

# NextOp

## 2024 Annual Report



**A Decade of  
Empowering Veterans**

# Contents

Mission	4
Letter from the Executive Director	5
2024 By the Numbers	6
Who We Support	8
Success Stories	10
2024 Financials	12
2024 Awards	13
Supporters	14
Remember November	16
2024 Highlights	17
Board of Directors	18
Staff	19

# Mission

NextOp's mission is to recruit, develop, and place high-performing, enlisted leaders into industry careers. We aim 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 their workforce.

---

# A Message from Shelby Mounts



Perhaps I should make this my permanent opening line, but it still rings true. I am deeply honored to serve as the Executive Director of NextOp. Our mission to support enlisted veterans in their career transitions never gets old. This year our team grew, and so did our impact, yet our culture remained strong, despite our increasing geographic reach. That speaks volumes about our team and mission. It is my privilege to lead this incredible group, and I can confidently say that 2024 was our best year yet. We are well-positioned to make 2025 even better.

Our theme for 2024 was “Scale with Excellence.” We focused on refining processes, enhancing tools to manage a growing workload, and fostering impactful partnerships. We saw strong returns on our investments in process automation, continuous learning, team retention, and strategic growth- but we also gained new insights.

First, growth brought challenges including rising costs, a more dispersed team, and the benefits of a stronger reputation.

Second, not everything works as planned. Some partnerships didn't work out, but they provided valuable feedback and freed us to focus on those that did. Some of our legacy metrics also evolved, but we adapted, learning how to drive positive outcomes more efficiently, regardless of hiring trends.

Finally, trusting our team and processes pays off. At the start of 2024, we faced uncertainty- new growth, higher goals, and a sharper focus on key industries. But our efforts paid off, and the results weren't just evident in our achievements but also in our 2025 theme: “Continuous Improvement.”

## 2024 Key Achievements & Milestones

- 773 candidate placements – a 15.5% increase over last year
- \$67,414 average starting salary – a 2.4% increase over last year
- 60% personnel growth – supporting geographic expansion, an Aerospace & Defense industry focus, and internal promotions
- 90% NextOp personnel retention rate
- 122 candidate placements in the U.S. Navy Submarine Industrial Base through our partnership with BlueForge Alliance
- 24 new or renewed partnership agreements
- Multiple awards recognizing our organization's impact

## 2024 Top-Level Goals & Results

- Candidate placements: Goal – 750 | Result – 773
- Average salary increase exceeding inflation: Achieved
- 40-day average time to place: Not achieved (due to external hiring trends and internal process shifts)
- Successful geographic expansion into North Texas, Tennessee, and North Alabama
- 100 candidate placements into the U.S. Navy Submarine Industrial Base (SIB) with BlueForge Alliance: Achieved with 122 placements

## 2025 Top-Level Goals

- 1,100 candidate placements
- Average starting salary increase exceeding inflation
- 60-day average time to place
- 300 candidate placements into the U.S. Navy Maritime Industrial Base (MIB) with BlueForge Alliance

We deeply appreciate all of our mission supporters. Whether through financial contributions, hiring, referrals, volunteering, or spreading awareness of our work, your support is vital to our success. We help veterans build confidence and financial stability while providing strong value to employers. None of this would be possible without you.

We look forward to growing together in 2025!

**Shelby Mounts**  
Executive Director

# 2024 by the Numbers

At NextOp, we bridge the gap between military talent and industry careers, ensuring enlisted leaders find meaningful opportunities where they can thrive. Our impact is best measured by the lives we change. Every number on this page represents a veteran who has taken the next step toward a successful future.

