



T R A N S F O R M I N G



2 0 2 4   A N N U A L   R E P O R T



**OUR MISSION:**

To empower active duty Servicemembers, Veterans, and Military Spouses to transition from military life to purposeful, stable careers.

**OUR VISION:**

To produce confident graduates who are highly sought after by the workforce and embraced by their communities.

Together, we can honor their service and empower their future.

**OPERATION NEW UNIFORM IS POWERED BY**

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

Thank you to Dave Mattson, President of Sandler, for allowing ONU to base our curriculum on Sandler's globally recognized training.





## LETTER FROM THE CEO & CO-FOUNDER

As we close out 2024, I am honored to reflect on the incredible milestones Operation New Uniform (ONU) has achieved in empowering Veterans, Servicemembers, and Military Spouses. This year, our commitment to excellence and impact reached new heights.

Our classes were at full capacity, with six in-person and six online training sessions, demonstrating the growing demand for our programs. We celebrated our 60th training and graduation, both proudly sponsored by Swisher, marking a significant milestone in ONU's history. To meet this increasing need, we expanded our team and launched a search for a larger office space after 10 years to better serve our students.

In the spring, our 8th annual Veterans Cup Clay Shoot was a resounding success, featuring high-end raffle prizes, vendors, and another sold-out event. In the fall, we introduced a new signature event, The Patriot Games, a casual and competitive experience featuring pickleball and golf, presented by Ascendo.

The impact of ONU graduates continues to grow, both in their personal success and in their economic contributions. Together, we are ensuring that those who served our country have the support and resources to build fulfilling, stable careers.

None of this would be possible without you—our supporters, alumni, and team. Thank you for being a part of this mission. Together, we honor their service and empower their future.

Blessings,

  
Chief Executive Officer & Co-Founder





# OPERATION NEW UNIFORM IMPACT: TRANSFORMING LIVES



## **WILLIE SANDERS, III, U.S. ARMY VETERAN**

"As a Veteran of the Army, and a father of two boys, connecting with Operation New Uniform was life-changing. From day one, I felt respected—not just as a Veteran, but as a man reclaiming his purpose. ONU isn't just about career transitions; it's about restoring confidence, dignity, and direction. They stood with me during one of the hardest chapters of my life and helped me remember who I am; a "Shooting Star." I'm proud to be part of a community that truly gets it. ONU doesn't just support veterans—they empower us to rise, rebuild, and lead with strength and honor."

## **NICOLE BLOCKER, U.S. MARINE CORPS SPOUSE**

Operation New Uniform gave me the space and support to explore and hone my personal and professional strengths in a transformative way. It was more than just a career development program—it was a chance to connect with other military spouses who are equally committed to growth and forward momentum. Through the process, I gained the confidence to not just tell my story but also truly own the value of my journey. The incredible staff and volunteers who surrounded us made all the difference—they brought energy, insight, and encouragement every step of the way. They helped me see clearly how my strengths and my story connect to then step confidently into the next chapter of my career with a renewed sense of purpose and direction.



## **KOI MUHORO, U.S. NAVY VETERAN & MILITARY SPOUSE**

"Before Operation New Uniform, life felt like a constant balancing act. I was a mom, a military spouse, and a veteran trying to make sense of what came next. After transitioning from active duty, I believed I had the skills, experience, and qualifications to step confidently into the civilian business world—but I quickly realized that knowing your worth and communicating it are two very different things. I knew I had more to give, but I didn't know how to take that first step. I felt caught between the person I was in uniform and the person I hoped to become.

Then came ONU—and it felt like a lifeline. They didn't just help me build a resume or prepare for interviews. They saw me. They reminded me that my voice, my story, and my value still mattered. They gave me the tools—but more importantly, they helped me reclaim my confidence and believe in my future again. The journey is still unfolding—but thanks to ONU, I no longer walk it alone."





## OPERATION NEW UNIFORM IMPACT: TRANSFORMING LIVES



### CONNER CRISAFULLI, U.S. AIR FORCE VETERAN

"I completed the Operation New Uniform program at the end of 2024, and it played a pivotal role in ensuring a smooth transition from military to civilian life. The program equipped me with the skills and experiences I needed to confidently market myself in the job market. The various methodologies we learned—especially the upfront contract—have been instrumental in both my previous job search and my current role. I still use the upfront contract to kick off every meeting, and it consistently sets the right tone."

