



2018 ANNUAL REPORT

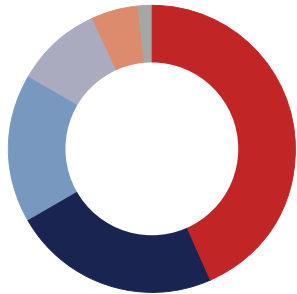
“ There are no secrets to success. It is the result of preparation, hard work, and learning from failure. ”

General Colin Powell



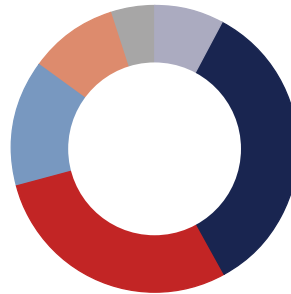
WHO WE SERVE

THE BREAKDOWN



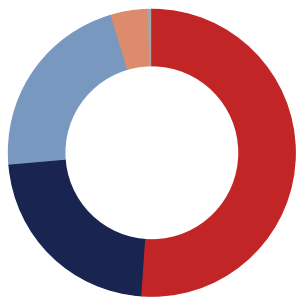
BRANCH

- Army (43.6%)
- Marine Corps (23.1%)
- Navy (16.6%)
- Air Force (9.8%)
- National Guard (5.4%)
- Coast Guard (1.5%)



RANK

- E3 (7.9%)
- E4 (34.2%)
- E5 (29%)
- E6 (14.2%)
- E7 (10%)
- Sr. Enlisted & Officers (4.7%)



DIVERSITY

- White, not of Hispanic origin (51.2%)
- Black, not of Hispanic origin (22.6%)
- Hispanic (21.6%)
- Asian or Pacific Islander (4.2%)
- American Indian or Alaskan Native (0.4%)



INDUSTRY

- Energy (30.5%)
- Professional Services (21.8%)
- Public Sector (14.7%)
- Construction (14.3%)
- Manufacturing (8.4%)
- Logistics (3.8%)
- Information Technology (3.4%)
- Healthcare (3.1%)

523 VETERANS PLACED IN 2018

35 AVERAGE DAYS IN THE NEXTOP QUEUE

\$55,990 VETERAN'S AVERAGE STARTING SALARY

\$1,933,008 UNEMPLOYMENT BENEFITS SAVED

\$29,288,000 ECONOMIC IMPACT IN 2018

OUR SUCCESSES



BRANDON KLOSE
U.S. Marine Corps Veteran
Infantry 031
Pyramid Construction and Roofing
Estimator and Superintendent

When I was in the Marine Corps, I created really strong bonds with my fellow Marines that were unlike any other bonds that I'd formed while growing up. My transition out of the military was really rough. I had a difficult time coping without the camaraderie and support that I had become used to. I had moved home to Michigan after I got out, but soon realized that I couldn't see myself there in the future. I had heard that Texas was a great place for veterans and had some friends in the area, so I packed my life up and moved to Houston. I was applying to tons of companies, but I just couldn't get hired. I was in a really dark place - I had no money, no job, didn't really know many people in the area, and I was on the verge of being homeless. Finally at the end of my rope, I reached out to my old Platoon Sergeant who worked for NextOp in Houston as an Employment Coordinator.

I never felt like they were just getting me a job. With the NextOp team I finally had a support system like I had had in the Marine Corps again. I was connected to other organizations through Combined Arms that helped me in other aspects of my life. Their staff also introduced me to three mentors that regularly checked in on me and helped guide me through my transition. NextOp went above and beyond what you would expect from an organization. They did a fantastic job of getting me in front of a bunch of employers quickly. Before I got a job I was really low on cash. NextOp gave me gas cards that had been donated to them by employers so that I could get to interviews. They have such strong connections to employers and their staff of military veterans are very passionate about helping their fellow veterans.

