

**20
23**

SOTF 

IMPACT | REPORT

Leadership Made in America



**SPECIAL OPERATORS
TRANSITION FOUNDATION**

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OUR MISSION

The Special Operators Transition Foundation (SOTF) is a 501(c)(3) non-profit that 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 for veteran transition programs.

OUR HISTORY

The Special Operators Transition Foundation was launched as Your Grateful Nation (YGN) in 2013. What began with a simple question over a dinner conversation between business executives and the Navy SEALs responsible for eliminating Osama Bin Laden, "What are you going to do next?" has evolved into a four-phased program tailored for the transition experience for Special Operators of all services.

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



A LETTER FROM THE CEO

AUSTIN MOORE



Dear Patriots,

I want to thank our remarkable staff, directors, board, donors, and supporters for making my inaugural year as the CEO of the Special Operators Transition Foundation nothing short of extraordinary. Our team far exceeded my expectations for 2023 while setting new records across the board, resulting in our most successful year to date. Our ability to improve year after year is a tribute to our best-in-class coaches, elite business partners, and the commitment of our supporters, who make it all possible.

We made significant investments in 2023 to capitalize on our success and secure the gains we made in process and stature. More secure technology endpoints, efficient software, and a new content delivery website will allow us to scale our operation while limiting the need for additional personnel. Additionally, we have streamlined our onboarding process, minimized travel costs, and continued to seek out efficiencies whenever possible.

2023 HIGHLIGHTS

- 411 Operators were enrolled in the SOTF transition program in 2023. 155 Operators successfully transitioned, leaving 256 in the program with transitions occurring in 2024/2025. Again, this represents the highest number of Fellows to go through the program and most transitions, year to date.
- 188 additional Special Operations veterans were provided with comprehensive career transition training through workshops and unit visits.
- 19 in-person networking events were accomplished in target markets throughout the United States to expose our Fellows to hiring partners, mentors, and connectors.
- 10 transition workshops were conducted in major market areas for our transitioning Special Operations Fellows to connect with business communities and supporters.
- 7 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.

I'm incredibly grateful for the opportunity to partner with you to fulfill our promise to our SOF veterans. With your support, we will continue to provide America's most deserving Special Operations leaders the opportunity to thrive in the corporate sector through unique employment opportunities, training, and education. Thank you for ensuring our success!

Sincerely,

Austin Moore
CEO
Special Operators Transition Foundation (SOTF)



SPECIAL OPERATORS
TRANSITION FOUNDATION

A LETTER FROM THE CHAIRMAN MARK WHALING



Dear SOTF Supporters and Patriots,

I'm proud to report on another banner year for the Special Operators Transition Foundation. Our CEO, Austin Moore, and the staff at SOTF have eclipsed all previous program metrics to include a record-breaking 155 successful transitions into America's best businesses. This 32% increase over last year was made possible because of the tireless efforts of our directors, board, donors, and business partners on behalf of our elite Special Operations leaders as they transitioned out of the military.

The investments in personnel in 2023 allowed us to service more than 250 Operators in our program while providing resources for nearly 600 Operators throughout the many networking events, workshops, and unit visits we executed. This represents a herculean effort for a dedicated staff that prides itself on providing a tailored, unique, top-tier program for our Nation's most deserving Special Operations leaders.

We will continue to improve our program while seeking opportunities to offer a lifetime of support for our Operators. To date, we can account for over 595 documented transitions that make up a strong network of top-tier talent. We will support and call on this talent to help pave the way for the Fellows in our program while facilitating new opportunities for our seasoned alumni network.

Thank you for locking arms with the SOTF and the support you've shown us over the years. Your dedication to the program and commitment to our Fellows is the reason for our success. I'm very proud of our 2023 accomplishments and inspired by the lives we'll change in 2024.

