



SPECIAL OPERATORS
TRANSITION FOUNDATION

2021 IMPACT REPORT

Leadership Made in America



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OUR MISSION

The Special Operators Transition Foundation (SOTF) provides the most tailored veterans transition program for top tier Special Operations leaders in order to strengthen America's best businesses with elite veteran talent.

OUR VISION

Special operations veterans creating decisive national level business advantage throughout corporate America while being the recognized national leader and example of veteran transition programs.

HISTORY

The SOTF was launched as Your Grateful Nation (YGN) in 2013 and the first special operations veterans completed the program in 2014. The organization has doubled the year over year number of special operators supported every year since its inception.

In 2020, the Board rebranded YGN as the Special Operators Transition Foundation, to align our name with the mission.



Letter from the CEO



Dear Patriots,

I want to thank our great mission investors for the amazing support in 2021 for our mission of assisting Special Operations veterans in making their transition from the military to their next life careers. 2021 was an incredible year of growth for the organization in terms of demand for our program with a double of the Special Operations veterans seeking our support. It was also one of the most rewarding in the history of the organization in terms of successful transitions and positive outcomes for the veterans and the companies they joined.

Notable accomplishments for 2021 are:

- In 2021, 195 Special Operations service members were enrolled in the SOTF yearlong transition program. Out of the 195, 87 transitioned to their new careers and 108 remained in the program at the end of 2021 with transition dates in 2022. This compares to 105 in the program and 43 placements in 2020.
- Separately from our core yearlong program, we conducted 206 personalized career transition counseling and planning sessions with veterans throughout the Special Operations community to help them plan and prepare for future transition. These were separate from our full program services that the SOTF provides.
- We conducted fourteen (14) in person networking events throughout the United States to connect our Special Operations veterans with contacts, mentors and hiring partners throughout the United States.
- The SOTF conducted three focused transition workshops in major market areas (Destin, Nashville and Atlanta) for our transitioning Special Operations veterans to connect them to the business communities and supporters in those areas.
- The team conducted seven Special Operations unit visits to help inform and educate our Special Operations community about transition best practices and services/support that exist in organizations like the SOTF.

We could not have accomplished what we have without the exceptional mission investment from our hiring partners, mentors, donors, volunteers and friends to our cause. The SOTF and our special operations veterans are incredibly grateful for what you have done for the team and mission and we look forward to an even more impactful 2022.

Sincerely,

Tommy Stoner
CEO
Special Operators Transition Foundation



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Letter from the Chairman



Dear SOTF Supporters & Patriots,

Thank you for making 2021 the most impactful year ever for our mission at the Special Operators Transition Foundation, SOTF. Your generous giving, mentoring, connecting, and hiring efforts enabled our organization to enroll 195 Special Operator service members into our process and we successfully transitioned 87 to their new careers. These metrics represent record levels for SOTF, and we are thrilled to enter 2022 with 108 members in the program, an all-time high, which gives us confidence that we will exceed our goal of transitioning over 100 Special Operator veterans in 2022.

The SOTF staff, led by CEO and Special Operator Officer & Veteran, Tommy Stoner, successfully navigated a challenging COVID environment in early 2021 to achieve outstanding results. Under Tommy's leadership, SOTF has improved its processes, programming, and systems and is now positioned to further scale its mission. In order to continue to expand our impact and scope, we will continue to need financial and hiring support from all of you and your networks. We are grateful for your investments in our mission and will always strive to provide great returns on your generosity.

In light of the current tensions in Europe and an increasingly dangerous macro backdrop, it's more important than ever for all of us to support and embrace our Special Operators, who are the first called when conflicts arise. With your help, SOTF will continue to ensure that, as our heroes transition off the battlefields, they garner the programming and guidance that's needed to achieve the success they deserve in the next phase of their careers and lives.

Since inception, SOTF has helped 342 Special Operators transition to new careers, an alumni group that only exists because of the amazing support of patriotic Americans who give back to heroes who risk it all for our country and freedom.

Thank you for making a difference.

God Bless America.