I highly recommend NextOp to other veterans. Working with them has been such a blessing and they are a huge part of why I am in the position I'm in today. Their staff really empowers you. They aren't there to babysit; they will guide you, but you have to put in an equal amount of work to succeed. Without NextOp and their staff, I would probably be homeless. NextOp did everything in their power to help me and I cannot thank them enough for everything they have helped me accomplish.



FRANKLYN ECHEMAH
U.S. Army Veteran
Petroleum Specialist 92F
Schlumberger
Equipment Operator

I wanted to make sure that I landed on my feet after I exited the Army, so I attended an Employment Readiness Workshop at Fort Bliss while I was still active duty, where I met NextOp. They helped me improve my resume so that I was a more appealing candidate to Schlumberger, a company that I really wanted to work for. I was then invited to a military specific hiring event that Schlumberger hosted, where I received an offer from their Hiring Managers to join their team as an Equipment Operator right after I was scheduled to be discharged.

Because of NextOp's assistance, I had a career lined up for me as soon as I separated from the Army. My new career has enabled me to better take care of my family, and has provided me with great opportunities for career advancement. NextOp really helped me take charge of my transition out of the military.

I'm now employed with the world's largest oilfield service company and NextOp still checks in on me from time to time and supports my career advancement. They've encouraged me to pursue my Project Management Professional (PMP) Certification and provided me with the tools to accomplish this. I love NextOp and I am always recommending them to my fellow veterans and friends.

SINCE 2015



1480
VETERANS
PLACED

\$82,376,800
ECONOMIC
IMPACT

\$5,567,760
UNEMPLOYMENT
BENEFITS SAVED

CONNECTED TO
13
MILITARY
INSTALLATIONS



WHO WE ARE

MISSION

NextOp recruits, trains, and places high-performing middle enlisted military leaders into industry careers

VISION

To be the strongest link between industry and military talent

When service men and women are discharged from the military, they experience change in virtually every aspect of life: their careers, communities, lifestyle, health care, training, and more. If service members have families, the transition will also mean big changes for their spouses and children.

These veterans have excellent skills that can translate into an industry career, but they need help navigating the environment and communicating their skillset in a way that makes sense to the civilian population.

At NextOp, our main objective is to place our military's veterans into meaningful careers where their skills and experience are fully utilized. We work one-on-one with mid-level enlisted veterans to help them understand how their training and experiences translate into valued qualifications in the workforce after their military commitment. Most importantly, we connect veterans to existing job openings and mentor them through and beyond the job hire. In addition to our work directly with veterans, we also partner with employers across multiple industries, many of whom have a strong desire to recruit and retain veterans, but have lacked the resources or knowledge of how to do so.