God Bless America,

Mark Whaling
Chairman of the Board
Special Operators Transition Foundation



SPECIAL OPERATORS
TRANSITION FOUNDATION



BOARD OF DIRECTORS



MARK WHALING

Chairman

Chairman; Founder of Whaleshark LLC & Black Powder Partners



JEFF JACOBS

Vice-Chairman

CIO of Insurance Solutions Group for Apollo Global Management



LAURENT ROUX

Treasurer

Founder/CEO Gallatin Wealth Management



AIMEE BURCK

Co-Chair

Bishop Walker School for Boys



ROBERT KIRILA

Managing Partner at Black Powder Partners



CLINT KOLLAR

Co-Founder & Chief Origination Officer at Sixth Street



TODD KOETJE

Chief Financial Officer at Cable One



DAVE PEARSON

Managing Director at Deloitte



KIM "KC" CAMPBELL

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



MARK MULCAHY

Leveraged Finance Director



DAN PORITZKY

Managing Partner at Blue Rise Ventures



DR. RICHARD STRAIN

Orthopedic Surgeon

ADVISORY COMMITTEE



TOMMY O'CONNOR
VICE PRESIDENT OF SALES AND
OPERATIONS FOR MOHAWK



LEE STACEY
MANAGING DIRECTOR OF
MCGOWAN INSURANCE



SCOTT BEMIS
FOUNDER & CEO OF
BEMIS BUSINESS PARTNERS



STEVE IORIO
PRESIDENT AT PROSPECT RIDGE



LENNY DACANAY
PARTNER, TIGHTROPE
CAPITAL PARTNERS



PATRICE MEAGHER
FOUNDER AND CEO
OF MILKMATE



RICHARD AUBE
MANAGING PARTNER AT
PINE BROOK



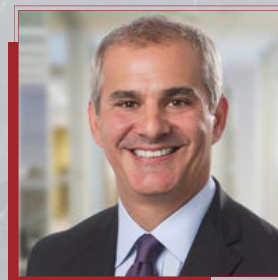
MICHAEL KARMILOWICZ
EXECUTIVE VICE PRESIDENT,
PRESIDENT AND CHIEF EXECUTIVE OFFICER
OF EVEREST INSURANCE



LEONNE (LEONA) PHILIPPEN, PHD
ASSOCIATE PARTNER IN
MCKINSEY'S OPERATIONS PRACTICE



NATE SCOPAC
ASSOCIATE DIRECTOR OF
INTERNATIONAL STRATEGY AT
COLLINS AEROSPACE



MICHAEL LEITER
PARTNER AT SKADDEN, ARPS

THE OPERATOR

SOTF Fellows are Special Operators who have been assessed, selected, and specially trained to serve within special operations units. These include the Army Special Forces, Ranger Regiment, Navy SEALs, Marine Raiders, and Army and Air Force Special Aviation Units.

DRIVEN • RESILIENT • ADAPTABLE • INTEGRIOUS
OBJECTIVE • TEAM ORIENTED • CULTURALLY TRAINED

MID-CAREER OPERATORS

**OPERATORS WITH
9-14 YEARS OF SERVICE**

Average 27-34 years of age

**85% have a Bachelor's
degree or higher**

Have led teams of 3-100

**Dedicated months to
leadership development**

**Proven performance in a
team environment**



SENIOR OPERATORS

**OPERATORS WITH
15-30 YEARS OF SERVICE**

Average 35-48 years of age

**90% have a Bachelor's
degree; 60% also have one
or more Master's degrees**

**Multifunctional Leaders
who have led teams of
250 - 8,000**

**Trained and experienced in
strategic level operations**

Our Fellows excel in complex, dynamic, high-pressure environments where success is paramount.

LEADERSHIP MADE IN AMERICA

PROGRAM OVERVIEW

We are committed to providing the best-in-class training, education, and business connectivity for our military's most elite Special Operations Leaders 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 that are a match and of interest. Pairing with mentors and network contacts with specific industry ties and experience for selected industries. Development of action plans and marketing products to pursue target opportunities.

EXECUTION

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



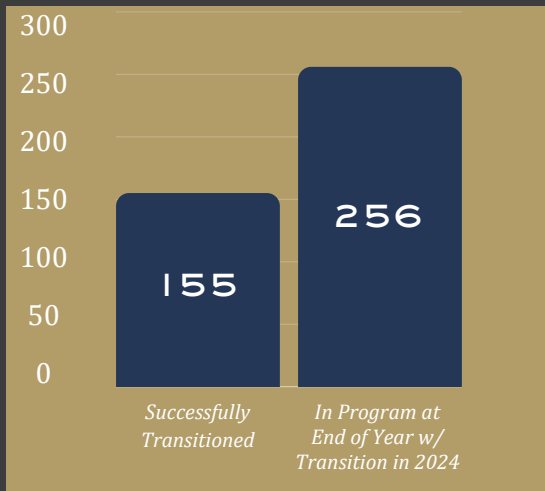
INTEGRATION

Ongoing check-ins from program staff and mentors in order to facilitate short and long term integration into the civilian workforce. Continued career progression mentoring and assistance. Access to a robust and growing network of SOTF alumni and business partners.

