NextOp

EMPOWERING AMERICA'S VETERANS

2015 ANNUAL REPORT

> We make a living by what we get,
> but we live life by what we give.
> – Winston Churchill

WHAT WE DO

THE NEED

Approximately one out of two (53%) separating Post-9/11 Veterans will face a period of unemployment.

While national unemployment rates have declined, the on-the-ground reality is that half of our Veterans enter a period of unemployment upon transition.

THE POTENTIAL

The veteran unemployment rate has been below the non-veteran rate every year for the last decade.

From 2005-2014, the average unadjusted non-veteran unemployment rate (6.73%) is 13% higher than the veteran rate (5.95%). From 2005 to 2013, **veterans have consistently earned significantly more than non-veterans.**

— 2015 Veteran Economic Opportunity Report
US Department of Veterans Affairs

MISSION

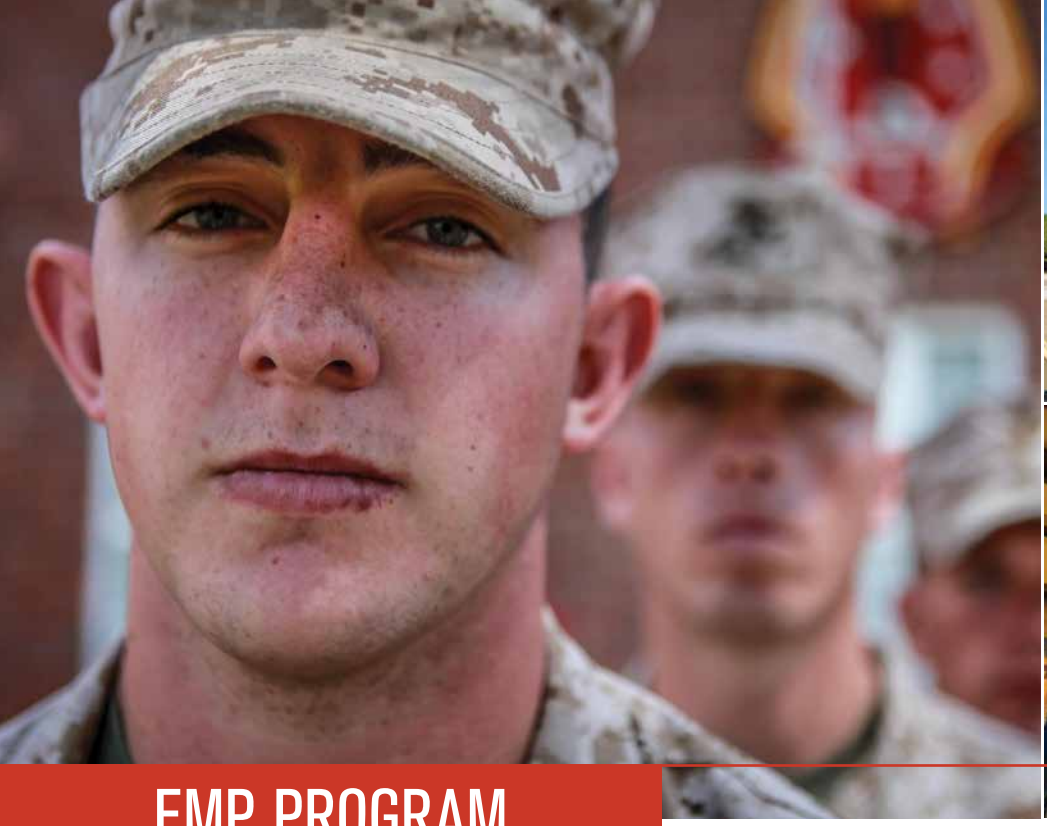
NextOp serves our nation's hardworking veterans by providing career placement assistance, mentorship, and support in their transition into industry.

VISION

Recruit the next generation of veteran business leaders and help make Houston the best city in the world for veterans.

VALUES

COMMITMENT | INNOVATION | ADVOCACY



EMP PROGRAM

NextOp helps assess and place military candidates into energy and construction careers through the EMP program.

VETERANS: EMP is geared to facilitate the transition of veterans from their military service to civilian careers as seamlessly as possible. Once a service member's resume and pitch is tailored to the industry, company, or specific career that they are seeking, they are then plugged into our corporate partners for placement.

MENTORSHIP: Military Candidates can easily register via our website and are immediately assessed by our staff and assigned to one of our mentors. NextOp's Mentors are veterans who have made a successful transition into the energy and construction sectors and are volunteering their time to ensure more follow in their footsteps. Our mentors recorded over 450 hours of volunteer service, which equates to a full work week of 11 full-time employees.