VETERAN SERVICES



Career Coaching



Resume Help



Interview Preparation



Mentorship



Direct Access to Employers

EMPLOYER SERVICES



Access to Military Installations



Pipeline of Qualified Veterans



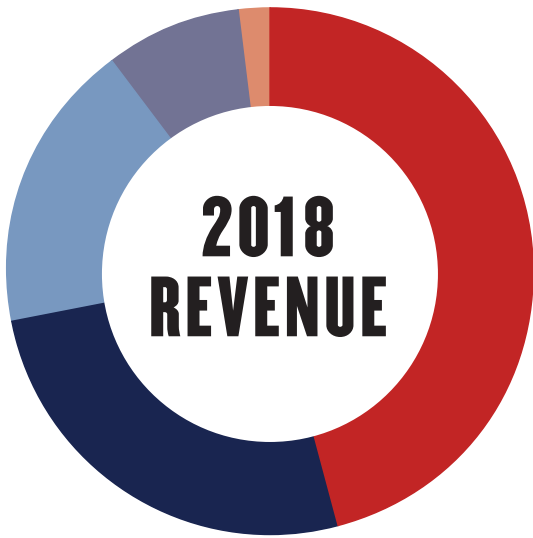
Promotion of Open Positions



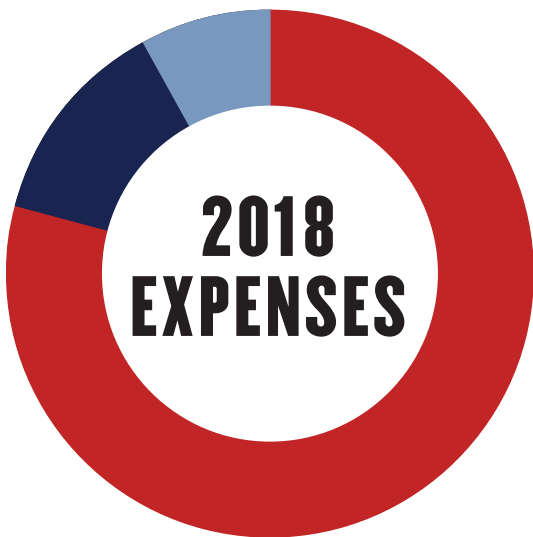
Veteran Hiring Metrics



Direct Access to Vetted Candidates



- Foundations (46.1%)
- Corporations (25.9%)
- Individuals (17.8%)
- Economic Development Corporations & Local Government (8.5%)
- In-Kind Donations (1.7%)



- Programs (79.4%)
- Fundraising (12.7%)
- Management & General (7.9%)

\$2,000

ESTIMATED COST TO PLACE ONE VETERAN

OUR STAFF

John Boerstler, Executive Director, Marine Veteran
Mia Garcia, Programs Director, Marine Veteran
Lauren Sands, Development Director
Ben Armstrong, Louisiana Regional Manager, Marine Veteran
Jonathan Barreda, Program Manager, Marine Veteran
Anna Bowers, Marketing Specialist, Navy Veteran
Khris Cabanas, Social Media Coordinator, Army Veteran
Julio Martinez, Employment Coordinator, Marine Veteran
Dina Anderson, Employment Coordinator, Air Force Veteran
Asiah Coleman, Operations Manager

BOARD OF DIRECTORS

Douglas L. Foshee, Sallyport Investments LLC
Christine Bassitt, Shell, Navy Veteran
Jimmy Battista, Mozaic LLC, Navy SEAL Veteran
Donovan Campbell, 2nd MD, Marine Veteran
Patricia (Trish) Darnauer, Harris Health, Army Veteran
John Dorffeld, Chevron, Army Veteran
Jeffrey Hyler, Spencer Stuart, Navy Veteran
Peter Holland, AECOM, Air Force Veteran
Matt May, Bisso Construction Services, Navy SEAL Veteran



2018 LOUISIANA EXPANSION

NextOp is very proud to be the only organization in Louisiana working directly with military veterans as they transition to the civilian workforce and search for their next career. It has been a great first year!

100

**LOUISIANA VETERANS
PLACED IN 2018**

\$5,500,000 **ECONOMIC
IMPACT**

\$374,880 **UNEMPLOYMENT
BENEFITS SAVED**



Thank you to Bastion for providing our local office space, as well as for being a strong community partner. Thank you to the New Orleans Business Alliance and Greater New Orleans, Inc. for providing the initial seed funding to bring NextOp to Louisiana. Their initial support made this expansion possible.



Thanks to the Oscar J. Tolmas Charitable Trust for their groundbreaking support of military veterans in Louisiana. NextOp is pleased to announce the Lieutenant Commander Oscar J. Tolmas Louisiana Veteran Employment Program.