Mark Whaling
Chairman of the Board
Special Operators Transition Foundation
www.SOTF.org



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Canaccord Genuity



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Vice-Chairman

McDonald's Corp
(Ret)



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Founder/CEO
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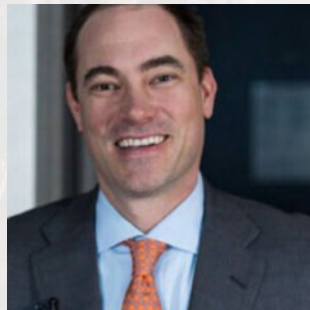
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Secretary

Managing Partner
Mohawk Insurance



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Former Fighter Pilot,
Managing Director at
Victory Strategies



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SVP of Business
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CIO
Apollo Global Management



CHIP VANDENBERG

Partner-Senior Advisor
Trivest Partners, Private
Equity Group



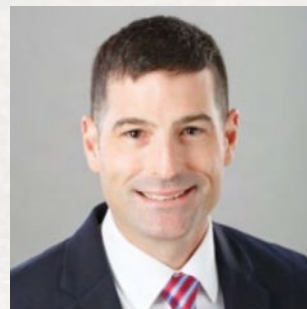
DAVE PEARSON

Digital Sales Leader
Deloitte



ROBERT KIRILA

Managing Director
Black Powder Partners



SIMON MACIOCH

Director of Operations
Team North Central
Curative



ROBERT J. O'NEILL

Founder
RJO Enterprises

The Operator

The “Operators” are those military service members who have been assessed, selected and specially trained to serve with the special operations units that include the Army Special Forces, Ranger Regiment, Navy SEALs, Marine Raiders, and Army/Air Force special aviation units.

Common Traits

DRIVEN ★ RESILIENT ★ ADAPTABLE ★ HUMBLE ★ INTEGRITY
INTELLECTUALLY CURIOUS ★ TEAM ORIENTED ★ EFFECTIVE
EMOTIONALLY INTELLIGENT ★ CULTURALLY AWARE

ADVENTURERS

OPERATORS LEAVING
THE SERVICE AFTER
9-14 YEARS

Average 27-34 Years of Age

95% Have Bachelor's Degrees

70% Have Masters Degrees

Have Led Teams of 12-250

Speak A Foreign Language

SENIOR LEADERS

OPERATORS LEAVING
THE SERVICE AFTER
15-30 YEARS

Average 35-48 Years of Age

95% Have Masters Degrees

Multifunctional Leaders

*Have Led Teams of Teams
of 250-8,000*

Strategic Thinkers

*Both Thrive In Complex, High Pressure Environments
With Competing Interests And Always Seek To Succeed*

LEADERSHIP. MADE IN AMERICA.

LEARN MORE AT [SOTF.ORG](https://sotf.org)

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Program Overview

We are committed to providing best-in-class training, education and business connectivity for our military's most elite Special Operators who are transitioning to the next phase of their lives.

The program includes in-depth personality and strength/self-awareness assessments, mentoring, transition workshops, networking events, and one-on-one consultations with industry leaders that allow our special operations veterans to succeed in today's competitive job market. The program runs from one year before leaving service and supports our Fellows in post transition. There is no cost to the veteran or their families for participation in the program.

INTAKE & ASSESSMENT

1:1 executive coaching to evaluate hard & soft skill sets and administration of personality and strength/self-awareness assessments.

The process determines suitable career matches as well as driving forces behind career goals.



EXPLORATION & PREPARATION

1:1 mentorship and coaching to identify key industries, companies and roles which are a match and of interest. Pairing with mentors and network contacts with specific industry ties and experience for selected industry. Development of action plan and marketing products to pursue target opportunities.



EXECUTION

Assistance in execution of action plan including introduction to hiring partners, attendance in hosted networking events, application process assistance, interview preparation and offer letter review/negotiation advice.



INTEGRATION

Ongoing check-ins from program staff and mentors in order to facilitate short and long-term integration into the civilian workforce. Ongoing career progression mentoring and assistance.