### STUART WOODFIN, U.S. COAST GUARD VETERAN

"Operation New Uniform is perfect for any servicemember or veteran preparing to enter the civilian workforce. As a Coast Guard veteran, I understand how complex that transition can be—and ONU has been instrumental in helping me navigate it. Their dedication, expertise, and supportive community create a truly transformative experience that empowers veterans to achieve their professional goals. For any veteran seeking to navigate the complexities of entering the civilian workforce, ONU is more than a program—it's an invaluable resource and a beacon of hope."



### FELIX RODRIGUEZ, ARMY NATIONAL GUARD VETERAN

"The Operation New Uniform program is simply a cut above and it is an outstanding resource to all those making the transition following military service. The program forces you to think about your strengths and weaknesses and it teaches you how to own the interview process while laying the framework for your responses. This approach increases your confidence and at times flips the roles between interviewer and interviewee. Lastly and most importantly, the core ONU team and those under their umbrella absolutely have your best interest and future success in mind, leaving no doubt they are there to support you."





# OPERATION NEW UNIFORM ONU 2024 graduates

OPERATION NEW UNIFORM  
ONU



GARY BELAGA  
NAVY



KYLE DELAY  
NAVY



CHRIS DUNLOP  
NAVY



JEROME HARRIS  
ARMY



TIM HOLLAND  
NAVY



JENNY MAHONEY  
NAVY



KIMBERLY OSBORNE  
NAVY



DUSTIN PHO  
NAVY



TYLER PULLEN  
ARMY



TRUMAN ROUGHTON  
NAVY



JOE SELDEN  
ARMY



STUART WOODFIN  
COAST GUARD

"Empowering every Veteran to build a successful and fulfilling future through a meaningful career."

**OPERATION NEW UNIFORM CLASS 57**  
FEBRUARY 2, 2024 | UNIVERSITY OF NORTH FLORIDA, JACKSONVILLE, FL

OPERATION NEW UNIFORM  
ONU



NICOLE BLOCKER



SYREDIA FRIEND



CALVIN JONES



LAURA MCKENZIE



KATHY LE

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**OPERATION NEW UNIFORM SPOUSE CLASS 4**  
FEBRUARY 29, 2024 | VIRTUAL - JACKSONVILLE, FL

OPERATION NEW UNIFORM  
ONU



NATHAN FALLIN  
AIR NATIONAL GUARD



ROYCE LOCKLEAR  
ARMY NATIONAL GUARD



KATIE O'DONNELL  
NAVY



CARL QUANNEY  
MARINE CORPS



CRISTINA SALDANA  
MARINE CORPS



TANNER SCOTT  
NAVY



JUSTIN TAYLORCORE  
NAVY



ARTHER THOMAS  
MARINE CORPS

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**OPERATION NEW UNIFORM ONLINE (SELF-PACED) CLASS 3**  
MARCH 8, 2024 | VIRTUAL - JACKSONVILLE, FL

OPERATION NEW UNIFORM  
ONU



ENRICO BASSETT  
ARMY



MICHAEL BRISENO  
NAVY



DAVID DESJARDINS  
ARMY



PAUL ERNANDES  
ARMY



YELISSA FERRERAS  
NAVY



JORGE HERNANDEZ  
NAVY



DANIEL JENSEN  
ARMY



JASMINE PHILLIPS  
AIR FORCE



JAMES "JIM" RUBOCKI  
MARINE CORPS



AFYA STOKES  
AIR FORCE

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**OPERATION NEW UNIFORM CLASS 58**  
MARCH 28, 2024 | KEISER UNIVERSITY, TAMPA, FL

OPERATION NEW UNIFORM  
ONU



MIGUEL AMBROCIO  
MARINE CORPS



ANDREW CHUBB  
NAVY



UCHENNA EGBULE  
NAVY



KATHERINE GARNETT  
NAVY



CORY HOWERTON  
NAVY



CHRISTINE HUGHES  
NAVY



RYAN KASPER  
AIR FORCE



RICHARD KREINER  
NAVY



ADRIENNE McDONALD  
NAVY



SAMUEL NIEVES  
NAVY



LEE PETERS  
ARMY



JEFF REEVES  
ARMY



JESSDIE SALGADO  
NAVY



DAVID SCHNEIDER  
COAST GUARD



JONATHAN WHITEHURST  
NAVY

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**OPERATION NEW UNIFORM CLASS 59**  
APRIL 26, 2024 | KEISER UNIVERSITY, JACKSONVILLE, FL