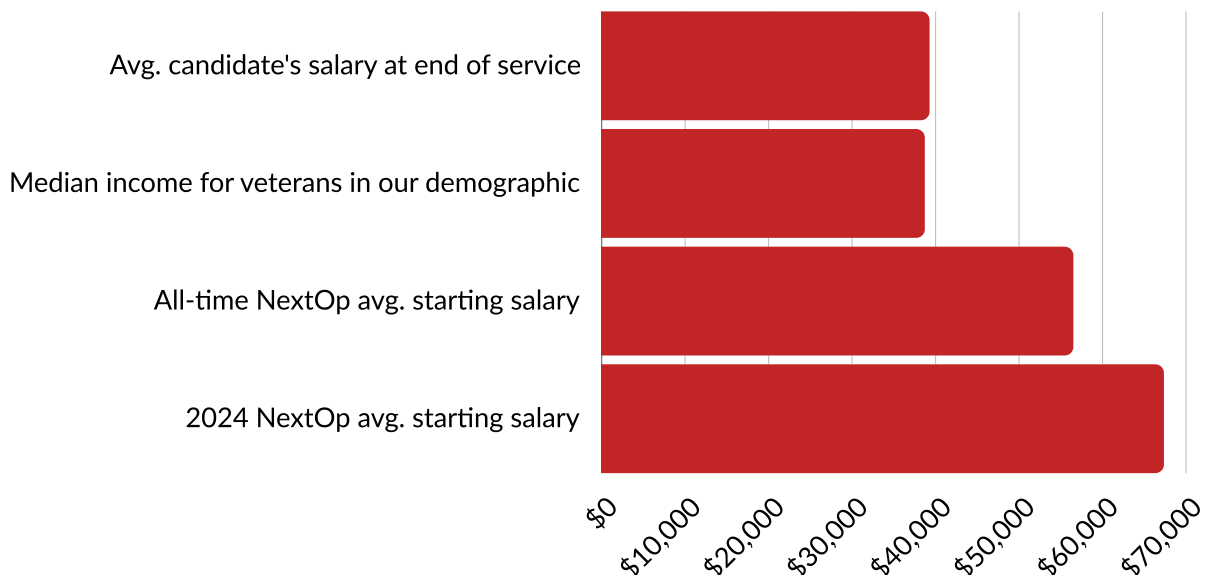
**4,588**  
All-time hires

**773**  
2024 hires

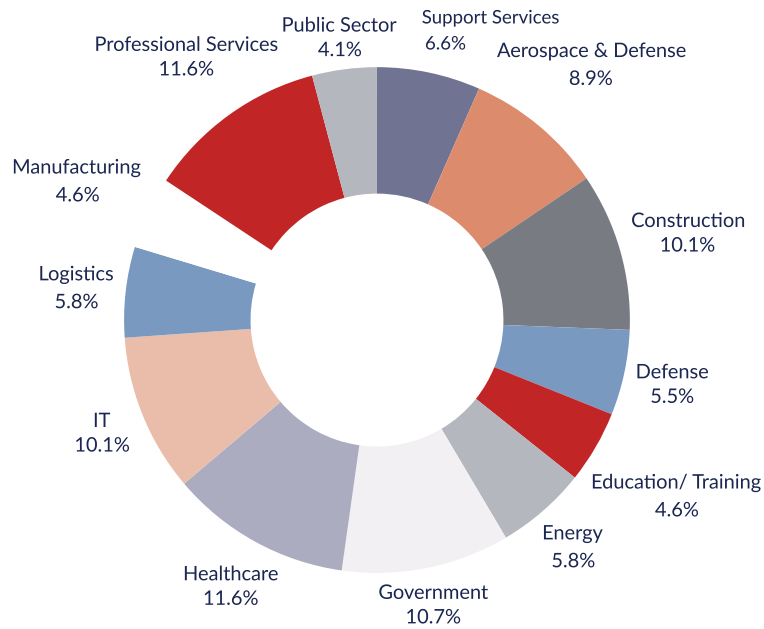
**84**  
Avg. days to place

**\$67,658**  
Avg. starting salary

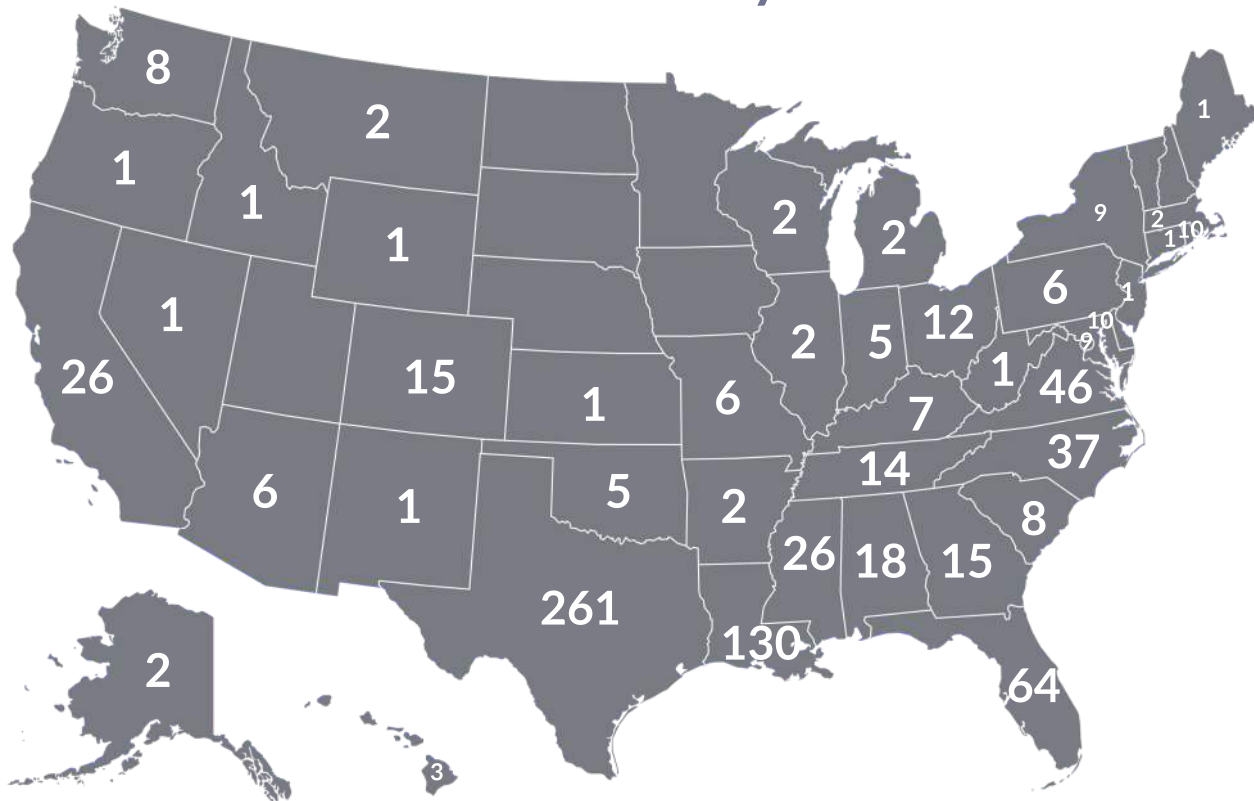
Veterans placed through our program earn salaries that are 52% higher than the median income for their demographic, leading to greater financial stability and opportunity. With personalized support and direct access to top employers, we're transforming the post military transition for those who've served.