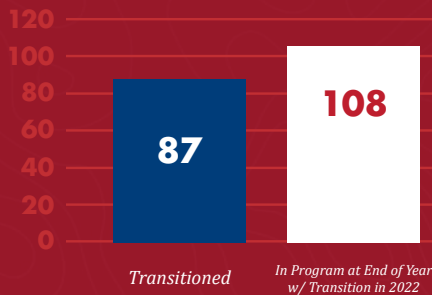


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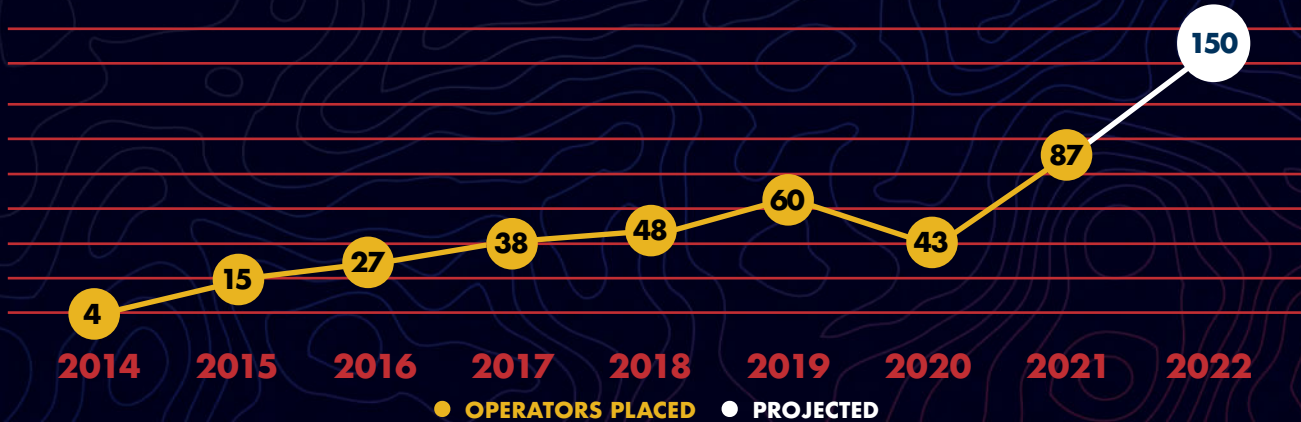
Program Impact

195 OPERATORS ENROLLED IN PROGRAM IN 2021

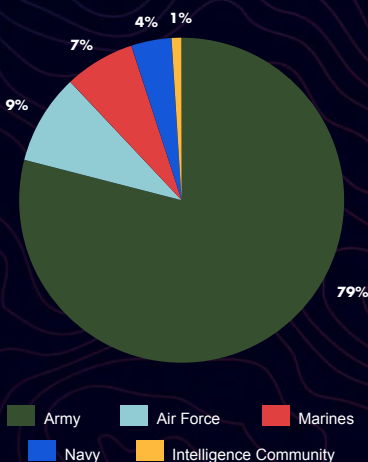


- Conducted 206 personalized career transition counseling and planning sessions focusing on holistic transition planning
- 195 Special Operations service members were enrolled in the SOTF yearlong transition program in 2021
- 87 transitioned to their new careers and 108 remain in the program at the end of 2021 with transition dates in 2022
- Conducted fourteen in person networking events throughout the United States
- Conducted three transition workshops in major market areas for our transitioning Special Operations veterans to connect them to the business communities and supporters in those areas

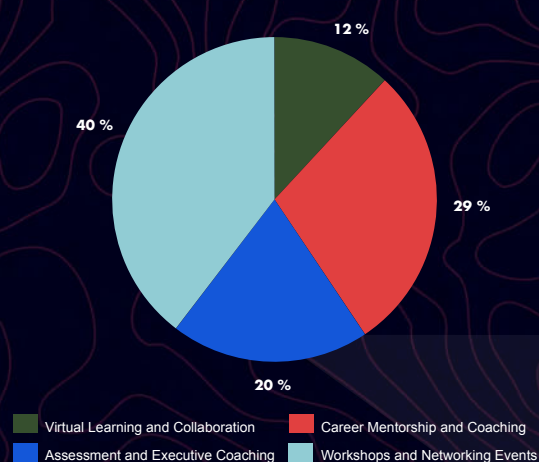
TOTAL PLACEMENTS AS OF DECEMBER 2021: 322



SUPPORTED OPERATOR SERVICE BREAKOUT



PROGRAM COST BREAKOUT



“

The Special Operators Transition Foundation provided critical skills in my transition, which included learning about those pursuits that would interest me and, more importantly, those roles that would not suit me. SOTF helped me to develop a clear resume that translated my skills and experience to the civilian workplace. The mentorship by the SOTF staff and executive mentors were truly unmatched, providing the coaching necessary to move me through the journey.”

