



SPECIAL OPERATORS  
TRANSITION FOUNDATION

**2022 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 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 highlight the incredible leadership Tommy Stoner provided the SOTF over the last three years, as our CEO. The SOTF's accomplishments reflect his guidance while posturing us for our best year yet, as I take the torch in 2023. Tommy's vision and the tireless commitment of our donors, hiring partners, mentors, supporters, coaches, and staff provide us the opportunity to again share news of record-breaking numbers and continued success.

2022 was a year of growth, investment, and improvement as we worked diligently to meet the challenges associated with a significant increase in demand for our services. Through strategic hiring, system upgrades, and process improvement, we were able to improve the Fellow experience while accommodating the increased applications we received.

## 2022 Highlights:

- 283 Operators were enrolled in the SOTF transition program in 2022. 106 SOTF Fellows transitioned to new careers and 177 remained in the program at the end of 2022, with transition dates in 2023. This represents the highest number of Fellows to go through the program and most transitions, year to date.
- 210 additional Special Operations veterans were provided holistic career transition training through workshops and unit visits to extend our outreach beyond those in our program.
- 15 in person networking events were accomplished in major markets throughout the United States to expose our Fellows to hiring partners, mentors, and connectors.
- 7 transition workshops took place in major market areas for our transitioning Special Operations Fellows to connect them to the business communities and supporters in those areas.
- 9 unit visits were executed to educate and train the Special Operations community on transition best practices and the value the SOTF provides to our transitioning operators.

We are extremely grateful for the opportunity to serve our nation's elite Special Operators. We couldn't do this without your continued support and want to thank you for the investment you've made to ensure these Operators transition to a successful career.

Sincerely,

Austin Moore  
CEO  
Special Operators Transition Foundation



# Letter from the Chairman



Dear SOTF Supporters & Patriots,

In 2022, Our CEO Tommy Stoner and the SOTF staff continued to surpass expectations by exceeding all previous records relative to Fellow transitions and program participation. Tommy's unwavering commitment to the program led to a significant investment in systems and staff, dedicated to improving the Fellow experience. As Tommy transitions to a new role outside of the SOTF, I want to express my sincere gratitude for his service and congratulate Austin Moore on his new role as the CEO, starting in January of 2023.

We appreciate your continued loyalty and dedication to our mission and the commitment you've made to support our nation's elite Special Operations Veterans. We were able to provide transition services for over 493 Special Operations personnel, while transitioning a record number of Fellows into civilian careers aligned with their strengths and career goals. We had more fellows in our program in 2022 than ever and kicked off January with 177 fellows poised to make a successful transition in 2023.

The need to support our Special Operators has never been more important. The SOTF's stellar reputation and current geopolitical environment has resulted in a surge of applications for our program. We expect this to continue for the foreseeable future and are responding accordingly with additional coaches and staff. Your continued support of our mission is critical to ensure we can meet these requirements head-on while providing the support these heroes deserve.

Since our inception, the SOTF has facilitated 428 total transitions, adding to a powerful network of committed Alumni. This network of heroes along with the support of patriots around the world, will ensure our mission to transition our military's elite will continue for many years to come.

Thank you for making it possible.

God Bless America,

Mark Whaling  
Chairman of the Board  
Special Operators Transition Foundation



SPECIAL OPERATORS  
TRANSITION FOUNDATION

# Board of Directors



**MARK WHALING**  
*Chairman*

Head of Global Securities at  
Canaccord Genuity



**JEFF JACOBS**  
*Vice-Chairman*

CIO of Insurance Solutions Group,  
Apollo Global Management



**LAURENT ROUX**  
*Treasurer*

Founder/CEO  
Gallatin Wealth Management



**TOMMY O'CONNOR**  
*Secretary*

Vice President of Sales and  
Operations, Mohawk



**KIM CAMPBELL**

Keynote Speaker, Former  
Fighter Pilot, Managing  
Director at Victory Strategies



