

2020 IMPACT REPORT

EMPOWERING AMERICA'S VETERANS



P.O. Box 266
Houston, TX 77001

Telephone: +1 832.735.0051
Website: nextopvets.org

OUR MISSION AND

VISION

358 | NEXTOP HELPED PLACE 358 VETERANS INTO INDUSTRY CAREERS IN 2020.



Mission

NextOp's mission is to recruit, train, and place high-performing middle-enlisted military leaders into industry careers.

MISSION



Vision

NextOp's vision is to be the strongest link between industry and military talent.

VISION



What we do

For our clients, we provide end-to-end employment services and direct access to employers.

For employers, we provide access to a pipeline of qualified and vetted candidates, veteran hiring metrics and support for veteran resource groups.

WHAT WE DO

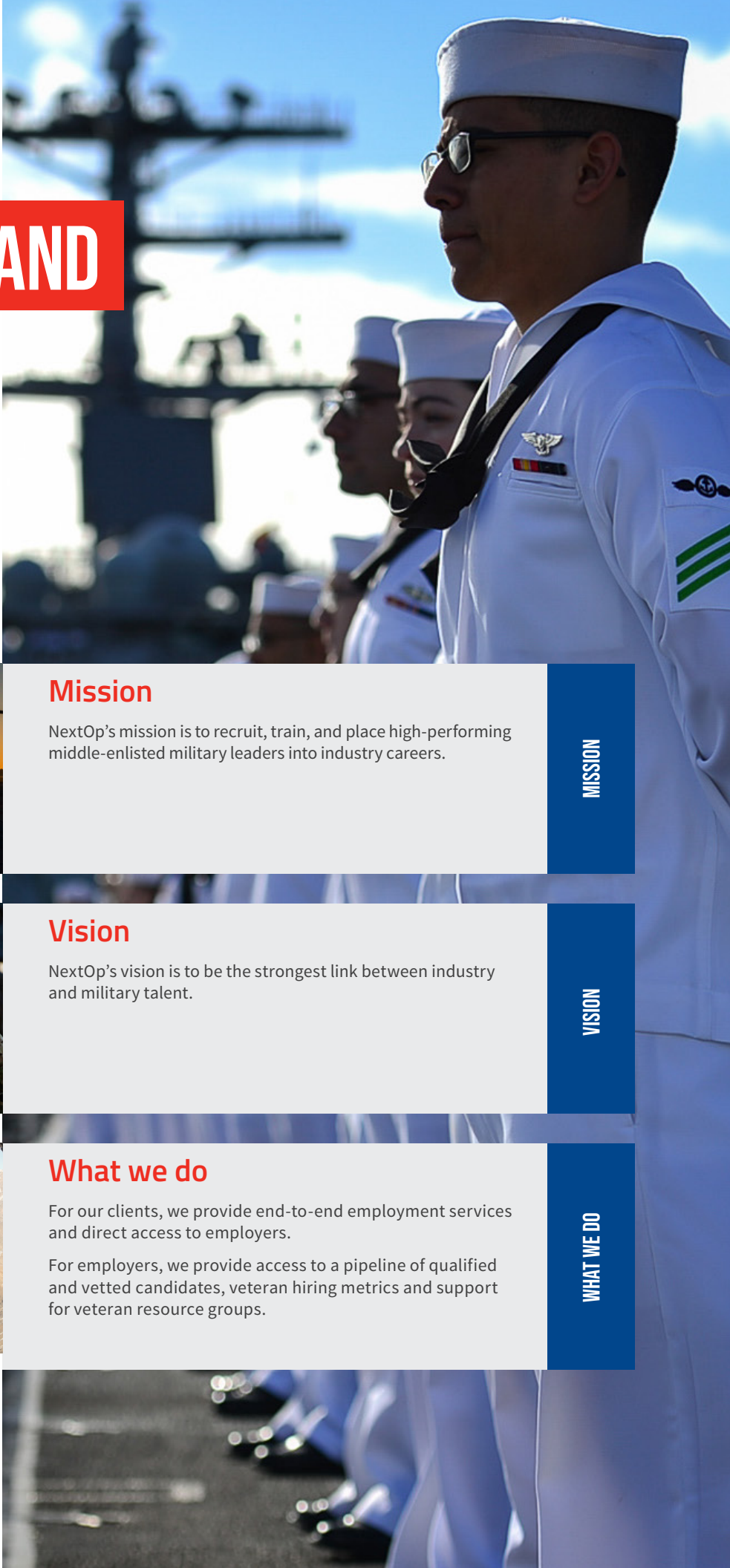


TABLE OF CONTENTS

| | |
|--|----|
| Our Mission and Vision | 2 |
| A Message from the Executive Director | 4 |
| 2020 Highlights and Achievements | 5 |
| Remember November | 6 |
| Client Success | 7 |
| Who We Serve | 8 |
| 2020 Financial Reporting | 10 |
| Our Donors and Corporate Partners Fund our Success | 11 |
| NextOp Staff and Board | 12 |