Colonel Matt Weinshel, US Army

2021 Success Highlights



TRAVIS CLOVIS

US Air Force Colonel
Air Force Special Operations

Head of Product
Parasanti

“The Special Operators Transition Foundation was pivotal in my transition from the military. They provided world class educational and coaching resources that helped me narrow my focus and refine my value proposition for prospective employers, as well as provided support at every step of my job search.

Additionally, the expanded network of SOTF fellows, alumni, and supporters was critical in connecting me to a variety of opportunities. In fact, I was able to find my current role based on a conversation with one of my teammates at a SOTF event in Nashville, TN. I continue to be a big believer in the SOTF program and recommend it to all of my transitioning SOTF teammates.”

“I will be forever grateful for the entire SOTF organization. The team at SOTF has played an integral part in my transition journey through connecting with SOTF alumni, executive level coaching, and opportunities to network with industry leaders. Whether it was the first intake call, countless one-on-one development sessions, or interview prep calls, the organization put forth an extensive level of effort and care.

With the guidance and mentorship I received from SOTF, I was able to secure an opportunity where I can solve cutting edge problems for industry leaders at an organization that values the work ethic and soft skills special operations veterans bring to the table.”



NICK WILBUR

US Army
Staff Sergeant
75th Ranger Regiment

Solutions Specialist
Deloitte

“I am exceptionally grateful for the Special Operators Transition Foundation, I relied heavily upon them for executive coaching and mentorship to navigate the ambiguity of transitioning to the private sector.”



GALEN TAKAMURA

US Army Captain
Special Forces

Operations Program Manager
McKinstry Construction

Hiring and Partner Companies



“

SOTF has been an instrumental part of our talent acquisition strategy at Motus for several years. Special Operations veterans risk their lives for our country's freedoms, and in so doing, develop unwavering tenacity, problem solving and leadership skills that are invaluable to a high-growth software organization.

At Motus, our core values - Curious, Brave, and Exceptional - are the foundation of our culture and drive everything we do. Team members who have come through the SOTF program are aligned to these values long before making the decision to join our team.”

KRISTEN DOOLEY
Chief People Officer • Motus, LLC

“

We are thrilled to support SOTF and our Nation's heroes. Special Operations veterans do so much for us and our country, we are glad that our involvement will make an impact in their lives as they transition into their next great career.”

ERIC SHANKS
President, COO and Executive Producer • FOX Sports

“

When you look at someone who had a career in the Special Operation Forces, they clearly know how to plan, make decisions, execute, meet a deadline, negotiate, prioritize and influence. Their expertise absolutely translates to the business world.”

ELISE BOCKMAN
SVP, Chief of Staff Enterprise Data • SunTrust Bank

2022 Initiatives

- ★ Increase program capacity to accommodate 150-200 Fellows in 2022 while continuing to enhance the quality and services delivered by the program.
- ★ Return to in market area workshops and networking events as COVID conditions allow; targeting thirteen cities coast to coast in 2022.
- ★ Enhance access for employers to our population of Special Operations veterans through collaborative engagement and talent management technology platforms.
- ★ Continue to grow partnerships with other veteran support organizations to help cover non-career related support and services related to transition from the military.
- ★ Conduct on-site visits to the Special Operations units throughout the nation to provide transition workshops, seminars, and counseling.



“ I felt like I was jumping out of the aircraft without a clear drop-zone, but now I absolutely have a clear understanding of my driving factors and the value I bring to the table. Facing the challenge of self-doubt and emptiness during transition can be a foreign feeling to many operators.

Thankfully, those in Special Operations can look to organizations like Special Operators Transition Foundation. SOTF is an amazing organization to support high-performing Service Members navigate through ambiguity and finding meaningful purpose post-military. I can't put a price tag on the world-class executive coaching and mentorship alone. Thank goodness for all the folks and veteran support organizations assisting us through the transition process.”

GALEN TAKUMURA
Captain



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JOIN OUR TEAM TODAY BY BECOMING A HIRING
PARTNER, CONNECTOR, MENTOR OR DONOR.

LEARN MORE AT [SOTF.ORG](https://www.sotf.org)

CONSIDER DONATING TO SUPPORT THE MISSION



SOTF is a 501(c)3 charity (Tax EIN: 46-2657728) that has received the highest rating from Guidestar nonprofit reviews. All donations are fully tax-deductible.



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www.sotf.org/donate



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taken to the online donation page



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to be taken to the online donation page