP IS HELPING IMPROVE VETERAN EMPLOYMENT ACROSS A VARIETY OF INDUSTRIES.

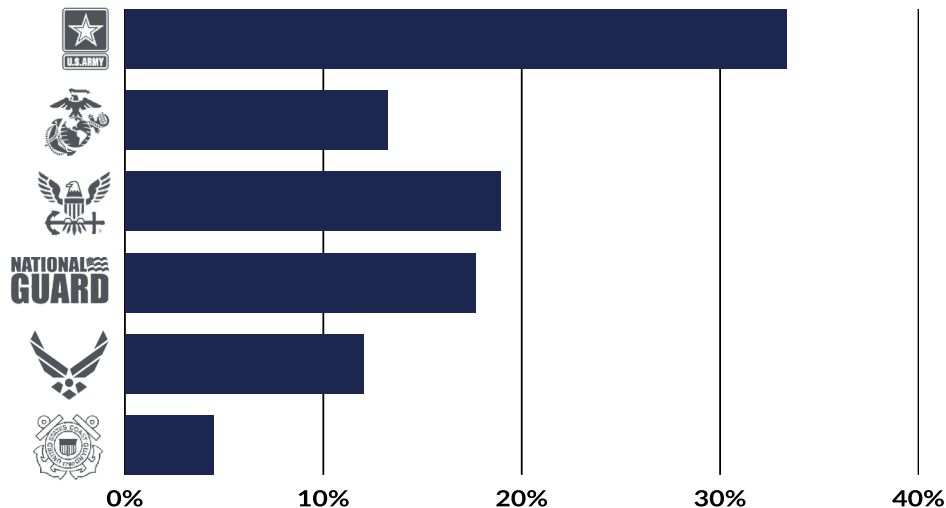
Through education on veteran skills and experience, encouragement in the development of veteran resource groups, and the identification and removal of unnecessary barriers to veteran employment, NextOp is developing our employers' ability to recruit and retain veteran talent.

300 different companies worked with NextOp to hire veterans in 2022

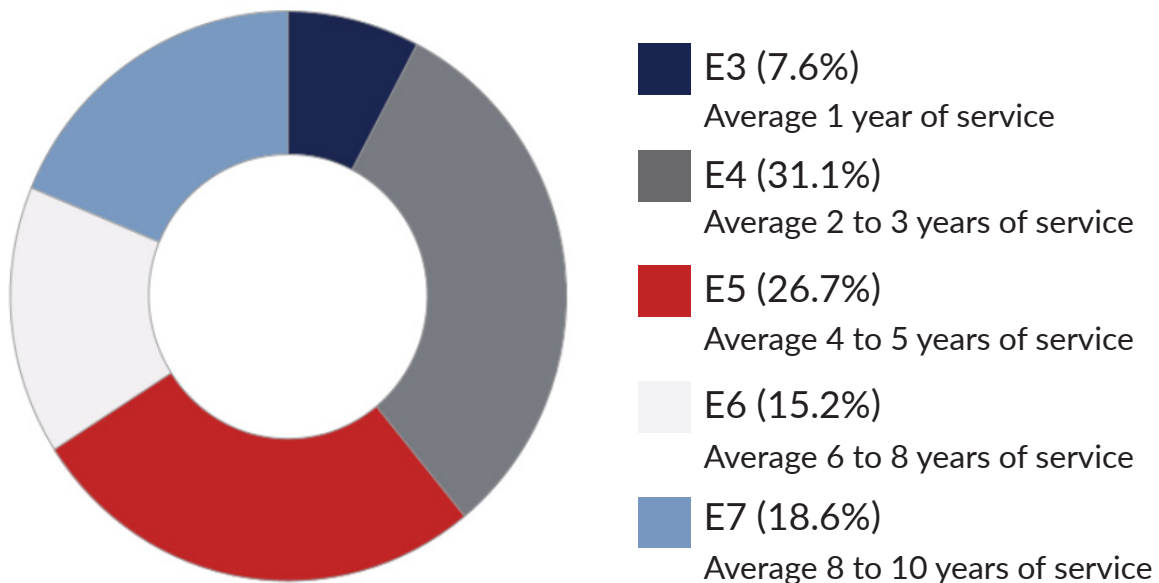
OUR CANDIDATES

Our military's middle enlisted make up 80% of military personnel, but are provided the least amount of employment assistance of any veteran demographic. That is why at NextOp we remain dedicated to serving high performing middle-enlisted (E-3 to E-7) transitioning service members and post-9/11 veterans. In 2022, we placed 408 veterans into meaningful careers. To learn a bit more about the clients we serve, see the demographics of our placed candidates.