## Industries by Candidate



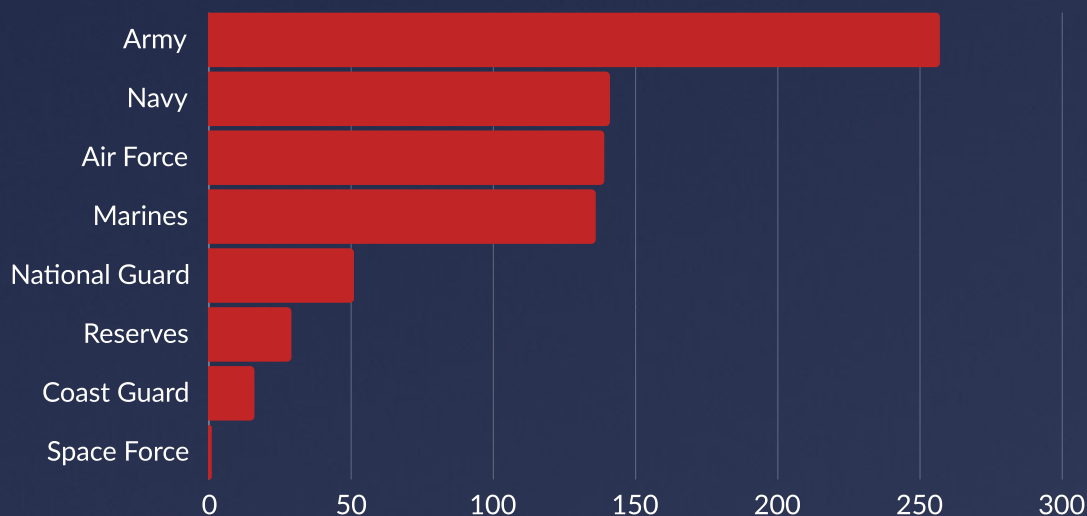
## Candidates Hired by State



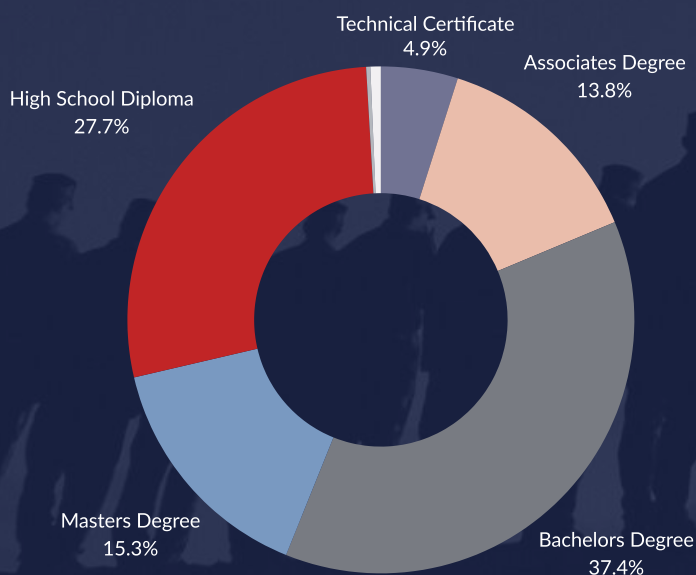
# Who We Support

Our military's 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 enlisted transitioning service members and post 9/11 veterans. In 2024, we placed 773 veterans into meaningful careers. To learn a bit more about the clients we serve, see the demographics of our placed candidates.

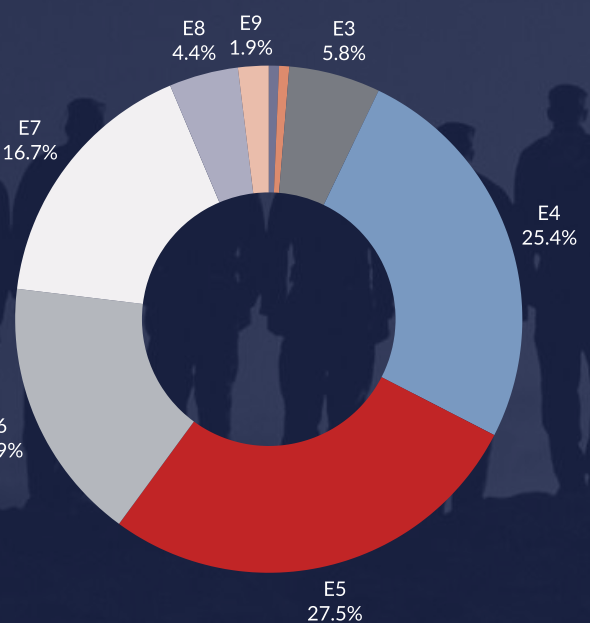
## Branch



## Education



## Rank





The current federal veteran employment assistance program is the lowest funded 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.

## **Enlisted service members disproportionately suffer from transition challenges and underemployment.**

**160,000** enlisted service members transition out of the military annually

**10%** of enlisted service members have civilian careers secured before leaving the military

**60%** of enlisted service members have families to support, creating a greater urgency for steady pay

**30%** of veterans, predominately enlisted, experience underemployment

## **Individualized mentorship has proven successful**

**8hrs** 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**

NextOp strengthens employers' ability to recruit and retain veteran talent by educating them on veteran skills and experience, encouraging the development of veteran resource groups, and helping identify and remove unnecessary barriers to veteran employment.