**ROBERT KIRILA**

Managing Director,  
Black Powder Partners



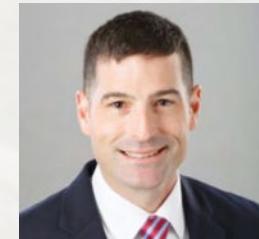
**TODD KOETJE**

Chief Financial Officer  
at Cable One



**CLINT KOLLAR**

Co-Founder & Chief Origination  
Officer at Sixth Street



**SIMON MACIOCH**

Director of Operations, Team  
North Central, Curative



**MARK MULCAHY**

Leveraged Finance Director



**DAVE PEARSON**

Digital Sales Leader at  
Deloitte



**DAN PORITZKY**

Managing Partner at  
Blue Rise Ventures



**CHIP VANDENBERG**

Partner – Senior Advisor at  
Trivest Partners,  
Private Equity Group



**ROBERT J. O'NEILL**

At Large / Co-Founder,  
Leadership Speaker, Former  
Team Leader at SEAL Team 6

# 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 INTELLIGENCE ★ 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 250-8,000*

*Strategic Thinkers*

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

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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 typically starts 12-18 months prior to leaving service and supports our Fellows in post transition. There is no cost to the veteran 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.

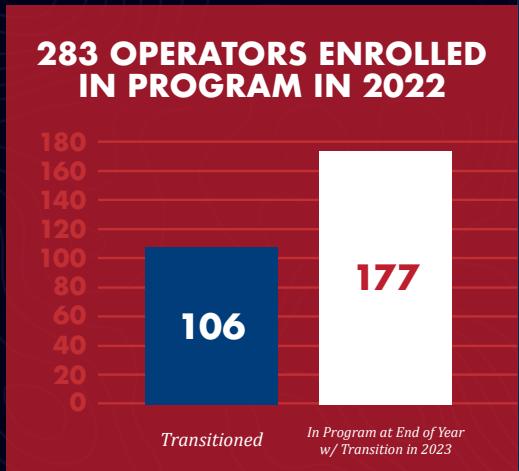
Ongoing career progression mentoring and assistance. Access to a robust and growing network of SOTF Alumni and business partners.



**SOTF**

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# Program Impact

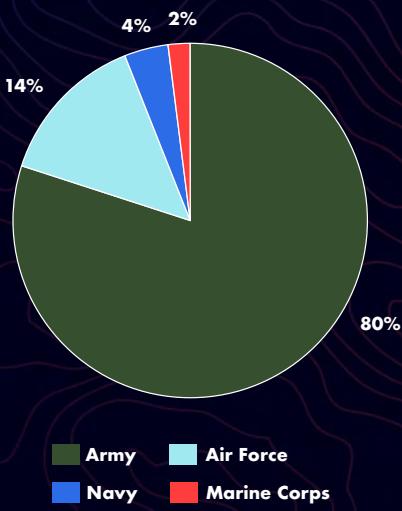


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- 15 in person networking events were accomplished in major markets throughout the United States
- 7 transition workshops took place in major market areas for our transitioning Special Operations veterans

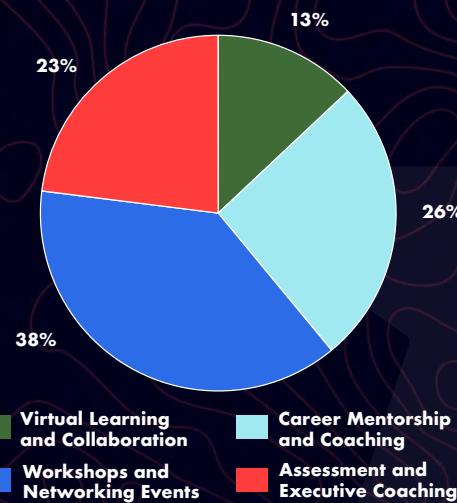
## TOTAL PLACEMENTS AS OF DECEMBER 2022: 428



### 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

# 2022 Success Highlights



**PETE GLAESER**

Core Business Operations,  
Deloitte

Former 75th Ranger Regiment  
& Green Beret

"I came into the Army as an Infantry Officer, served in the 75th Ranger Regiment as a Platoon Leader, and then made the switch to Special Forces, where I served as Detachment Commander. I left the Army for family reasons, and the transition was tough. I realized that most veterans settle for what they believe to be attainable. I would tell any vet, especially a SOF vet, that you're worth more than you think. Whatever you believe your value to be, double it. SOTF helped me translate my value into layman's terms. They showed me what makes me different and valuable as an individual and how to communicate that to an interviewer."

Additionally, they've stuck around as a resource during the opening months of my new job in consulting at Deloitte. This has given me access to salary negotiation techniques, an impressive network of people connected to my firm, and general peace of mind knowing that if this job doesn't work out, I've got a network to fall back on that will help me out. Now we've even got an informal SOTF club within Deloitte that regularly meets in a Team Room environment to support each other in the corporate world."