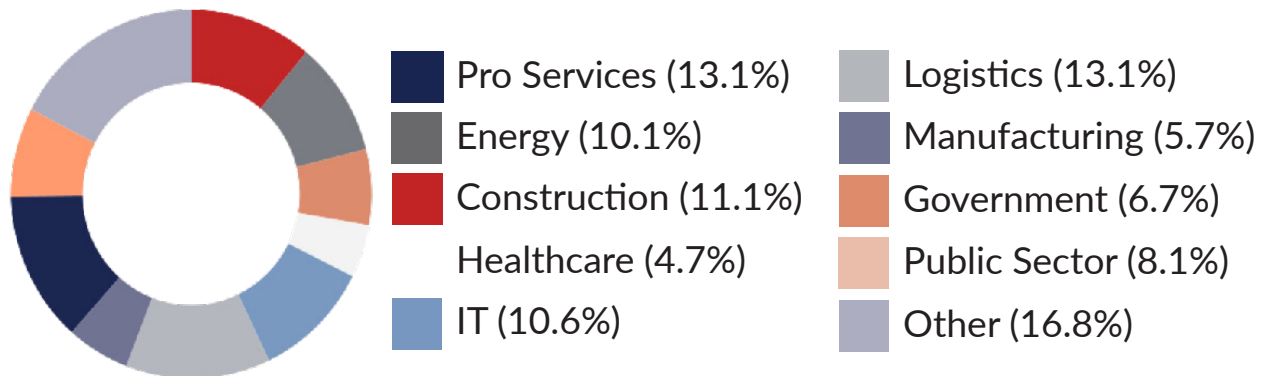
BRANCH



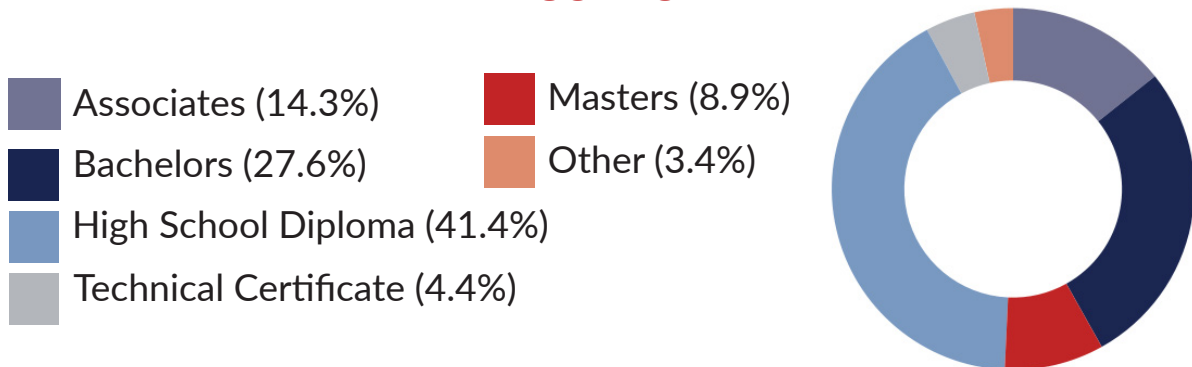
RANK



INDUSTRIES



EDUCATION



DIVERSITY

White, not Hispanic



Black, not Hispanic



Hispanic



Asian, Pacific Islander



Other





2022 HIGHLIGHTS

2022 was full of many milestones and accomplishments. In August, NextOp surpassed 3,000 veterans placed in meaningful careers since our founding in 2015. We were able to celebrate this goal at our annual strategy session in New Orleans. Our team is located across the U.S., but gathers all together once a year to plan for the upcoming year and identify best practices for serving our veteran candidates.