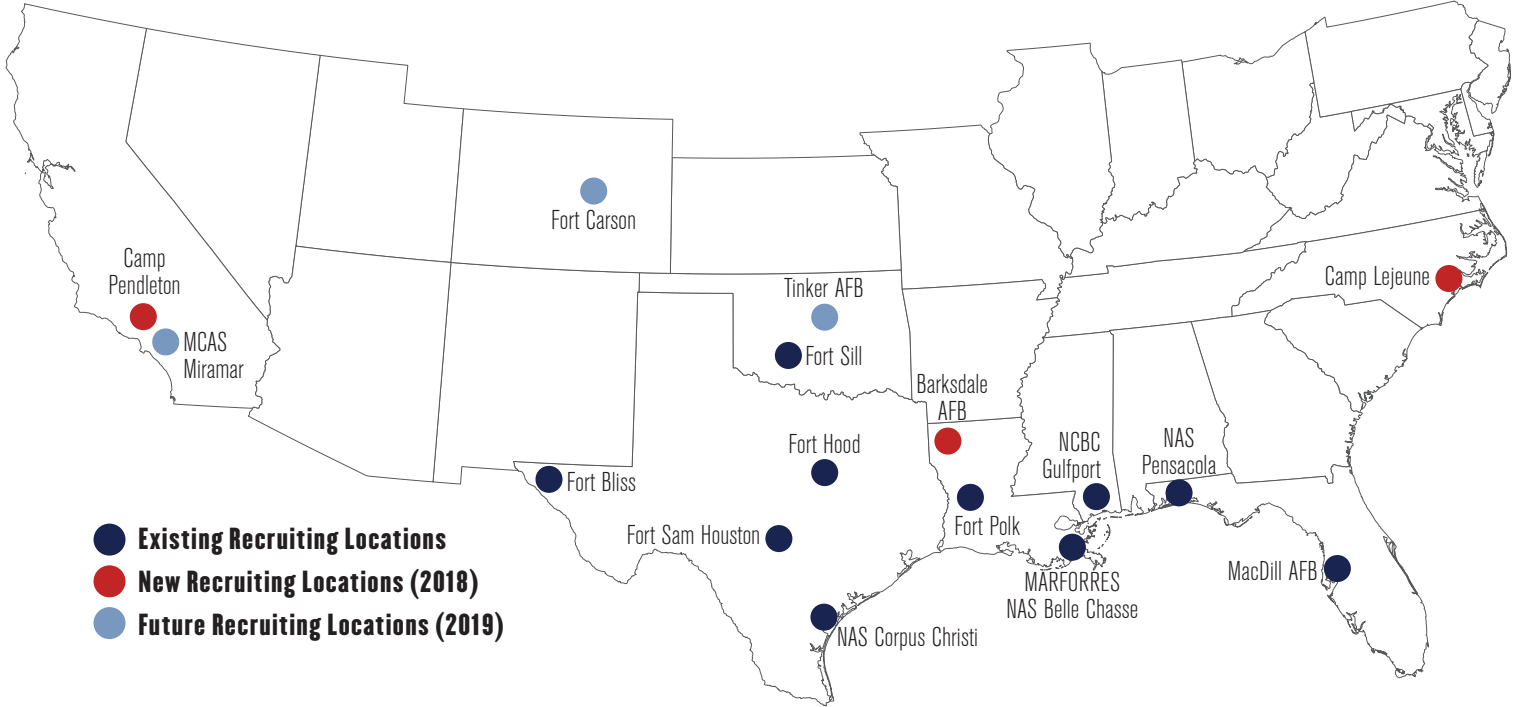
Oscar Tolmas enlisted in the United States Navy and participated in World War II in the Pacific. He was honorably discharged in 1946 with the rank of Lieutenant Commander. When Mr. Tolmas passed away in 2013, he left the entirety of his estate to a charitable trust. NextOp is honored to continue his spirit of generosity and help military veterans in need.





2018 HIGHLIGHTS

NEXTOP MILITARY INSTALLATION PRESENCE



NextOp receives the GuideStar Platinum Seal of Transparency

A GuideStar Seal of Transparency indicates that a nonprofit has provided key information about themselves. In 2018, NextOp earned a Platinum Seal by demonstrating our commitment to transparency. We shared our progress, information about our goals, financials, strategies, capabilities, and achievements.

Third year of partnership between NextOp and The William Stamps Farish Fund

2018 marked the third year of partnership between NextOp and The William Stamps Farish Fund. The Farish Fund is very passionate about helping military leaders and supporting them through their transition to civilian life. Joan Neuhaus Schaan, the Executive Director of the Farish Fund, says the foundation's trustees are "excited to continue the partnership with NextOp. By helping veterans find meaningful careers after their service, we can help change the future not only for that individual, but for his or her entire family." Without the Farish Fund's generous and continued support, NextOp would not have the impact we do.