CORPORATE PARTNERS: NextOp's Corporate Partners are among the most well respected companies in the energy, and construction industries who truly value military skills and experience. In addition to placing veterans into careers, NextOp also helps Corporate Partners develop a military-friendly work culture centered around the establishment of a veteran affinity group and streamlining of military recruiting processes. NextOp has successfully placed over 150 veterans with 130 different Corporate Partners.

BECOME A PARTNER

www.nextopvets.org/corporate-partners

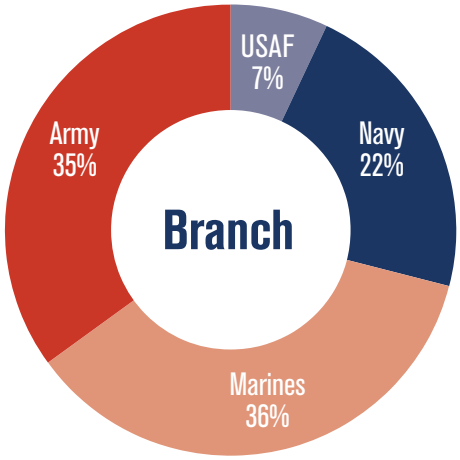
WHO WE SERVE

2015 YEAR TO DATE

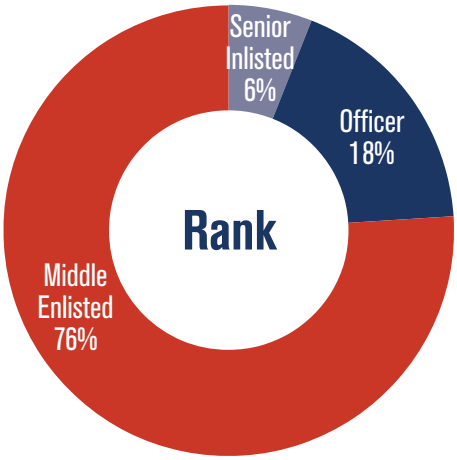
Veterans Placed: 154
Cost per Hire: $2,700

