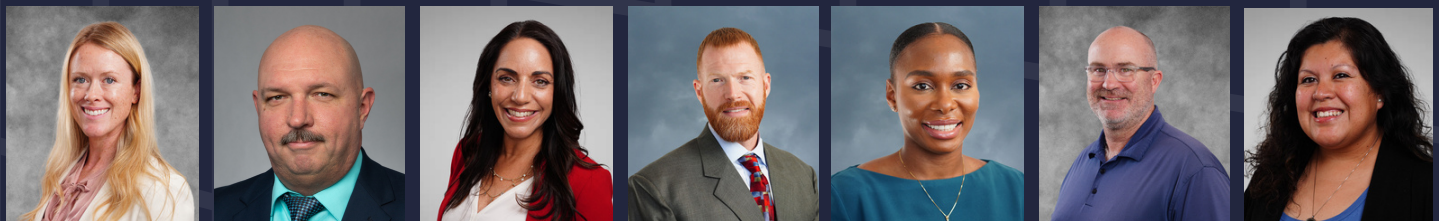
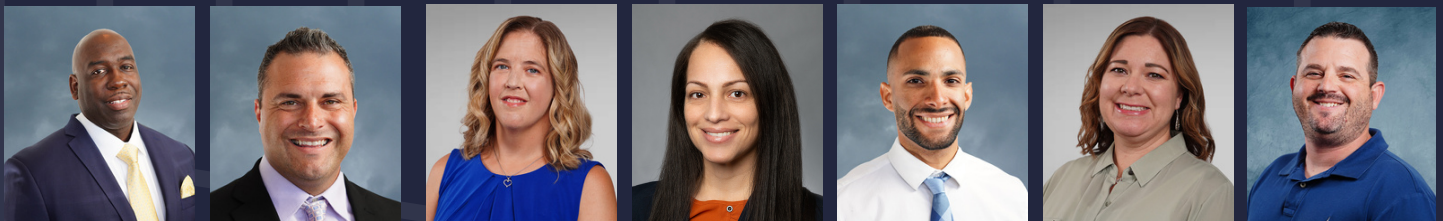


# 2022

## Annual Report



Showcasing our Brave Achievers: 2022 Graduates, Veterans and Military Spouses



**Building  
Veterans Futures.**



**Saving  
Veterans Lives.**



Thanks to the collective generosity of the National Auto Body Council (NABC), Enterprise and Geico, three ONU alum, including Lance Brown (pictured), Daniel Porras and Mohindra Lauchman, were recently presented with a vehicle as part of the NABC's Recycled Rides program.

Public/Private partnerships like this are what fuels our mission to ensure that our Veterans and Spouses have the tools, resources, training and support they need to successfully transition from military service to a purposeful career in civilian life. Together, we make our community stronger and empower its Veterans and Military Spouses as they transition into the civilian workforce.

# TABLE OF CONTENTS

03	<b>Message from CEO</b>
04	<b>Testimonial: Alums Gary &amp; Kristi VanDyk</b>
06	<b>Your Impact in 2022</b>
08	<b>Financial Supporters</b>
10	<b>2022: A Year in Pictures</b>
11	<b>Loyalty Brigade</b>
12	<b>Boeing: Collaborative Partnership</b>
13	<b>Volunteers</b>
14	<b>2022 Financials</b>
16	<b>2023 Calendar of Events</b>
18	<b>Board of Directors</b>
19	<b>ONU Staff</b>



# A MESSAGE FROM THE CEO

Dear Friends,

Let me begin by saying thank you to all who have supported our organization and the mission we are dedicated to carrying out. Our nation's Veterans and their Spouses deserve an opportunity to find purposeful employment after service, and it is because of your contributions that we can offer our programs to them at no-cost.

As we begin a new year, let us reflect on the many successes achieved in the previous one. The average starting salary of an ONU graduate is now \$74K, up nearly 14% from last year. Additionally, ONU graduated 42 students in 2022, bringing our total to more than 400, and our alumni boast a 97% success rate finding careers within four months of completing the program.

2022 was a tremendous year of growth for ONU. We launched our first program designed specifically for Military Spouses and graduated two ONU Veteran classes from the Tampa area, which we intend to double in 2023. Because of this, we've hired more staff and have expanded our services online.

Starting in early January, Veterans and Military Spouses from around the world will be able to access our programs and services through an online learning portal, 24 hours a day, 7 days a week.