STEPH DRAKE,
EXECUTIVE DIRECTOR

A MESSAGE FROM THE EXECUTIVE DIRECTOR

Wow. What a year. As I reflect on 2020, many words come to mind. The strongest word may be surprising: PRIDE. I could not be prouder of NextOp's clients, the NextOp team, and the communities we serve as we have all adapted to the impacts of the COVID-19 pandemic.

Veterans and service members are used to the rug being pulled out from under them, dramatic changes in roles and responsibilities or mission focus and challenges causing immediate change. Service members train for this day in and day out. As one would expect from a team composed of veterans, the NextOp Programs team quickly shifted gears at the start of the pandemic. They were quick to create and facilitate virtual programming with our corporate partners for our candidates all over the country and find pathways to bring virtual programming to our military bases. Even at the lowest point of the job market, we were able to engage and continue preparing and placing our middle enlisted veteran clients.

NextOp candidates and the NextOp team took this opportunity to highlight and show our corporate partners the soft skills that veterans bring to the table, like adaptability, initiative, creativity, and leadership - to name a few. Given the challenges presented this year, our team was filled with pride to see our clients demonstrate those skills as they managed their career.

I am most proud that during a global pandemic that impacted the global economy and presented historic

unemployment, NextOp helped 358 veterans find meaningful and gainful employment. What did it take? Commitment to mission by both our Programs team and our candidates, adapting our employment search recommendations to the constantly changing market, helping candidates prepare for more job applications and interviews due to the market's competitiveness, and seeking and connecting with countless new companies to open more doors.

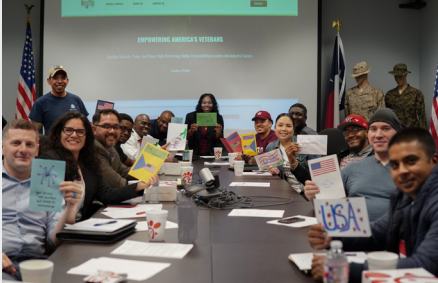
What does 2021 hold? Hope. The NextOp team will be back conducting face-to-face programming as soon as it is safe to do so. We continue to stay engaged with our corporate partners, both long-standing and new companies, to be the bridge between the veterans and careers. Early into 2021, we are seeing signs of an increase in roles, a strong indicator for future success.

Thank you to all our partners and supporters throughout 2020. You truly make an impactful and incredible mission possible, even during an extremely challenging year for everyone. As we all look towards the hope of a new year and what it brings, we are continuously thankful for you.

All the Best,

Steph Drake
Executive Director, NextOp, Inc.
Steph@nextopvets.org

2020 HIGHLIGHTS



Employer Information Sessions allow companies to talk to the veterans we serve about the various opportunities within their company and how to navigate the hiring process. These veterans were proudly displaying their thank you cards made by school aged children.



NextOp was joined by our strong supporters at the Bob Woodruff Foundation to check up on our progress with our programs designed to assist transitioning service members and veterans.



At the beginning of 2020, we were still hosting Employment Readiness Workshops in person that are aimed towards assisting veterans and military service members on their career search.



We soon learned that our services would be even more critical as the pandemic began to negatively affect the job market. NextOp moved to the virtual space to continue our mission to assist our veteran clients in need of employment assistance.



As states began to lift stay at home restrictions, our team member Ben Armstrong made a visit to Fort Polk, LA to spread our mission to transitioning service members who will begin their exit from military service.



After several months of not seeing our team members in person, we were able to conduct our yearly strategy meeting to identify the best practices to continue serving our veteran clients.



Development Director, Shannon Cranson, speaking at our virtual Remember November live stream. Remember November looked a little different for 2020, however we didn't let it stop us from celebrating the successes our veterans had.



Landon McNaspy, U.S. Army Veteran, giving his testimony on how NextOp was instrumental in assisting him when he found himself back on the career search after being laid off due to the pandemic.