NextOp started quarterly networking lunches in New Orleans. These lunches bring together career searching veterans and company representatives interested in hiring military talent.



NextOp continued to grow our relationships with Employment Partners like Boeing. These employers receive direct access to our vetted veteran candidates to fill their open positions.



NextOp received our 2nd Workforce Opportunity for Rural Communities grant from the U.S. Department of Labor to grow veteran employment services in Louisiana and Mississippi.



NextOp was honored at the 2022 Workforce Development Awards. NextOp received the "Building our Veterans" award for veteran hiring and initiatives in the craft professional industries.



Our NextOp Employment Coordinators continued to visit military bases across the country—participating in job fairs, transition classes, and employment readiness workshops.



NextOp hosted several alumni happy hours in Houston, New Orleans, and North Carolina as part of the efforts to create a networking community for past NextOp candidates.





STORIES OF US.

In our 7-year history, NextOp's priority has always been to establish meaningful relationships with our veteran candidates.

In 2022, NextOp helped to place 408 veterans into industry careers with over 300 different companies. The following stories provide a glimpse into the impact our services can have. They capture the transformative power of veterans assisting veterans.



KENNETH B., U.S. NAVY VETERAN

"I was introduced to a NextOp Employment Coordinator at the local New Orleans VFW. From day one, he was working on my self confidence- taking the time to first help me decide who I wanted to be. NextOp doesn't just email you a few pointers and call once a month. They 100% understand the military member mindset. They understand that a big move like this requires lots of practice. I went from never interviewing for a job, to almost weekly face-to-face interviews with industry leading recruiters. As a Hospital Corpsman I have a passion for taking care of military members. It's something that's completely natural to me. I wanted a job that allowed me to continue being a caregiver for service members. NextOp is so connected throughout this sector. One of the best colleges in the country reached out to them to fill a position they had vacant. Because they had assisted me in preparing my resume, they knew all the qualifications I

had to apply for this position. They had prepared me for my dream job. Their efforts led to me accepting an offer and securing employment five months before I transitioned from the military."

Unfortunately, shortly after providing this feedback, the college rescinded their offer, stating that the lack of college degree made him ineligible. This is a common barrier for many of our candidates. We met with the college's leadership to explain that while he didn't have a college diploma, he did have millions of dollars of training and 20 years of experience that would be even more valuable to the college. Thankfully, they recognized how qualified he truly was and rehired him.



"While processing out of the military, having to find a new career seemed like a daunting task. However, NextOp provided the opportunity to refine my job search products and allocated resources to assist me in finding what worked for me. Their application outlines and resume building steps assisted me in transferring my military skills into the civilian workforce. The constant support also helped to keep my morale up in what is normally an incredibly difficult process. I am grateful for their assistance and recommend them to anyone transitioning to the civilian world."

JUAN HERNANDEZ, U.S. NATIONAL GUARD



"NextOp is an amazing non-profit organization that helped me during my transition. They kept me calm and provided hope in the next chapter of my life. My Employment Coordinator was the best and essential for my transition, he continued to work hard on my behalf even when I was shut down. He helped me transition easily to civilian life. I always recommend NextOp to soldiers like myself who are transitioning out of military service."

TARA A., U.S. ARMY VETERAN

REMEMBER NOVEMBER 2022

NextOp's 5th annual Remember November fundraising month looked a little different in 2022. NextOp hosted three different events: Vet Together in New Orleans, a Business Summit in Houston, and a watch party for the Army-Navy game in New Orleans. More than \$25,348 was raised to support NextOp's mission.

2ND ANNUAL VET TOGETHER

NextOp hosted the 2nd Annual Vet Together event in New Orleans at Chafunkta Brewery on Veteran's Day! The event included food, drinks, live music, and regional resource providers. NextOp raised donations to help support its mission to recruit, develop, and place veterans into industry careers.



HOUSTON BUSINESS SUMMIT

NextOp hosted the first Texas Veteran Employment Summit in Houston on November 4, 2022. The event gathered over 25 Houston companies from different industries to discuss recruiting, training, and retaining veteran talent. Companies were able to discuss and share ideas surrounding veteran hiring.