Thank you for making all this possible. To God be the Glory and our Veterans be blessed.

Blessings,

*Michele a McManamon*

Michele McManamon, Co-Founder & CEO



Pictured Left: Darnell Smith, Market President at Florida Blue, Michele McManamon, ONU CEO, and Nick Howland (R), Jacksonville City Council.

Pictured Right: Allyson and Adam Dillon with Abraham and Nicole Blocker at the 2022 Heroes Gala.





## GARY & KRISTI VANDYK

**"I didn't know who I was without the Navy. This program changed my life from the moment I stepped through that door."**

**-Gary VanDyk**

### **From Disillusion to Empowerment**

When Gary VanDyk received the devastating news that his 24-year military career was abruptly coming to an end due to a medical diagnosis, he found himself at a crossroads. Being a nuclear engineer on submarines was all he had known, but his diagnosis forced him into early retirement. With a young family to support, Gary was faced with the tremendous fear and uncertainty of carving out a new identity in the civilian world.

Gary's journey with ONU began when he learned about the organization from a colleague. Recognizing the need for guidance and support, he enrolled in the Veteran program. In the initial days of the program, Gary was encouraged to reflect on his identity as an individual and assess the valuable skills he had honed during his Navy career. This was crucial turning point, as it enabled him to see beyond his military role and realize his potential for success in new professional endeavors.



Recognizing the impact that ONU had on her husband, Gary's wife Kristi enrolled in Spouse Class 47. She found solace and empowerment through the program and fostered a sense of camaraderie among fellow spouses navigating similar transitions.

Thanks to ONU, Gary and Kristi found renewed purpose and direction in their lives. Equipped with a newfound sense of confidence, Gary successfully transitioned into a civilian career. Kristi discovered her own professional aspirations and gained the necessary skills to navigate a new future for herself and her family.

The impact of Operation New Uniform extends far beyond career development; it instills hope, resilience, and a sense of community that serves as a foundation for Veterans and their families as they embark on a new chapter in their lives.

**"Operation New Uniform is changing lives. It is giving people a second chance to show that they can do what they have always dreamed of doing."**

**- Kristi VanDyk**



OPERATION NEW UNIFORM

ONU

IMPACT

REPORT

2022



97%

Gained Employment  
within four months of completing the program

96%

ONU Veterans agree that ONU bridges the gap  
that other military programs do not

85%

of ONU Veterans report being more  
stable financially

89%

experienced improved resiliency

AVERAGE SALARY

\$74K

TAX CREDIT AVAILABLE FOR HIRING VETERANS

Businesses that hire Veterans  
may be eligible for a tax credit of  
up to \$9,600.

For more information visit: [Military.com/Hiring-Veterans](https://Military.com/Hiring-Veterans)

400+

Veterans  
Graduated

15K

Veterans  
Served

96%

of ONU Veterans would  
recommend Operation New  
Uniform to other  
transitioning Veterans



# Our Mission

ONU empowers Veterans and Military Spouses to successfully transition from military service to a purposeful career through a proprietary training program, comprehensive wraparound services and resources, and engagement with a community of **Patriots and Professionals**.

## ONU VETERANS

<p><b>GENDER</b></p> <p>Male - 68%</p> <p>Female - 32%</p>	<p><b>ETHNICITY</b></p> <p>Caucasian - 52%</p> <p>African American - 20%</p> <p>Latino - 10%</p> <p>Asian/Pacific Islander - 15%</p> <p>Other - 3%</p>
<p><b>DISABILITY</b></p> <p>Service Connected Disabled - 65%</p>	

## BRANCH OF SERVICE ONU VETS HAVE SERVED IN

NAVY	ARMY	USMC	AIR FORCE	COAST GUARD
<b>62%</b>	<b>24%</b>	<b>4%</b>	<b>8%</b>	<b>2%</b>

## ENLISTED VS. OFFICER

JUNIOR ENLISTED (E4-E5)	SENIOR ENLISTED (E6-E9)	OFFICER
<b>17.8%</b>	<b>62.2%</b>	<b>20%</b>

## OUR PROCESS

### FINDING THE UNIFORM

- Application Review
- Service Validation
- In-Depth Interviews
- Skills Assessment

### ENHANCING THE UNIFORM

- Business Acumen
- Corporate Culture
- Professional Attitude
- Emotional Intelligence