NextOp had the opportunity to learn about Houston Livestock Show and Rodeo's goals for Texas youth, education, western heritage, and the spirit of volunteerism.



REMEMBER NOVEMBER 2020

NextOp's 3rd annual Remember November fundraiser looked a little different in 2020, compared to previous years, but we did not let the pandemic stop us from celebrating and sharing the successes of our transitioning service members and military veteran clients we served. Attendees were able to watch the live programming online, interacting with members of our staff and other attendees throughout the event.

During the live event, two of our alumni, Landon McNaspy (left) and Michael Hance (right), shared how they came to learn about NextOp and utilize our services to, despite incredible odds, successfully began new careers during the pandemic. Their

personal testimonies showed the positive impact NextOp's mission has on the lives of our clients and their families.

Leading up to and during the event, NextOp also held a silent auction, featuring luxurious trips and generously donated items from local businesses and supporters.

We are thankful to everyone who was able to tune in to the event, and those who generously donated to help make this event a success. Supporters like you allow us to not only share our mission, but also continue serving the military community with career and employment assistance.

CLIENT

SUCCESS

In 2020, NextOp helped place 358 veterans into industry careers with 265 different corporations. During Remember November, we heard directly from two of our clients, who shared their stories with us.



Michael Hance
United States Marine Corps Veteran

“Like so many others I was laid off due to COVID-19. I found myself out of work and with no clue on how to effectively and accurately present my professional skills to potential employers. After several rejection emails, I knew I needed to fix how I was applying for jobs. A fellow Marine Veteran told me about NextOp and the wonderful services they provided. Through NextOp, I was connected with Dina who with no hesitation reviewed my resume

and was able to provide critical and positive feedback on what I should consider adding to my resume. After a few creative phone and email communications, I was able to have a resume I truly was proud of. Because of NextOp’s support, I was noticed by employers and recently accepted an offer with a wonderful company.”

—Michael Hance
United States Marine Corps Veteran

“Unfortunately, I was laid off in May of this year, like many others. The first thing I did was email Dina and she immediately began sharing new job opportunities with me that she had with NextOp. She was a very strong support system during my employment search and kept me level headed because I was so nervous and stressed without having current employment. I was fortunate enough to obtain a new job within a month of

applying for various positions. What I enjoyed most about working with NextOp is that it is more of a personal experience. You are working with someone that was also in the military and it makes it a different experience. They have been where you have been and they ultimately treat you like you are a part of the family.”