ARMY-NAVY WATCH PARTY

NextOp hosted a watch party for the Army-Navy Game at Tracey's Channel Bar in New Orleans, LA on December 10, 2022. The afternoon was filled with football rivalries, raffles, and tasty food from celebrity guest, Stalekracker.



THANK YOU FY2022 SUPPORTERS

Through the support of our generous donors, we are able to assist transitioning service members & veterans at no charge. Support like this allows NextOp to guide and coach military veterans into the next chapter of their lives. Thank you to all foundations, corporations, and individuals who supported us this year!

\$100,000+

U.S. Department of Labor
Doug and Sarah Foshee

\$50,000- \$99,999

Texas Mutal Insurance Company
William Stamps Farish Fund
The May and Stanley Smith Charitable Trust
The Oscar J. Tolmas Charitable Trust

\$20,000- \$49,999

Barclays
Bank of America
Welcome Fund
The Friedkin Group
Easter Seals of Greater Houston
Greater New Orleans Foundation

\$10,000- \$19,999

Centerpoint
Halliburton
Union Pacific
Cadence Bank
Christine Bassitt
Chevron Phillips Chemical Company
Shell
Vivian L. Smith

\$5,000- \$9,999

The Albert and Ethel Herzstein Charitable Trust
BNSF Railway Foundation
Capital Area United Way
Comcast
Crestwood Equity Partners
Ella West Freeman Foundation

\$1,000- \$4,999

Donovan Campbell
The Harry S. and Isabel C. Cameron Foundation
HEB
Peter Holland
American Marketing Association
Grove Elementary PTO
EHRA
NOV, Inc
Ochsner Health
DBA Coastal Truck Driving School
James Zimmermann
Wal-Mart
Gerianne Prom
Bob Woodruff Foundation
Clean Energy Services
J. Andrew Billipp
Jefferson Capital Partners
Jessica Stegal
Malcolm M. Dienes, LLC
Mr. John's Steakhouse
National Christina Foundation
Patricia Darnauer
Quality Machine Works, Inc
Tranter

2022 FINANCIALS



EXPENSES

- Programs (80.6%)
- Fundraising (14%)
- Management & General (5.4%)



REVENUE

- Corporations (29.7%)
- Private Foundations (20.8%)
- Government Grants (28.8%)
- Public Charities (6.2%)
- Individual Donors (14.5%)

*Based on average first year earnings. 2022 audited financials available upon request. NextOp received an unmodified opinion that the financial statements presented fairly, in all material respects, the financial position, changes in net assets, and cash flows of the organization. The financial audit was completed by Blazek & Vetterling of Houston, TX.

AWARDS



LEADERSHIP

NEXTOP BOARD OF DIRECTORS

Christine Bassitt
General Manager Aviation Americas, Shell Oil Company

Chris White
President/CEO, Louisiana Pepper Exchange & Chemetech

Patricia Darnauer
Executive Vice President, LBJ Hospital, Harris Health System

John Dorffeld
Senior Corporate Negotiator, Chevron

Henry Adams
Unmanned & Autonomy Systems Engineer, Booz Allen Hamilton

Gaw Jones Jr.
Training Coordinator, Brown & Root Industrial Services LLC, NextOp Alumni

Peter Holland
President & Owner, Ascend Business Solutions LLC

Joseph Brent
Corporate Banker, JP Morgan Chase & Co.

NEXTOP STAFF

Shelby Mounts, Executive Director
U.S. Navy Veteran

Allen Whiteside, Programs Director
U.S. Marine Corps Veteran

Ben Armstrong, Director of Strategic Partnerships & Outreach
U.S. Marine Corps Veteran

William Prom, Development Director
U.S. Marine Corps Veteran

Maddie Zimmermann, Programs Marketing Coordinator

Chris Brown, LA Expansion Manager
U.S. Navy Veteran

Stephen Sider, Employment Coordinator
U.S. Navy Veteran

Patrick McManus, Employment Coordinator
U.S. Air Force Veteran

Melvin Jackson, Employment Coordinator
U.S. Marine Corps Veteran

Charles Bischoff, Employment Coordinator
U.S. Army Veteran

Jeffrey McZeal, Employment Coordinator
U.S. Army Veteran