### MISSION FORWARD

- Intensive Training & Ongoing Professional Development
- Career Determination
- Goal Establishment
- Skills Translation

### PLACEMENT

- Candidates
- Network Building
- Connecting Businesses & Veterans
- Employer Liaison
- Vetted & Qualified

## OUR CORE VALUES - TACTICS

- Teamwork
- Integrity
- Ambition
- Community
- Compassion
- Service
- Talent

LEARN MORE AT [WWW.ONUVETS.ORG](http://WWW.ONUVETS.ORG)



(904) 328-1600



Your Journey Starts Here

8825 Perimeter Park Blvd, Suite 503  
Jacksonville, FL 32216

ONU is powered by

**SANDLER**<sup>SM</sup>

# THANK YOU TO OUR SUPPORTERS

- Aegis Pension Services
- Maria Alberto
- Diane & Karl Baehler
- BAE Systems
- Boeing
- Dane & Joella Baird
- Bank of America
- Ryan Bauman
- Steve Baumgartner
- BBVA
- Compass Foundation
- Beaver Street Fisheries
- Melissa Benes
- Black Knight
- Heather Briggs
- Natalie Bryant
- Bob Buehn
- Lou Caldrapoli
- Melissa Circelli
- Chapel By The Sea
- CIT Bank
- Clay County Electric
- Clay Tablet Bookkeeping
- CDZ Sales
- Justin Cook
- Lisa Craig
- Michael & Mary D'Errico
- Jerry Daniels
- Disabled Veterans North Florida
- Fire Watch
- First Command
- Florida Blue Foundation
- Florida Department of Economic Opportunity
- Florida Volunteer Generation Grant
- Noah Frame
- Scott R. Francis
- Florida Department of Economic Opportunity
- Florida Volunteer Generation Grant
- Noah Frame
- Scott R. Francis
- Ronald Front
- Garnett Commercial Real Estate, Inc.
- Geico
- Lisa Louise Gillespie
- Great NonProfits
- Jason Greenawalt
- Haskell
- HCI
- Ryan Hollister
- Mary Jo & Elliot Horne
- Ron & Marilee Howland
- Hueman People Solutions
- Molly Hunt
- Dorothy Iaconis
- Jacksonville Jaguars Foundation
- Thea Jeffers
- Johnson & Johnson
- Jones Family Charitable Foundation
- Scott Kaepfel
- Ralph Kauzlarich
- K9s For Warriors
- Jill Lawson
- Lana Long & Bert Coldiron
- Jay Ludescher
- Manifest Distilling
- Linda Marshall
- Randall Marshall
- Match4Military
- Mercer Wine Estates, LLC
- Candace Thompson Miller
- Catherine Miller
- Leigh Mills
- Katherin & Frank Nichols
- Lee Nimnicht
- One Digital, LLC
- Tom Pappas
- Pet Paradise
- Lauren & Michael Parrotta
- Lester & Robin Passa
- Chris Pepin
- Tom Peterson Foundation
- Georgianne Pionessa





# THANK YOU TO OUR SUPPORTERS

- The Players Championship
- Red Coats
- Kevin Probst
- Puro Clean Emergency Services
- Quick Construction
- William Quinn
- The Rachel Foundation
- Taylor Rosa Flores
- Rounded
- James Rosenfield
- Janet Saltmarsh
- Suzanne Schinsing
- Frank Sisto
- Dan Stalp
- Steve Swaim
- Swisher
- Synovus Bank
- TD Charitable Foundation
- Tegna Foundation
- Thornton Family Foundation
- TIAA Bank
- Tudy Toche
- Harold Tool
- David Trenholm
- Meredith VanDyne
- Joe Verseput
- Luis Visot
- Vystar
- Ann Marie Waechter
- Wander Media
- Wells Fargo Foundation
- Alvin White
- Winn-Dixie
- Charles Wodehouse
- Dayton Warfle
- Robert & Elizabeth Wax
- Charitable Fund
- Wounded Warrior
- Project, Inc.
- Joseph Zanghi

## OUR LOYALTY BRIGADE MEMBERS

OUR VETERANS. OUR COMMUNITY. OUR RESPONSIBILITY.