# OPERATION NEW UNIFORM ★ ★ ★ **ONU**



CHARLES BREMBRY  
AIR FORCE



SHANNON BOWMAN  
AIR FORCE



BRENDAN HUGHES  
COAST GUARD



KENNETH SEGELHORST  
ARMY



JULYRIES PEREZ  
ARMY



ALEXIS WILCOX  
AIR FORCE

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## **OPERATION NEW UNIFORM ONLINE (SELF-PACED) CLASS 4**

JUNE 14, 2024 | VIRTUAL - JACKSONVILLE, FL

# OPERATION NEW UNIFORM ★ ★ ★ **ONU**



ABBIE ACLIN  
NAVY



KARLTON BERRY  
ARMY



ZACHARY BISCHOFF  
NAVY



JENNIFER BLAKESLEE  
NAVY



RASHAWN FORD  
NAVY



CHRISTOPHER GARCES  
NAVY



TIMOTHY HARDIN  
NAVY



DANIQUE HODGE  
COAST GUARD



ARMON LEE  
ARMY



BOBBY ROBINSON  
MARINE CORPS



ZACHARY SCHMIDGALL KATINA STACEYMITCHELL  
ARMY



DANIQUE HODGE  
COAST GUARD

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## **OPERATION NEW UNIFORM CLASS 60**

JULY 26, 2024 | SWISHER, JACKSONVILLE, FL

# OPERATION NEW UNIFORM ★ ★ ★ **ONU**



ERICA BRADFORD  
ARMY



QUEEN CHILDS  
NAVY



DONOVIN DEAN  
MARINE CORPS



JOHN HERRERA  
ARMY



STEVEN HERRERA  
MARINE CORPS



TRI HO  
ARMY



MARK MOYER  
MARINE CORPS



BETHSHEBA MCGREW  
AIR FORCE



ROBERT QUACKENBUSH  
AIR FORCE

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## **OPERATION NEW UNIFORM CLASS 61**

AUGUST 22, 2024 | KEISER UNIVERSITY, TAMPA, FL

# OPERATION NEW UNIFORM ★ ★ ★ **ONU**



ROBERT BRIGHT  
NAVY



CONNER CRISAFULLI  
AIR FORCE



JOHN HILTZ  
NAVY



DANIEL KALINEC  
MARINE CORPS



BRIGID PASS  
ARMY



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DOUGLAS STEINMETZ  
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## **OPERATION NEW UNIFORM ONLINE (SELF-PACED) CLASS 5**

SEPTEMBER 13, 2024 | VIRTUAL - JACKSONVILLE, FL

# OPERATION NEW UNIFORM ★ ★ ★ **ONU**



LUEIRETTA BOUIE



CAROL-ANN CHIANG



GINA FOX



OROUIDIA MANGAL



MICHELLE MOSELEY



MARIA OVERTON



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## **OPERATION NEW UNIFORM SPOUSE CLASS 5**

SEPTEMBER 26, 2024 | VIRTUAL - JACKSONVILLE, FL

# OPERATION NEW UNIFORM ★ ★ ★ **ONU**



CHRIS BURCH  
NAVY



JASLEE FERNANDEZ  
NAVY



PATRICK HABR  
NAVY



RAVEN HAWLEY  
NAVY



TERI JOHNSON  
NAVY



FRANK MARANO  
NAVY



CHARLES MOORE  
NAVY



KOI MUHORO  
NAVY



RICH POSSERT  
NAVY



JARVIEL RAYFORD  
NAVY



WILLIE SANDERS  
ARMY



TERRY SMITH  
NAVY



SHAWN STORY  
NAVY



HASSAN TATE  
ARMY



NICK WAROO  
NAVY

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## **OPERATION NEW UNIFORM CLASS 62**

NOVEMBER 1, 2024 | FLORIDA BLUE, JACKSONVILLE, FL



# OPERATION NEW UNIFORM IMPACT: TRANSFORMING LIVES



**PERCENTAGE OF ALUMNI  
EMPLOYED WITHIN FOUR  
MONTHS: 97%**



**AVERAGE ALUMNI SALARY:  
\$94,000**



**STUDENT DEMOGRAPHICS:  
FEMALE: 37% | MALE: 63%**



**ONU IS POWERED BY SANDLER™**



**LIVES IMPACTED: 420**  
(This number is based upon the Blue Star  
Families Military Family Lifestyle Survey)



**STUDENT DEMOGRAPHICS:**  
**AMERICAN INDIAN: 1%**  
**ASIAN OR ASIAN AMERICAN: 6%**  
**BLACK OR AFRICAN AMERICAN: 30%**  
**HISPANIC OR LATINO: 14%**  
**OTHER: 9%**  
**WHITE OR CAUCASIAN: 40%**