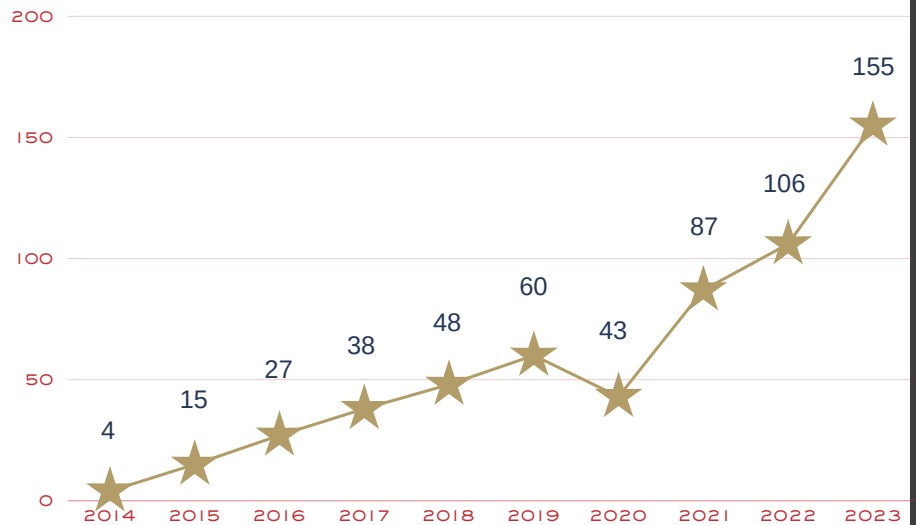


PROGRAM IMPACT

411 OPERATORS ENROLLED IN PROGRAM IN 2023

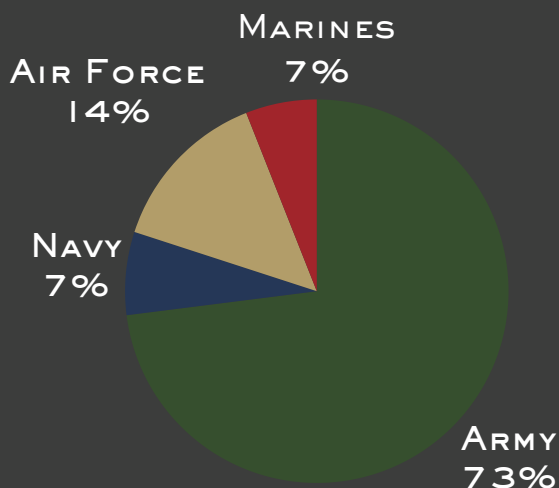


TOTAL SUCCESSFUL TRANSITIONS AS OF DECEMBER 2023: 595

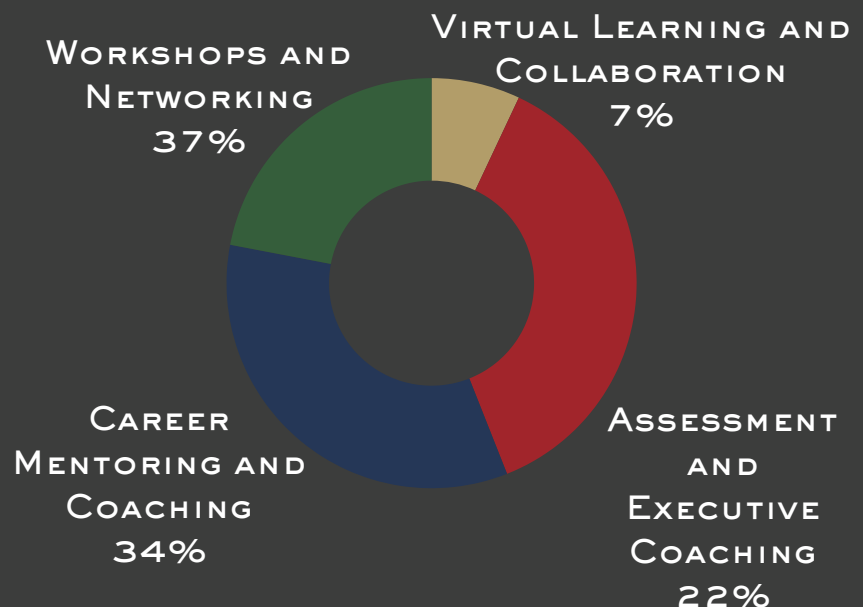


- 411 Operators were enrolled in the SOTF transition program in 2023
- 188 additional Special Operations veterans were provided holistic career transition training through workshops and unit visits.
- 155 SOTF Fellows transitioned to new careers and 256 remained in the program at the end of 2023 with transition dates in 2024
- 19 in-person networking events were accomplished in major markets throughout the United States
- 10 transition workshops took place in major market areas for our transitioning Special Operators