Veterans Registered: 250
Cost per Registrant: $1,600

Success Ratio: 59%



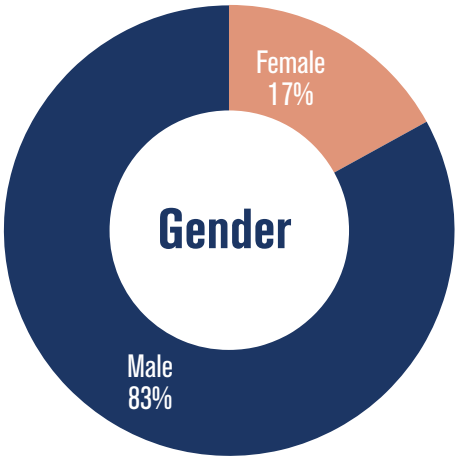
Average time in service 9.9 years

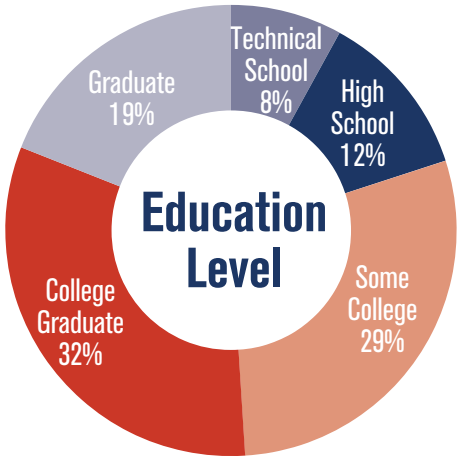


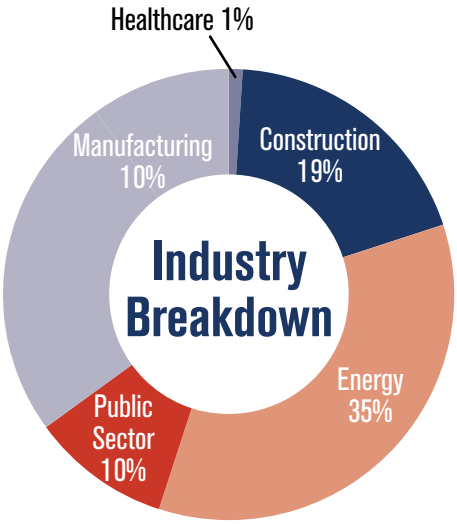
ECONOMIC IMPACT

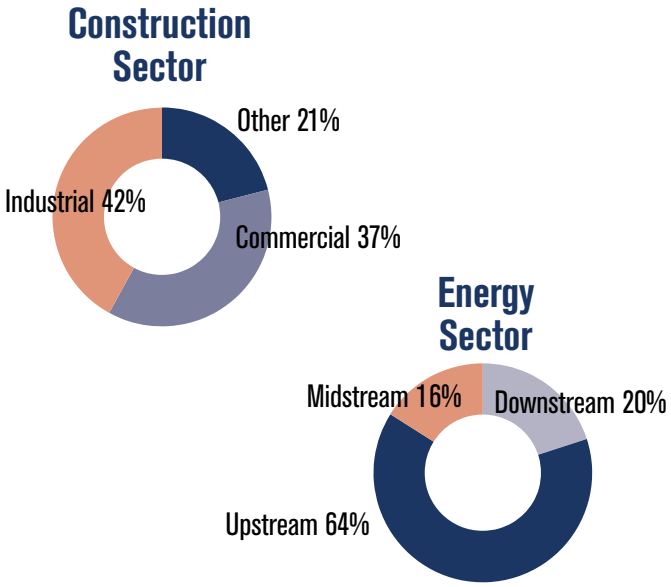
NextOp's impact on the local economy is over $9.4 million based on the first year earnings of our 154 successfully placed veterans.

Top 5 Corporate Partners in 2015
ROSEN Group, KBR, Marek, Oceaneering, and Danos



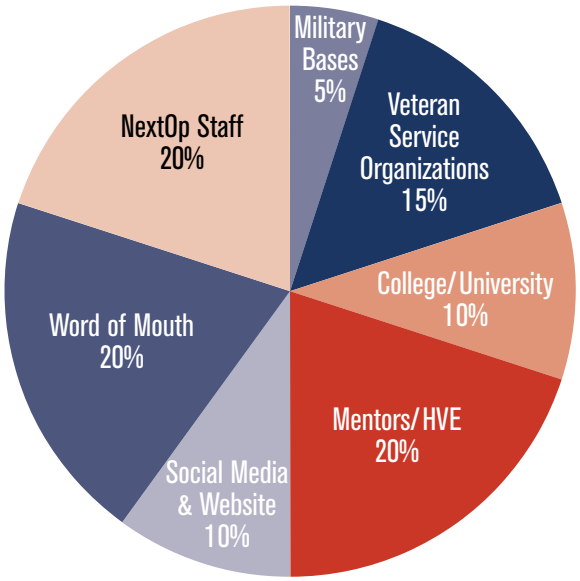






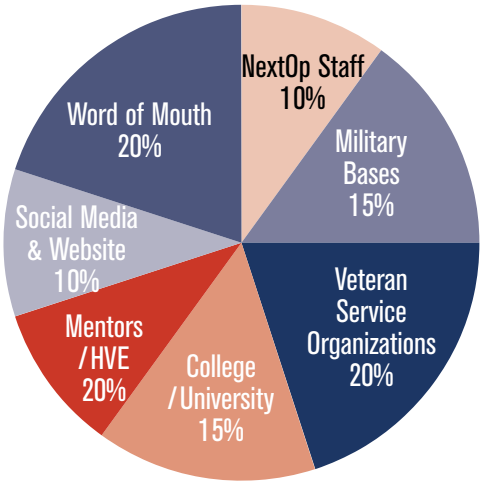
How do our veterans hear about NextOp?
How will veterans hear about NextOp in 2016-2017?

Percentage YTD 2015

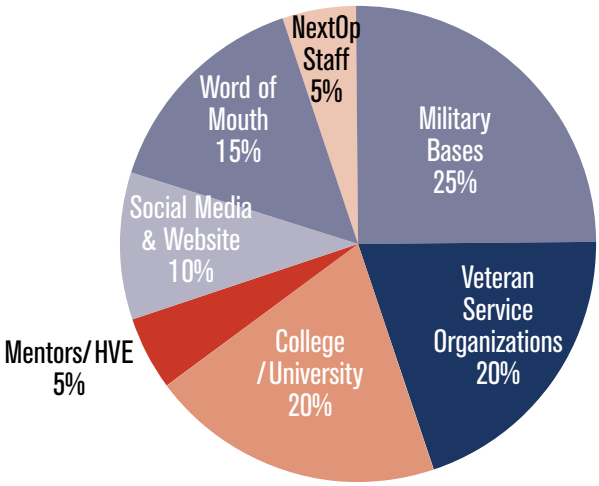


Our plan is to shift how our veteran candidates hear about NextOp from the dependence on word of mouth and staff to a much larger share coming from military bases and colleges. This allows NextOp staff to register service members on the front end of their transition from military to civilian life and/or while still in school so we can assist in their development and placement into a career.