"As a guy with a wife and five kids at home, financial uncertainty was a big deal, and I felt I couldn't afford to lose much ground during the retirement process. How would my skills and experience translate to the civilian world though, and how was I going to rebuild my network and relearn an entirely new jargon? Fortunately, there was a solution – the Special Operations Transition Foundation (SOTF)."

From the day I contacted the organization (about 12 months before separating) to the day I accepted a post-separation position, the SOTF staff helped me analyze myself, understand the environment I was walking into, and appreciate the options I had available. For a guy that had never heard of PTO, thought about a 401k plan, or written a resume, this assistance was all priceless. I'm very grateful to the people at SOTF, and I look forward to helping them assist the next cohort of separating SOF make the transition from team room to board room."



**DAN PACE**

Trainer & Exercise Planner,  
CACI International Inc.

Former Lt. Colonel (Ret),  
Green Beret



**MIKE JACKSON**

Vice President, Air Force  
Business Development,  
Parry Labs

Former Air Force Special  
Operations Command

"Transition out of the military and Air Force special operations community was bittersweet, exciting, and scary all at the same time! After nearly 25 years of pouring my heart and soul into a military profession I loved, it was great to have the SOTF team and program behind me as I figured out how to navigate a path forward into the civilian sector."

SOTF provided a reliable, safe, and attuned teammate to work through and succeed in the transition challenge. They demonstrate real care and attentiveness to each of their fellows and alumni. SOTF mentors provided me with a valuable "sounding board" to talk transition tactics and strategy. It was great knowing they had my back!"

# Hiring and Partner Companies



“ Warren Weir is one of our first Special Operators hired at CREF. Business here in Texas is very competitive and we are always on the lookout for high performance talent.

Simply stated, Warren is a very hard worker and critical thinker. He is always thinking ahead to ensure a great plan is being put in place, while never compromising safety or quality. What I find very impressive about Warren, when there is no time to develop a proper plan, he is quick to analyze the best path forward and critically think at a moment's notice. This allows for the feel of a developed plan even when it is a reactive situation. We are very pleased to have him as part of our team.”

**BRIAN REYNOLDS**  
Regional Director of Capital Projects, CREF

“ These men are the best of the best. Their unique skillset and expertise combined with their network of connections makes them invaluable.

Most of all it has challenged my way of thinking too. It makes me proud to do my small part to foster Aussie and US mateship.”

**DAVID COLLARD**  
CEO, Scale Facilitation

# 2023 Initiatives

- ★ Enhance and grow program experience and staff while continuing to provide 250-300 Fellows best-in-class training, education, and business connectivity.
- ★ Enhance fellow and business partner interactions through a tailored customer relationship management (CRM) and customized talent management technology platforms.
- ★ Increase focused networking events and workshops in major market areas aligned to fellow preferences.
- ★ Increase mission awareness across the entire SOCOM enterprise through regional workshops, seminars, and executive coaching.
- ★ Strengthen our partnerships with veteran service organizations and SOTF champions through collaborative engagements and creative communication campaigns.



“

This program has been crucial in my transition from military life after 25 years on active duty. I was feeling lost on how to proceed once I made up my mind to retire and SOTF has provided me the framework to guide me through this transition. I am truly grateful for everything SOTF has done to ensure I have the best resources available to me and help me succeed in my current mission.”

**MIKE CUNDIFF**

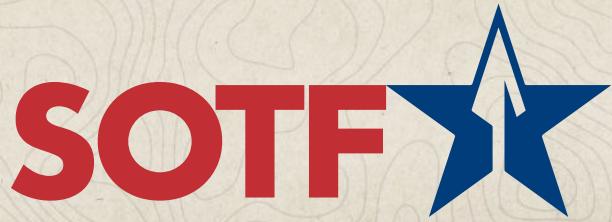
SOTF Fellow, US Air Force Special Operations Command

“

The Special Operators Transition Foundation was unquestionably the most valuable resource as I retired from the Air Force and pursued leadership opportunities. The SOTF team provides unending support, insight, and access to a network of industry professionals. I am so thankful for the opportunity to go through the SOTF program and am proud to be an alumni and give back to the organization that literally changed my life”

**COLONEL (RET) ADAM LARSON**

Former Air Force Special Operations Command



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## 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.



Scan QR Code with your phone to be taken to the online donation page