Adam Singletray  
Al Simon  
Brian Butler  
Carrie Paul  
**Christopher Miller**  
Dan Stein  
Daniel Dalesio  
David Kennett  
David Trenholm  
David Walter  
Donald Farley  
Edward Rundt  
Efferem Williams  
Frederick Pharr  
Gabrielle Abbosh  
Jeffrey and Elis Wallace

Jerome Ballard  
John McManamon  
Joseph Marr  
Kim Bynum  
Leah Boyd  
**Leigh Mills**  
Lisa Gillespie  
Lou Caldropoli  
Mary D'Errico  
Michele McManamon  
Peter Abramovs  
Ralph Kauzlarich  
Rob Surgeoner  
Robert Barber  
Robert (Bob) Buehn  
Ryan Hollister

Samuel Peluso  
**Sandler Training**  
Susan Sykes  
Terri Gustin  
**The Tool Family**  
Tim Goering  
Timothy Edwards  
Tom Quinn  
Torrance Gary  
William Hector III



# 2022: A YEAR



# IN PICTURES





# BOEING

## COLLABORATIVE PARTNERSHIPS

**At Boeing, supporting Veterans and their families is our part of our legacy—and our duty—and we are moving forward together with Operation New Uniform.**

**—Ingrid Piedrahita Morales, Community Investor at The Boeing Company**

Operation New Uniform is exceedingly proud to highlight and celebrate our collaborative, year-round partnership with preeminent aerospace leader— The Boeing Company. Shared goals and objectives make this relationship take flight in service to U.S. Military Veterans and their families.

A sustainable, healthy, dynamic and global company, Boeing is a force for change in our world, and they work every day to bring about that change for communities that need it most. Since 2017, Boeing and ONU have partnered to help military service members, veterans and their families transition to successful and rewarding careers.

**"Operation New Uniform dovetails beautifully into our strategy with their exemplary professional training, mentoring and support model."**

Understanding the impact ONU is making, Boeing team members regularly attend ONU's graduations and career fairs. The 2022 Heroes Gala had its first ever presenting sponsor in Boeing. The Boeing Company Community Investor Ingrid Piedrahita Morales offered an incredible opportunity to ONU supporters and guests. She announced a \$25,000 dollar-for-dollar matching donation for funds raised that evening; Boeing's generosity resulted in an additional \$40,000 in charitable contributions to help those who have served our country.

"More than 75% of Boeing's employees have served in the U.S. Armed Forces. One of our core tenets is supporting military Veterans and their families transitioning back to civilian life," shared Ms. Piedrahita Morales.

The ONU team was honored to attend the recent groundbreaking for the state-of-the-art Boeing Components Operations Facility. This dynamic, new facility will provide more than 400 new job opportunities in the Jacksonville and Northeast Florida markets.



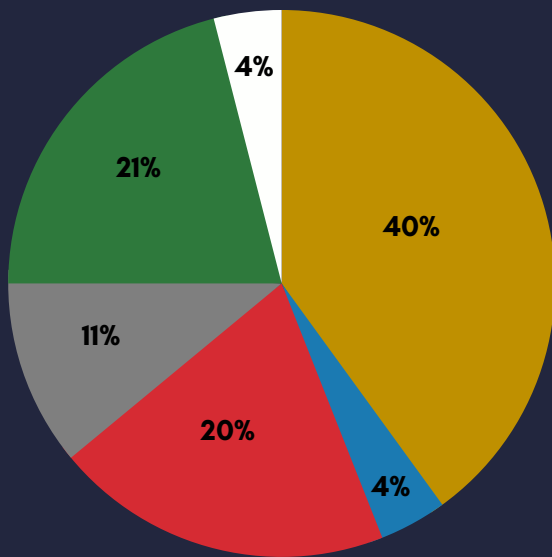
**Pictured clockwise from top left:** 1) Boeing as the headline sponsor of the 2022 Heroes Gala; 2) Boeing representatives and employers network at ONU graduations, 3) ONU Staff attends the Boeing Operations Facility groundbreaking ceremony in Jacksonville, FL and 4) Lt. Colonel Alan West, ONU CEO Michele McManamon, Fox and Friends Brian Kilmeade, Boeing's Ingrid Piedrahita Morales, and Florida Congressman Aaron Bean attend the Heroes Gala, December 2022.