Percentage Goals 2016

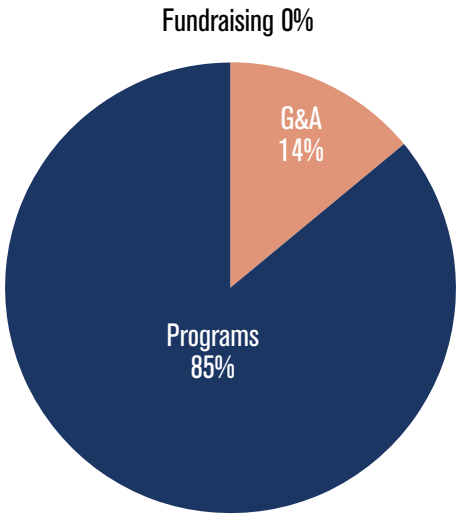


Percentage Goals 2017

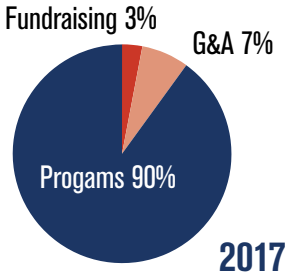


We need your help in expanding our programs and supporting revenue streams in 2016 and 2017!

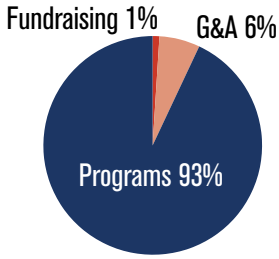
2015 Expenses YTD



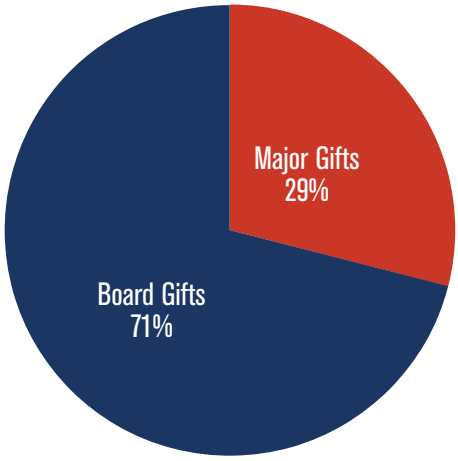
2016 Projected Expenses



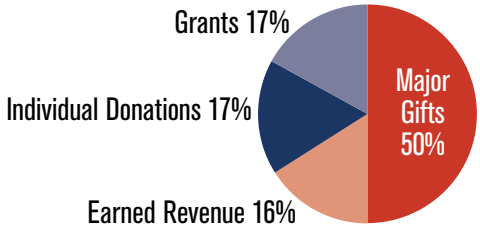
2017 Projected Expenses



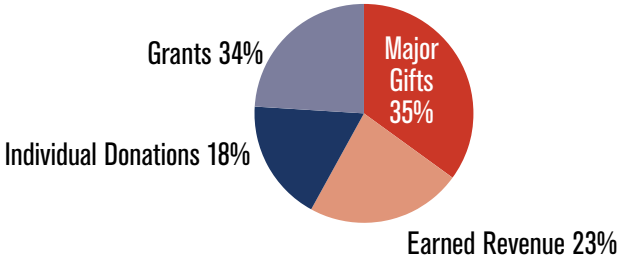
2015 Revenue



2016 Projected Revenue



2017 Projected Revenue



WHO WE ARE

NEXTOP STAFF

John Boerstler – Executive Director/Marine Veteran
Mia Garcia – Talent Acquisition Manager/Marine Veteran
Julio Martinez – NextOp Operations Coordinator/Marine Veteran
Mike Records – NextOp Engagement Manager/Army Veteran

BOARD OF DIRECTORS

Christine Bassitt – Shell/U.S. Navy Veteran
Jimmy Battista – Freeport McMoRan Oil & Gas/Navy SEAL Officer
Donovan Campbell – Forum Energy/U.S. Marine Corps Veteran
John Dorffeld – Chevron/U.S. Army Veteran
Douglas L. Foshee – Sallyport Investments, LLC
Pete J. Holland – AECOM/Air Force Veteran
Jeffrey Hyler – Spencer Stuart/U.S. Navy Veteran
Matt May – Tampnet/Navy SEAL Veteran