**350** different companies worked with NextOp to hire veterans in 2024



# Success Stories

In our 10-year history, NextOp's priority has always been to establish meaningful relationships with our veteran candidates. The following stories provide a glimpse into the impact our services can have. They capture the transformative power of veterans assisting veterans.



## Steven Worsham

### U.S. Navy Veteran

Steven is a U.S. Navy Veteran & NextOp Alumni who found a new career as an Aviation Electrician at Integration Innovation. "NextOp was amazing! I only wish I had used them earlier in my career search. The help I got for effective job searching, resume writing and interview skills was crucial and helped me land a job in less than two months."



## Joey Blackmon

### U.S. Air Force Veteran

Joey is a U.S. Air Force Veteran & NextOp Alumni who found a new career as an Orbital Tube Welder at Blue Origin. "As an Air Force veteran, I am deeply grateful to NextOp's services and staff for their unwavering support in helping me secure a job at Boeing in Huntsville, AL. Their commitment and expertise made a tremendous difference in my transition to civilian employment. Thank you, NextOp, for your invaluable assistance."

## Ahmad AbdulMalik

### U.S. Army Veteran

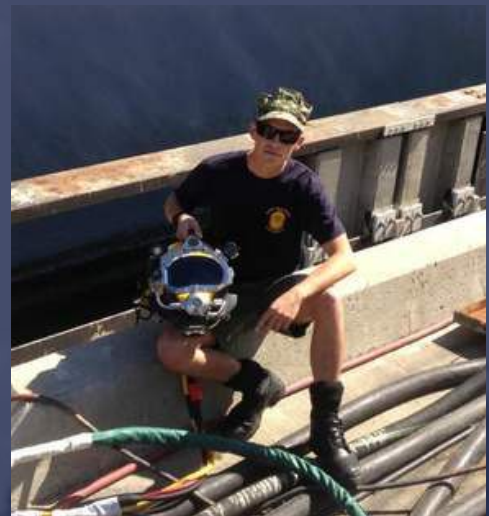
Ahmad is U.S. Army Veteran & NextOp Alumni who found a new career as an Equipment Worker for the City of Houston. "I came to NextOp looking for assistance and left with a sense of care. Charles Bischoff and the rest of the crew were more than willing to help and listen to your situation and find what you're looking for in terms of employment or assistance at a personal level. If you're looking for a hand NextOp should be your first stop!"



## Nathan Suszanski

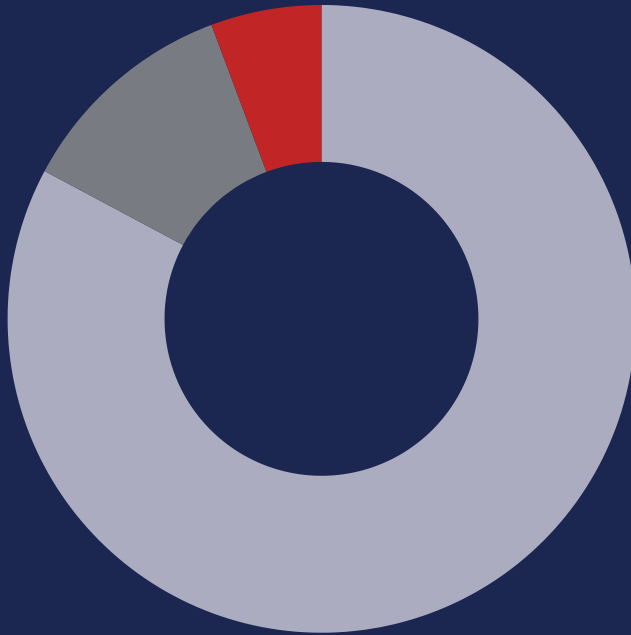
### U.S. Navy Veteran

Nathan is a U.S. Navy Veteran & NextOp Alumni who found a new career as a Principal Analyst at MD Anderson. "NextOp gave me the tools and resources needed to get a new career. Until I started working with NextOp, I wasn't even getting a phone call back. NextOp helped launch my career. I'm now currently applying for AVP roles within MD Anderson per my supervisors endorsement."