# 2022 FINANCIALS

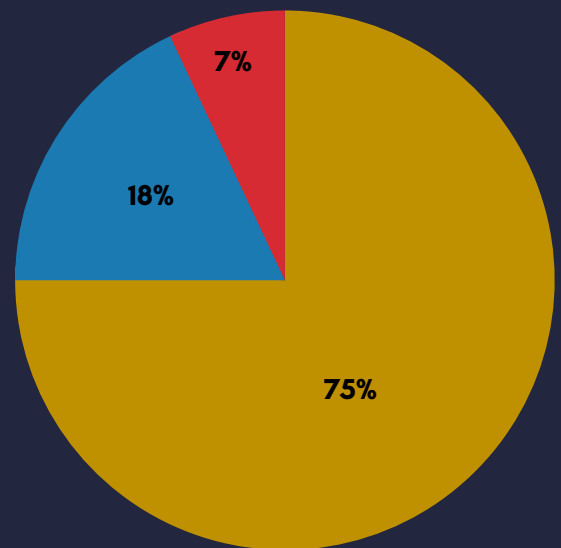


## Revenue



**\$870,537**

## Expenses



**\$855,921**

\*\*COGS are direct benefits to donors and are deducted from revenue

 Fundraising\*\*

 Appropriations

 Major Donors

 Grants

 Corporate Contributions

 In-Kind Contributions

 Direct Program Expense

 Fundraising & Marketing

 Management & General



# OUR VALUED VOLUNTEERS

Operation New Uniform would like to formally thank our amazing volunteers for a memorable 2022. We were fortunate to have the support of over **548** diverse and dedicated volunteers completing **3,125** hours of volunteer service, each contributing their unique skills and expertise to support our programs and advance our mission. Without their unwavering dedication, none of this would have been possible.





## Your Journey Starts Here

ONU empowers Veterans and Military Spouses to successfully transition from military service to a purposeful career through a proprietary training program, comprehensive wraparound services and resources, and engagement with a community of Patriots and Professionals.

### 2023 Calendar of Events

#### VETERAN AND SPOUSE TRAINING CLASSES

*In-person training classes are limited to a small cohort of Veterans at no charge. Instructional materials are included and classes often feature guest speakers across all industries.*

##### CLASS 51 VETERANS

JACKSONVILLE JANUARY 18 - FEBRUARY 3

##### CLASS 2 SPOUSES

JACKSONVILLE JANUARY 31 - MARCH 9

##### CLASS 52 VETERANS

TAMPA MARCH 27 - APRIL 6

##### CLASS 53 VETERANS

JACKSONVILLE MAY 3 - MAY 19

##### CLASS 54 VETERANS

JACKSONVILLE JULY 12 - JULY 28

##### CLASS 55 VETERANS

TAMPA AUGUST 21 - AUGUST 31

##### CLASS 3 SPOUSES

JACKSONVILLE SEPTEMBER 5 - OCTOBER 12

##### CLASS 56 VETERANS

JACKSONVILLE OCTOBER 11 - OCTOBER 27

#### GRADUATION AND CAREER FAIRS

*This complimentary combination of events gives Veterans and Spouses the opportunity to showcase their professional skills and talent to a wide range of industry human resource professionals actively looking to recruit top talent to their industries.*

##### CLASS 51 VETERANS

JACKSONVILLE FEBRUARY 3 @ UNF

##### CLASS 2 SPOUSES

JACKSONVILLE MARCH 9 @ UNF

##### CLASS 52 VETERANS

TAMPA APRIL 6 @ ECC

##### CLASS 53 VETERANS

JACKSONVILLE MAY 19 @ UNF

##### CLASS 54 VETERANS

JACKSONVILLE JULY 28 @ UNF

##### CLASS 55 VETERANS

TAMPA AUGUST 31 @ ECC

##### CLASS 3 SPOUSES

JACKSONVILLE OCTOBER 12 @ UNF

##### CLASS 56 VETERANS

JACKSONVILLE OCTOBER 27 @ UNF

JACKSONVILLE GRADUATIONS BEGIN AT 8:30AM AND WILL BE HELD AT UNF IN THE ADAM W. HERBERT CENTER. TAMPA GRADUATIONS BEGIN AT 8:30AM AND WILL BE HELD IN THE ENTREPRENEUR COLLABORATIVE CENTER.

#### VOLT ONLINE CLASSES



These self-directed classes are designed specifically for Veterans and Military Spouses that are unable to attend in-person training classes and require more flexible/remote learning options.