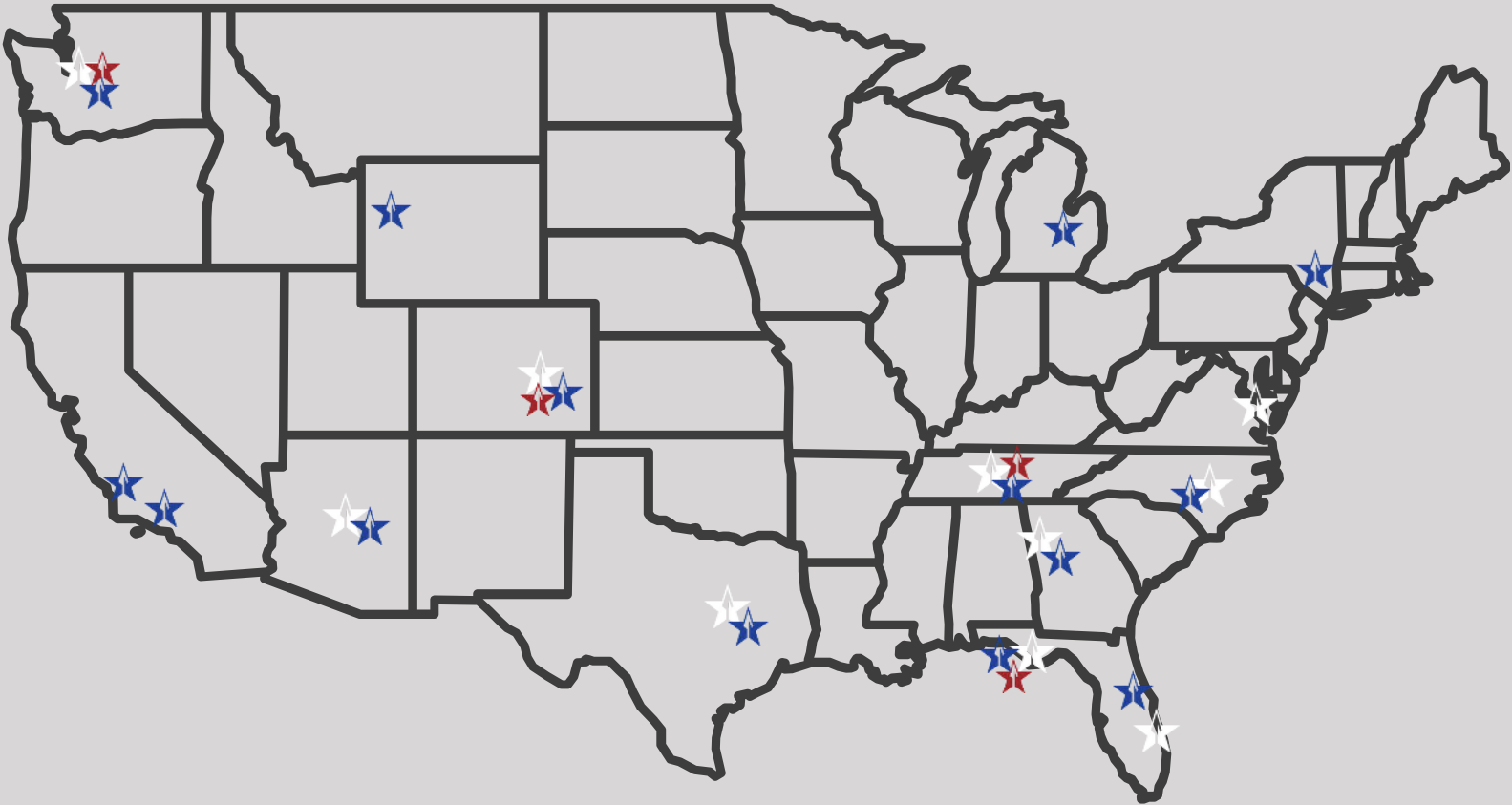
SUPPORTED OPERATOR SERVICE BREAKOUT



PROGRAM COST BREAKOUT



NATIONAL IMPACT



13

States visited

14

Networking events

10

Transition Workshops



RED stars indicate our team briefed a SOF unit and provided transition guidance



WHITE stars indicate locations where The SOTF conducted a transition workshop



BLUE stars indicate our team briefed and held a networking event to expose our fellows to business leaders seeking SOF talent

2023 SUCCESS HIGHLIGHTS



JAMES GRADY

Associate, Debt Capital Markets,
Drexel Hamilton

Former 75th Ranger Regiment

“The SOTF was a tremendous resource during my transition from active duty. Each phase of the program helped me develop and leverage skills to build a robust network, find mentors, and identify and target industries that complement my past experiences. The SOTF community and network are invaluable and something I will be a part of and utilize for the rest of my private sector career. I highly encourage transitioning SOF vets to join the program. **You must own your transition, but SOTF is a team you want in your corner.**”

“I highly recommend taking full advantage of the executive coaching you’ll receive and using that new knowledge about yourself as a compass of sorts when it comes to choosing a job. The SOTF team was all extremely professional, but even more importantly, **they all genuinely cared about me and my future success.** I never felt they were just going through the motions, and that sincerity made this transition so much easier.”



RICHARD HODGES

Assistant Project Manager,
Cadre General Contractors

Former 7th Special Forces
Group

“The process of self-discovery, skill articulation, personal brand building, and all the other phases of the program were incredibly useful and still apply daily in my current role. **The access to resources, other special operations veterans, and the professionals advising SOTF fellows is unmatched.** I highly recommend transitioning Special Operators apply and commit to the framework that SOTF provides as they navigate the murky waters of transition.”