—Landon McNaspy
United States Army Veteran

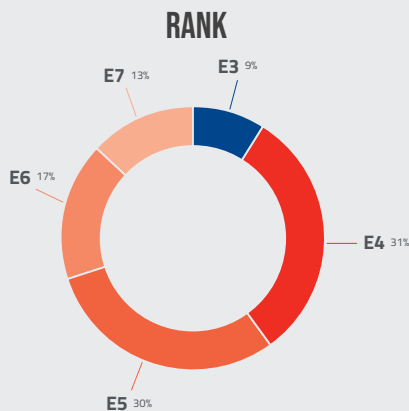


Landon McNaspy
United States Army Veteran

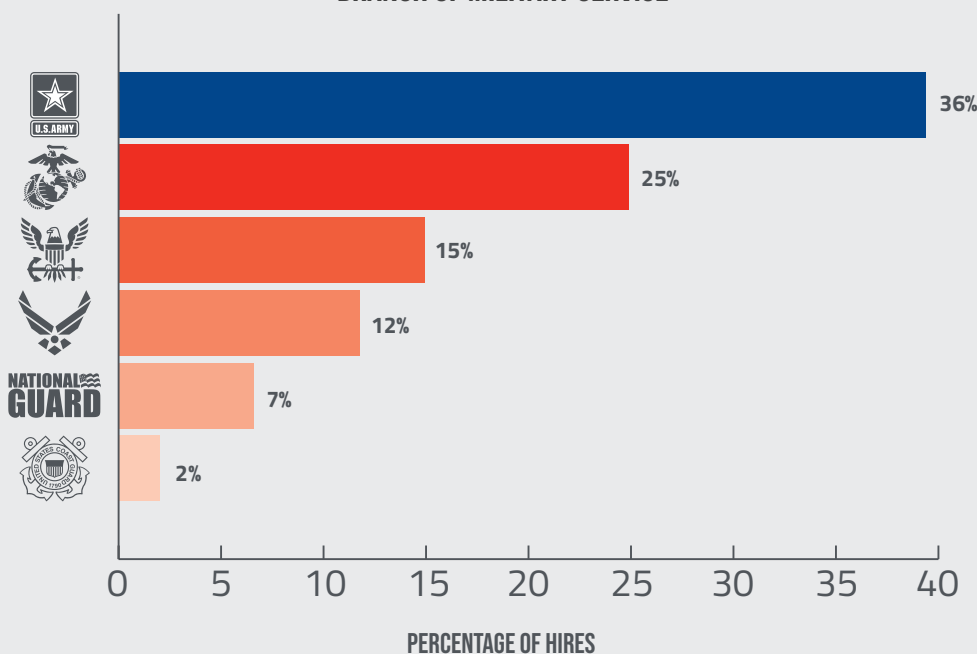
WHO WE SERVE

At the core of our mission, we serve the high performing middle-enlisted transitioning service members and post 9/11 veterans. In 2020, we assisted more than 985 clients, helped place

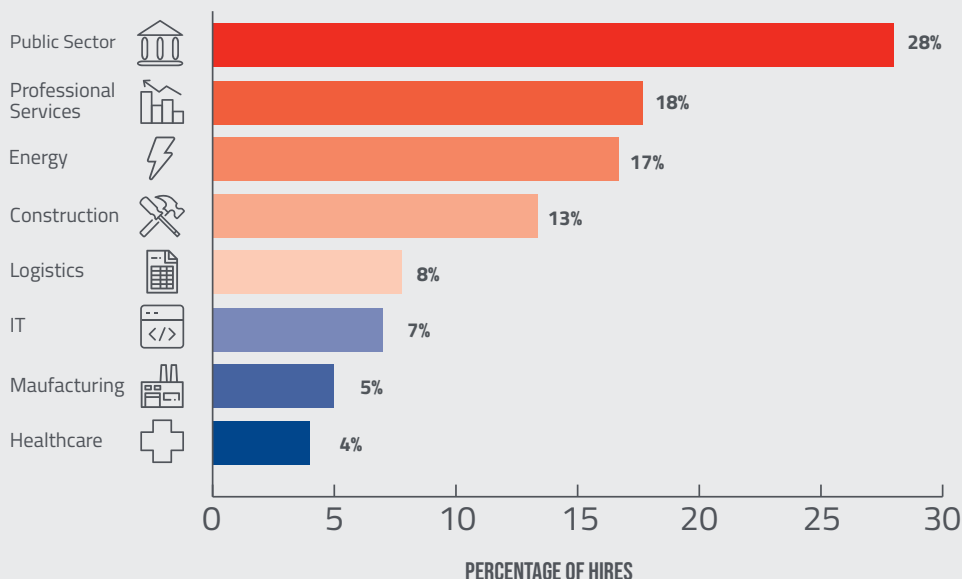
358 veterans and referred 29% to additional veteran services. To learn a bit more about the clients we serve, see the demographics of our placed clients.



BRANCH OF MILITARY SERVICE



INDUSTRY



2020 METRICS

2020 HIRES

358

AVERAGE TIME IN QUEUE

39 days

AVG. STARTING SALARY

\$56,033

UNEMPLOYMENT BENEFITS SAVED

\$1,228,656

ECONOMIC IMPACT

\$20,059,814*

* Calculations based on average starting salary.