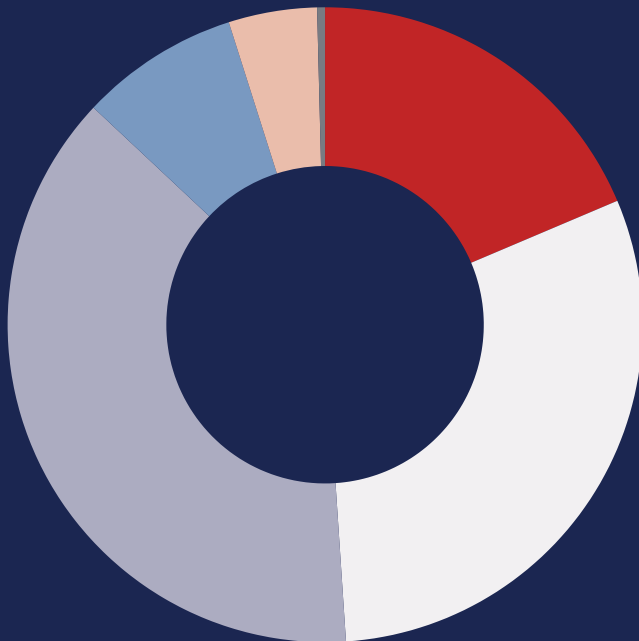
# 2024 Financials

---



## Expenses

- Programs (83.2%)
- Fundraising (11.6%)
- Management & General (5.2%)



## Revenue Sources

- Government (18.6%)
- Corporations (30.3%)
- Public Charities (38%)
- Private Foundations (8.1%)
- Individual Donors (4.5%)
- Interest (0.4%)

\*Based on average first year earnings. 2024 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.



---

# 2024 Awards

At NextOp, we take pride in our commitment to supporting transitioning service members and veterans as they embark on new career paths. Our work is made possible through the dedication of our team, the support of our partners, and the resilience of the veterans we serve. This year, we are honored to have received the following awards and recognitions.

## Military Times Best for Vets Employer Award

This award recognizes companies and organizations that demonstrate a strong commitment to recruiting, hiring, and supporting veterans in the workplace. This annual ranking evaluates employers based on their veteran hiring practices, retention efforts, military-friendly policies, and overall workplace culture for service members.



## Candid Platinum Seal of Transparency

This is the highest level of recognition awarded by Candid to nonprofits that demonstrate a strong commitment to financial transparency, accountability, and impact. Organizations that earn this seal provide extensive information about their mission, programs, financials, and performance metrics, helping stakeholders make informed decisions.



## U.S. DoL HIRE Vets Platinum Award

This award is the highest level of recognition in the HIRE Vets Medallion Program, honoring employers that demonstrate exceptional commitment to recruiting, hiring, and retaining veterans. It recognizes organizations that go above and beyond in creating veteran-inclusive workplaces policies, offering career development opportunities, and fostering long-term success for veteran employees.



## Charity Navigator Four-Star Rating

This award is the highest distinction awarded by Charity Navigator, recognizing nonprofits for strong financial health, accountability, and transparency. This rating signifies that an organization efficiently stewards donations, adheres to best practices, and is committed to maximizing its impact, giving donors confidence in their investment.



# Supporters

## Thank You FY24 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  
BlueForge Alliance  
American Heart Association  
Bob Woodruff Foundation  
Doug & Sarah Foshee  
New Orleans Super Bowl LIX Host Committee  
Texas Capital Bank  
Texas Mutual

### \$50,000-\$99,999

Delta Regional Authority  
Chevron  
PenFed Foundation  
Scott & Elise Rowe  
Wayne Duddleston Foundation  
Oscar J. Tolmas Charitable Trust

### \$20,000-\$49,999

Plumbers & Steamfitters Local Union 60  
Truist  
Easter Seals of Greater Houston  
Halliburton  
The Friedkin Group

Boeing  
Greater New Orleans Foundation  
Greg & Cheryl White and Roy A. Hunt Foundation