Chevron hosts Interview Sessions and hires 59% of the veterans interviewed in 2018

Since 2017, Chevron has been co-hosting Field Trainee Presentation and Interview Sessions with NextOp at military installations across the nation. During these events, they have interviewed and connected with active duty military and veterans that were pre-screened by NextOp staff. In 2019, Chevron plans to co-host six more of these events with NextOp at the Combined Arms Transition Center in Houston, MCAS Miramar, Camp Pendleton, Camp Lejeune, and NCBC Gulfport.

99
VETERANS
PARTICIPATED



61
VETERANS
INTERVIEWED



36
RECEIVED
JOB OFFERS

TOP COMMUNITY PARTNERS



TOP EMPLOYERS THAT HIRED VETERANS



HALLIBURTON



Schlumberger

TOP FUNDING PARTNERS

THE WILLIAM STAMPS FARISH FUND



Texas Veterans +
Family Alliance
(TV+FA)



The
Fondren
Foundation





THANK YOU TO OUR GENEROUS 2018 DONORS

\$50,000+

Bob Woodruff Foundation
Boeing
Charles Butt
Chevron
Oscar J. Tolmas Charitable Trust
Sarah & Doug Foshee
SunTrust Foundation
The William Stamps Farish Fund
TV + FA

\$20,000 - 49,999

Bank of America
Flour Cares-Golf For Greater Houston
Greater New Orleans, Inc.
J. Michael Talbert

\$10,000 - 19,999

Albert & Ethel Herzstein Charitable Foundation
Ann & Karl Stern
Barbara & Jeff Hyler
Cajun Industries
CenterPoint Energy
Chevron Phillips Chemical Company
Christy & Donovan Campbell III
DXC Technologies
George and Mary Josephine Hamman Foundation
Halliburton
Judy & Charles Tate
KBR
Kiewit - TIC
NCCER
PCL Construction
Schlumberger
Shell
The Elkins Foundation
The Fondren Foundation
Vaughn Construction
Vivian L. Smith Foundation
Wells Fargo

\$5,000 - 9,999

Amegy Bank
Associated General Contractors Inc.
Barrington Family Foundation

Bellatorum Resources
Brigade Energy Services
Covestro
Eric Nielsen
Gordy & Sons Outfitters
Kum & Go Charitable Fund
Joy & Paul Posoli
Richard W. Weekley Family Fund at the Greater Houston
Community Foundation
Robyn & Doug Jones, Miyuki & Mark Tawney, Sally Ann & Bill
Windle
Texas Association of Business
Union Pacific
Waste Management

\$1,000 - 4,999

AirGas
Anne & Albert Chao
Anna & Hal Holliday
Anthony Blow
Chadwick C. Deaton
Donovan Campbell, Jr.
Ella West Freeman Foundation
Tammy & Guillermo Treviño
IPT Global
Janet & Tommy Huie
Jenny Elkins
Jeremy Jordan
Karen & Hank Dixon
KBRWyle
The Virginia & L.E. Simmons Family Foundation
Linbeck Group
Linnet Deily
Marcela Donadio & Lawrence Dickerson
Olin Valby
Patricia & Eric Darnauer
Performance Contractors
Peter Holland
Richard Trabulsi
Sparkling Clear Industries
Steve Provenzano
The Williams Companies
Wilhelmina E. (Beth) Robertson Fund at the Greater Houston
Community Foundation

HOW CAN YOU HELP VETERANS?



Hire a NextOp Veteran



Volunteer to be a Mentor



Connect us with your corporation



Donate to support our mission



Introduce NextOp to a Veteran who could use our services



Follow us on social media



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www.NextOpVets.org

**EMPOWERING
AMERICA'S
VETERANS**