BRANDON ULRICK

Associate Consultant,
Slalom

Former 1st Special
Forces Group

LEADERSHIP MADE IN AMERICA

ECONOMIC IMPACT

The average starting annual salary of a SOTF Fellow who successfully transitioned into a civilian career in 2023 is

\$138,729



155

Fellows transitioned successfully into a civilian career in 2023

18%

of SOTF Fellows who successfully transitioned in 2023 accepted Director-level roles at their new companies

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

2024 INITIATIVES

- ★ Enhance alumni and advisory board engagement strategy to increase opportunities for SOTF Fellows.
- ★ Increase emphasis on corporate partnerships to facilitate mentoring, coaching, and employment opportunities for Fellows.
- ★ Expand opportunities for SOTF families through spouse-focused transition services.
- ★ Increase marketing and branding efforts to highlight the SOTF impact, while collectively socializing our differentiators across all media platforms.
- ★ Implement an enhanced customer relationship management system to maximize donor engagement.

“ If you are SOF transitioning military, your first call should be to the Special Operators Transition Foundation. It changed my life, it will change yours too!”

FORREST UNDERWOOD, AFSOC



CALLED TO SERVE. PROVEN TO PERFORM.

SOTF



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



SOTF is a 501(c)3 charity (EIN: 46-2657728) that has received the highest Platinum Seal of Transparency rating from Candid. (formerly GuideStar). 2024 marks the seventh year in a row SOTF has received this top-tier rating. All donations are fully tax-deductible.

LEARN MORE AT SOTF.ORG

THE APPEARANCE OF U.S. DEPARTMENT OF DEFENSE (DoD) VISUAL INFORMATION DOES NOT IMPLY OR CONSTITUTE DoD ENDORSEMENT

LEADERSHIP MADE IN AMERICA



SOTF

**SPECIAL OPERATORS
TRANSITION FOUNDATION**

THE SPECIAL OPERATORS TRANSITION FOUNDATION (SOTF) IS A 501(C)(3) NON-PROFIT THAT 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

LEADERSHIP MADE IN AMERICA