### \$10,000- \$19,999

Kevin McFadden  
Enbridge  
Bechtel  
Shell  
Fidelity Investment  
Union Pacific  
Albert & Ethel Herzstein Charitable Foundation  
George & Mary Josephine Hamman Foundation

### \$5,000-\$9,999

American Legion Post 442  
Patricia Darnauer  
Comcast  
Louisiana Pepper Exchange  
Melton Electrical & Structured Cable  
Powell Industries  
TC Energy  
GAF Roofing

The Haskell Company  
Quanta  
I, Assure, LLC  
Harris Health  
MartinFed  
H-E-B  
BrookSource  
Woodard & Curran  
Strake Foundation

### **\$1,000-\$4,999**

Chemetec  
Peter Holland  
EHRA Engineering  
Perry Homes  
Performance Contractors  
Jennifer & Ryan Bickley  
Henry Adams  
BNSF Foundation  
We Energies Foundation  
Mizuho Securities USA  
Ted Carlson Dog Training  
Appalachian Regional Commission  
Joseph Brent  
Scott Hayes  
Target  
Christine Bassitt  
Southern Foundation  
Turner Industries  
Jeff & Gerianne Prom  
Diamonds in the Rough  
Gaw Jones Jr.  
Kelli Fondren  
James Zimmermann  
Tranter  
Walmart  
Amy Buck  
Donovan Campbell  
Michael Sheridan  
WFG National Title

P3 Roofing  
Upward Title  
TrueWorks Roofing  
State Farm  
Fox Residential Services Group  
Independence Title  
Abby Winters Marketing  
Lone Star Stucco  
OriginPoint, LLC  
Newmark Homes  
American Home Shield  
The Best Houston Movers  
DHK Conroe One  
REnew Cleaning & Restoration  
BossCat, Inc.  
Quality Machine Works, Inc.  
Coastal Truck Driving School  
Jefferson Capital Partners  
Cadence Bank  
Ochsner Health  
Booz Allen Hamilton  
Wells Fargo

### **Legacy Donors**

Five Years+ of Giving in a Row

Doug & Sarah Foshee  
Donovan Campbell  
Christine Bassitt  
John Boerstler  
Patty Brewer  
Patricia Darnauer  
John Dorffeld  
Mia Garcia  
Peter Holland  
John Rovetto  
Paul Timoney



# Remember November

Remember November is a movement to honor and support our nation's veterans as they transition to civilian careers. Throughout the month, NextOp rallied communities nationwide to raise awareness and critical funds for our mission. From our Houston and New Orleans Army vs. Navy Game Watch Parties to the Veteran's Day Parade and Jambalaya Cook-off in Mandeville, these events brought together supporters, veterans, and partners. Thanks to the generosity of our donors and the engagement of our community, Remember November continues to make a lasting impact.

## Mandeville Veteran's Day Parade

This signature event combined a patriotic Veteran's Day Parade with a friendly, community-driven Jambalaya Cook-off in Mandeville. Families, veterans and local businesses came together to honor those who have served while enjoying delicious food and entertainment. Proceeds from the event directly supported NextOp's veteran employment programs in Louisiana, making it both a fun and impactful celebration.



## Houston Army vs. Navy Game Watch Party

NextOp brought together veterans, supporters, and community members in Houston for an exciting watch party at Community Fieldhouse celebrating the historic rivalry between Army and Navy. Two hundred football fans attended and enjoyed the historic rivalry, sports in the facility, delicious food and drinks, and a special appearance from Santa Claus.



## NOLA Army vs. Navy Game Watch Party

In the heart of New Orleans, NextOp hosted another successful Army vs. Navy Game Watch Party. With a lively atmosphere, guests cheered for their teams while raising awareness and funds for veteran employment initiatives. The event served as a fantastic opportunity for networking and engagement with local veteran advocates.







## 2024 Highlights

2024 was a year of milestones & accomplishments. Our team, spread across the U.S., gathered in Houston for our annual strategy session to plan for the year ahead and share best practices for supporting veteran candidates. From impactful hiring events to engaging workshops, the year was marked by collaboration, innovation, and connection.



Our NextOp Employment Coordinators continued to visit military bases across the country-participating in job fairs and transition workshop classes.