##### VOLT 1: ONLINE

JANUARY 10-MARCH 31, 2023

##### VOLT 2: ONLINE

APRIL 4-JUNE 30, 2023

##### VOLT 3: ONLINE

JULY 11-SEPTEMBER 30, 2023

##### VOLT 4: ONLINE

OCTOBER 3-DECEMBER 31, 2023





## Your Journey Starts Here

### 2023 Calendar of Events

#### Networking Events

*Networking is much more than a simple exchange between two people. It involves establishing relationships with people who will often become your friends and community of colleagues as you go through your careers.*

#### **JANUARY 23**

REWHOUND DOG PARK + BAR  
JACKSONVILLE, FL

#### **APRIL 5, 2023**

BRICK HOUSE TAVERN  
1102 N DALE MABRY HWY  
TAMPA, FL 33607

#### **AUGUST 2023**

TAMPA NETWORKING EVENT  
DATE AND LOCATION TBD

#### **DECEMBER 12, 2023**

HOLIDAY PARTY  
LOCATION TBD



#### Special Events



**FRIDAY,  
APRIL 28**  
JACKSONVILLE CLAY  
TARGET SPORTS

*Join us for a day of competitive shooting or lessons and instruction for novice shooters benefiting Operation New Uniform. Lunch and awards ceremony to follow.*



**MONDAY,  
OCTOBER 2**  
THE PALENCIA CLUB,  
ST. AUGUSTINE

*Join us for this inaugural golf tournament benefiting Operation New Uniform and the Round Canopy Paratroopers Team USA.*

**SATURDAY, DECEMBER 2**  
SAWGRASS MARRIOTT GOLF RESORT AND SPA

*Join us for ONU's premiere black-tie optional fundraising event.*

Interested in sponsoring an ONU signature event, graduation ceremony, or career fair? Looking to expand your company's recruiting efforts? Interested businesses and organizations should contact ONU Chief Development Officer, Cindy Cooper at 904-254-5075 or by email at [cindy.cooper@onuvets.org](mailto:cindy.cooper@onuvets.org).



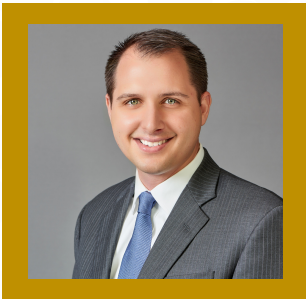
# BOARD OF DIRECTORS



Lt. Col. Allen West  
Honorary Board Member



Ralph Kauzlarich  
Board Chair  
First Command Financial Services



Ryan Hollister  
Member  
Haskell



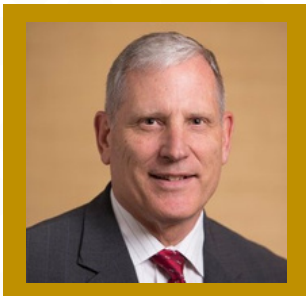
Linda Forde  
Treasurer  
The Forde Firm



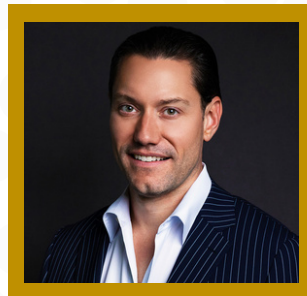
David Trenholm  
Vice Chair  
Bank of America



Leigh Mills  
Immediate Past Chair  
One Digital Health & Benefits



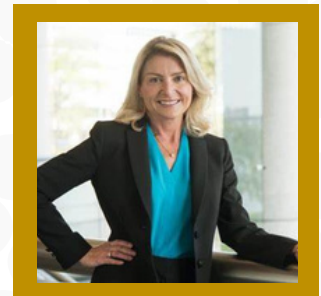
Dayton Warfle  
Member  
Kaeppel Consulting



Chris Pepin  
Secretary  
Proreli



Bob Buehn  
Member  
University of North Florida



Melissa Circelli  
Member  
Black Knight



Scott Hausman  
Member  
Auto Crane



Brian Butler  
Member  
ResMac, Inc.



Tim Edwards  
Member  
First Citizens Bank



Johnny McManamon  
Member  
CDZ



## OUR MISSION

ONU empowers Veterans and Military Spouses to successfully transition from military service to a purposeful career through a proprietary training program, comprehensive wraparound services and resources, and engagement with a community of Patriots and Professionals.

**Will YOU join us in support of  
the Veteran Community?**

**[www.ONUVets.org](http://www.ONUVets.org)**

---

**OPERATION NEW UNIFORM**

8825 Perimeter Park Blvd., Suite 503

Jacksonville, FL 32216

ONUVets.org

---