DIVERSITY

White, not of Hispanic origin



Black, not of Hispanic origin



Hispanic



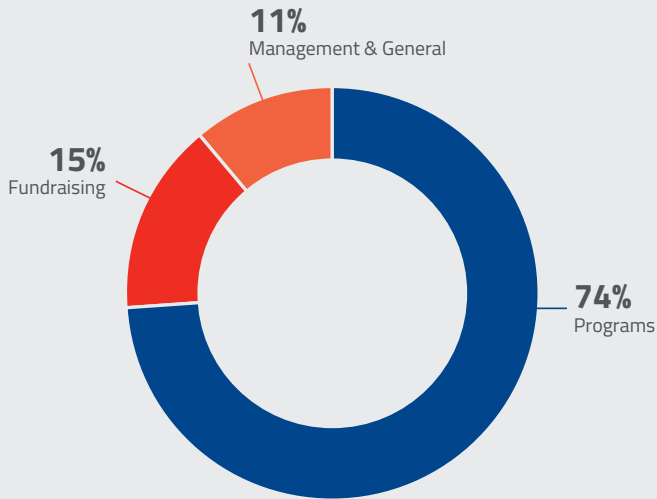
Asian



2020 FINANCIAL

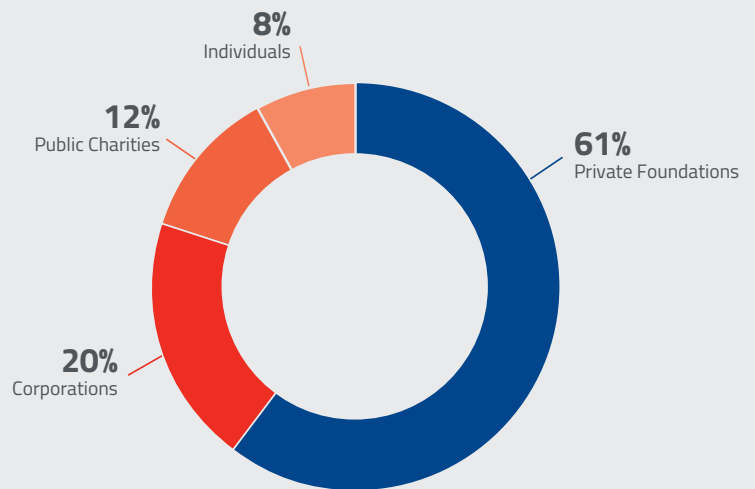
REPORTING

2020 EXPENSES*



*Based on 2020 Audit.

2020 REVENUE*



*Unaudited percentages.

OVERALL METRICS

ALL TIME HIRES

2,434

OVERALL UNEMPLOYMENT BENEFITS SAVED

\$9,317,352

OVERALL ECONOMIC IMPACT

\$135,387,000*

* Based on average first year earnings.

DONORS AND

CORPORATE PARTNERS

Through the support of our generous donors, we are able to assist transitioning service members and 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 in an unprecedented year!

\$100,000 +

The Bob Woodruff Foundation
Chevron
William Stamps Farish Fund

\$50,000 - \$99,999

Easter Seals of Greater Houston
May and Stanley Smith Charitable Trust
Fondren Foundation
Oscar J. Tolmas Charitable Trust

\$20,000 - \$49,999

Sarah & Doug Foshee
VetsAid 2019
bp

\$10,000 - \$19,999

Hamman Foundation
Joe W. and Dorothy Dorsett Brown Foundation
Gustaf W. McIlhenny Foundation
Vivian L. Smith Foundation

\$5,000 - \$9,999

AMFund
Barbara & Jeff Hyler
Capital Area United Way
Chemotec
Christy & Donovan Campbell, III
Louisiana Pepper Exchange
Patricia & Eric Darnauer
Strake Foundation

\$1,000 - \$4,999

Amegy Bank of Texas
BASF
Bill Rogers
Christine & Nick Bassitt
Combined Arms
Donovan Campbell, Jr.
Drew Carden
EHRA Engineering
Eric Nielsen
Jones Walker LLP
Peter Holland
Shell



NEXTOP STAFF AND BOARD

NextOp Board of Directors

Donovan Campbell - Board Chairman*
COO, 2nd MD

*Matt May**
VP, Business Development, Core Group Resources

*Patricia Darnauer**
Sr. VP Support Services, Harris Health System

Jeffrey Hyler - Board Treasurer*
Partner, Spencer Stuart

*John Dorffeld**
Commercial Manager, Chevron

*Bill Rogers**
Retired CFO, Centerpoint

Christine Bassitt - Board Secretary*
Sales Team Lead, Shell Oil Company

*Peter Holland**
Executive Vice President, AECOM

*Steph Drake**
Executive Director, NextOp

*Chris White**
President/CEO, Louisiana Pepper Exchange and Chemetech

Doug Foshee
Owner, Sallyport Investments, LLC

** U.S. Veteran*

Board members are recruited and selected based on upon their interest and service to the veteran community, desire to support our organization, and commitment to serve for a term of three years.

NextOp Staff

Steph Drake, Executive Director
USMC Veteran and Reservist

Dina Anderson, Employment Coordinator
USAF Veteran

John Zavala, Employment Coordinator
USMC Veteran

Shannon Cranson, Development Director

Tiffany Bradbury, Employment Coordinator
USAF Veteran

Khris Cabanas, Program Support Coordinator
U.S. Army Veteran

Ben Armstrong, Louisiana Regional Manager
USMC Veteran

Patrick McManus, Employment Coordinator
USAF Veteran



P.O. Box 266
Houston, TX 77001

Telephone: +1 832.735.0051
Website: nextopvets.org