ADVISORY BOARD

Brent Baumann
Malachi Bennett
Clint Eubanks
William "Scott" Fedor
Will Fitzgerald
Ann G. Fox
Phillip Fox
Matt Frederick
Phillip Gunn
Nick Huber
Ankur Kumar
Jeff Lookabaugh
Steve Moga
Sean Myers
Douglas Orr
John Pontrello
Andrey Postrigan
Josh Prueher
Rob Rain
Kyle Rojas
R. Scott Rowe
Andy Snelgrove
Alexandar Sonnenberg
Jordan Speaker
Paul Stouffer
Michael A. Tatz
Nick Tran
Paul Vidal
Walt Weathers
JP Yorro

CORPORATE PARTNERS

Academey Corporate
ACCC Insurance
Accenture
Alitek
Amerepex
American Parking Control
American Red Cross
Apartment Beta Services
Apple Corp.
AT&T
AVANCE
Beaumont Federal Prison
Bechtel
Bell & McCoy
Bellaire Police Department
Biovia
Bristow Helicopters
Cajun Industries
Cameron
CB&I
Chevrolet
Chevron
Chipton Ross Contractor
City of Houston
Club OS CRM Company
Coast Guard
Cor-Pro Systems
Corporate Care
Corporate Travel Management
CRC-Evans Pipeline
Crown International
Danos
DI Supply
DOW
Duke Equipment Service
DXP
Ellwood Forge
ERMC Houston
ExxonMobil
EZ Pipeline
Falck Safety Services
Flint Hills Resources
FMC Technologies
Ford
Fugro
GE
General Dynamics
Goodwill Houston
Graham Packaging Corporation
US State Department
Guardian Compliance
Hi Tech Industrial
Hobas Pipe
Hospice Pharmaceutical Sales
Houston Communications
HPD
Hunter Services
Igloo
Industrial Specialty Services
Inspection Associates
Jacobs Engineering
K-9 Trainers
KBR
Kinder Morgan
L3 Communications
Land Survey Co
Lauren Engineering
Liberty Builders
Lloyd's Register Energy
Lonza
Lone Star Veterans Association
Mammoet
Marek
Marmen NDT
Medlink IT Production
Memorial Hermann
Merium Pharmaceuticals
MilitaryHire.com
MRC Global
NextOp
Oceaneering
Old Castle Construction
Olin
OSI Solar
Pace Cement
Patriot Security
Pinnacle NDT
Quintiles (Pharmaceutical Sales)
RelaDyne Fentress Oil Co.
Rise
Rosen
Satterfield and Pontikes
Schneider Trucking
SCV International
SGS
Shell
SilverEagle Distributers
Southwestern Energy
Spitzer
Sterling Foods
StratoChem
Sunbelt Rentals
Sunnova Energy Corporation
Sunoco
Sutherland Global Services
Syserco
Tampnet
Technip
Texas Investigation Network
Texas Steam and Instrumentation
TH Hill
Toshiba
Travelers Insurance
Turner Industries
Union Pacific
United Air
University of North Texas
University of St. Thomas
Verizon Technician
Versa
Walmart
Walmart Distribution Center
Way Holding
Fort Bend County
Welker
Western States
YRC Freight
Zachry

Does your company want military talent?

Join NextOp as a Corporate Partner and our expert staff can help you:

- **Pipeline of qualified veteran candidates who have been screened, vetted, and mentored**
- **Build a strong military recruiting program**
- **Develop a military affinity group that promotes the company values, retains military talent and recruits more**
- **Represent your company at numerous recruiting events on military installations**
- **Recognize your dedication by nominating for various military and veteran organization awards**

NEXTOP SUCCESS STORIES

"I am extremely grateful for everyone at NextOp! Without your dedication, hard work, and your personal contact at FMC, I never would have had the opportunity to join this terrific company! Thank you very much once again!!"

Shawn Lawson, FMC Technologies
Sergeant, Army National Guard

"I REALLY want to say THANK YOU for all you have done. Thank you so much for helping me with a job!"

Donnie Brzezowski, Jacobs
Specialist, United States Army

"I have heard back from Sunbelt and I GOT THE JOB!!! Thank you so much for all your help and I would really like to let you know Joel was awesome during the entire process! Once I get established I would like to be a mentor for other vets. Thanks so much for everything that you do!"

Andrew McKinney, Sunbelt Energy
Sergeant, United States Marine Corps

"Within three weeks of seeking employment and leveraging NextOp's recruiters connections with professionals in the Oil and Gas industry, I had secured an interview which resulted in an on the spot hiring for a career position with Oceaneering International. All of this was made possible in an extremely competitive job market because of the proactive staff at NextOp. I would strongly recommend going with NextOp, their resume writing staff and recruiters are first class. Thank you!"

Daniel Erklauer, Oceaneering
Petty Officer Third Class, United States Navy

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