At NextOp's Employment Readiness Workshops, veterans are equipped with essential skills for transitioning into the civilian job market.



Compass selected NextOp as their nonprofit partner for their annual crawfish boil! It was a terrific afternoon filled with family, friends & delicious crawfish.



Our partners at BlueForge Alliance hosted NextOp at the NASCAR Cookout 400! Over two days, we shared our story and connected our mission to build submarines!



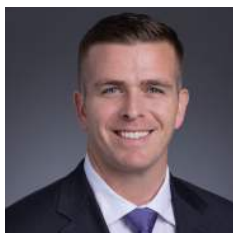
NextOp partners with local colleges & universities to connect student veterans with career opportunities and professional development resources.



NextOp, in partnership with the Huntsville Chamber, hosted its first Fly-In, connecting veterans nationwide with career opportunities in Huntsville.

# Leadership

## Board of Directors



**Chris White**  
Board President  
President & CEO  
Louisiana Pepper Exchange & Chemetech  
U.S. Army Veteran

**Kevin McFadden**  
Board Treasurer  
Managing Director, Energy, Investment  
& Corporate Banking  
Mizuho Securities USA LLC

**Gaw Jones Jr.**  
Workforce Development Manager  
Brown & Root Industrial Services LLC  
U.S. Marine Corps Veteran

**Joseph Brent**  
Corporate Banker  
JP Morgan

**Kyle Devlin**  
Corporate Business Development  
Chevron  
U.S. Coast Guard Veteran

**Hank Adams**  
Unmanned & Autonomy Systems  
Engineer Senior Manager  
Booz Allen Hamilton  
U.S. Navy Veteran

**Jennifer Bickley**  
Board Secretary  
General Counsel  
SOFEC

**John Antel**  
Managing Director  
Greenhill & Co.  
U.S. Navy Veteran

**Will Hales**  
Managing Director  
Market Cross LLC.

**Amy Buck**  
U.S. Army Veteran



## Advisory Board

### **Kristie Colpo**

Military & Veteran Recruiting Strategist  
Peraton  
U.S. Navy Veteran

### **Shane Pilgrim**

Independent Consultant  
Kaya Co Ventures  
U/S. Air Force Veteran

### **Michael Belt**

Director of Recruiting  
Crew Training International  
U.S. Navy Veteran

### **Scott Hayes**

Capital Introduction Team  
Fidelity Investments

## Staff Members

### **Shelby Mounts**

Executive Director  
U.S. Navy Veteran

### **Allen Whiteside**

Programs Director  
U.S. Marine Corps Veteran

### **William Prom**

Development Director  
U.S. Marine Corps Veteran

### **Chris Brown**

SE Expansion Supervisor  
U.S. Navy Veteran

### **Charles Bischoff**

North Texas Manager  
U.S. Army Veteran

### **Anthony Dominguez**

Programs Operations Manager  
U.S. Marines Corp Veteran

### **Lawren Johnson**

Employment Coordinator  
U.S. Army Veteran

### **Paul Levya**

Employment Coordinator  
U.S. Marine Corps Veteran

### **Maddie Hipkind**

Marketing Manager

### **Adam Forbes**

Aerospace & Defense Program Manager  
U.S. Air Force Veteran

### **Patrick McManus**

Assistant Aerospace & Defense PM  
U.S. Air Force Veteran

### **Erica Shaw**

Tennessee Expansion Manager  
U.S. Marine Corps Veteran

### **Frank E. Ketcham III**

Employment Coordinator  
U.S. Army Veteran

### **Stephen Sider**

Employment Coordinator  
U.S. Navy Veteran

### **Kieron Coulon**

Employment Coordinator  
U.S. Navy Veteran

### **Melvin Jackson**

Employment Coordinator  
U.S. Marine Corps Veteran

### **Jason Gregory**

Employment Coordinator  
U.S. Navy Veteran

### **Cierra Johnson-Besler**

Alabama Regional Manager



[www.nextopvets.org](http://www.nextopvets.org)

2929 McKinney St.  
Houston, TX 77003

NextOp is a 501(c)(3) tax exempt, national nonprofit charitable organization.