**NUMBER OF GRADUATES: 120**



# OPERATION NEW UNIFORM IMPACT: TRANSFORMING LIVES

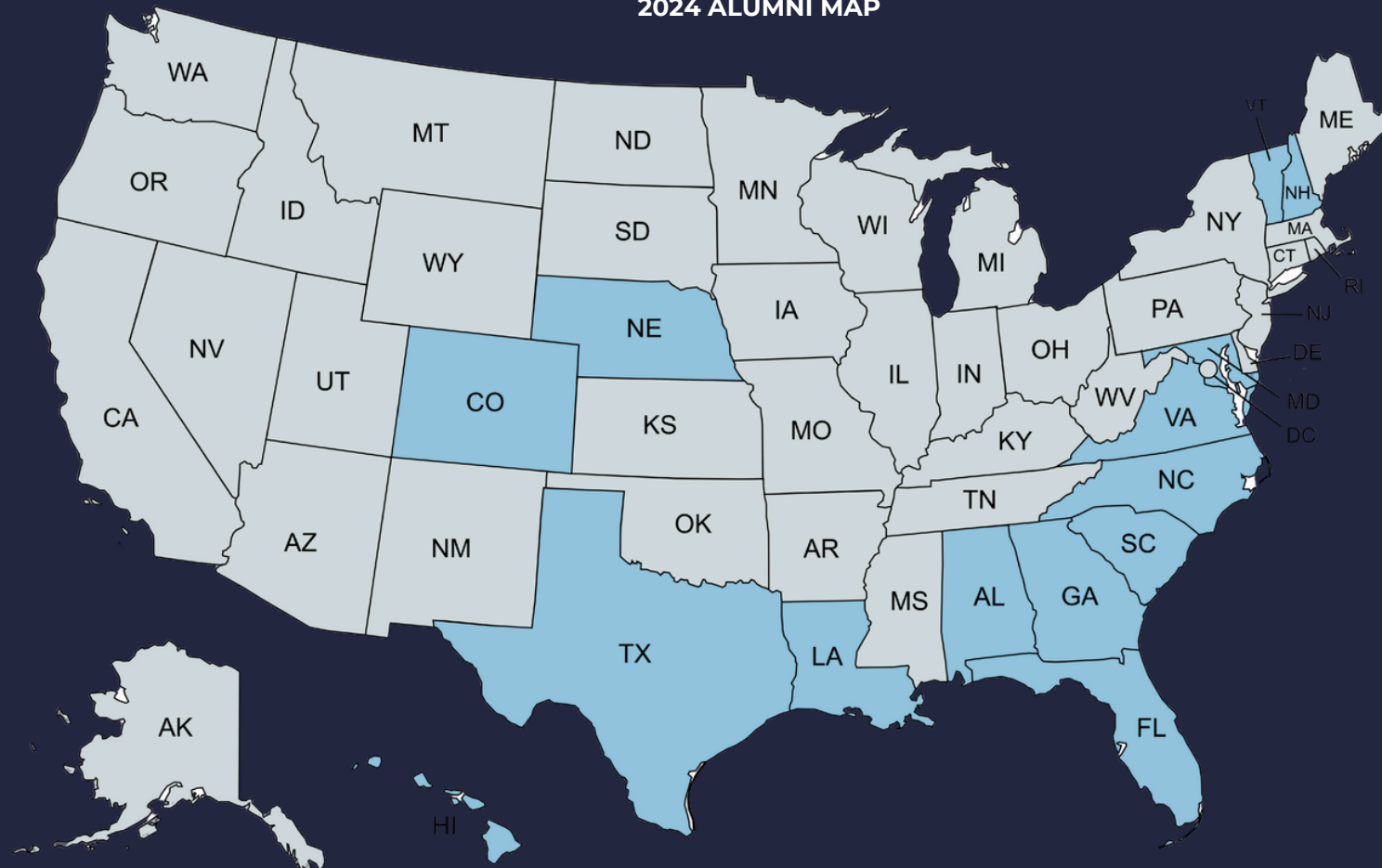


2024 ECONOMIC IMPACT  
(ALUMNI SALARIES): \$7,130,179



ECONOMIC IMPACT SINCE ONU'S  
2014 INCEPTION (ALUMNI  
SALARIES): \$29,430,585

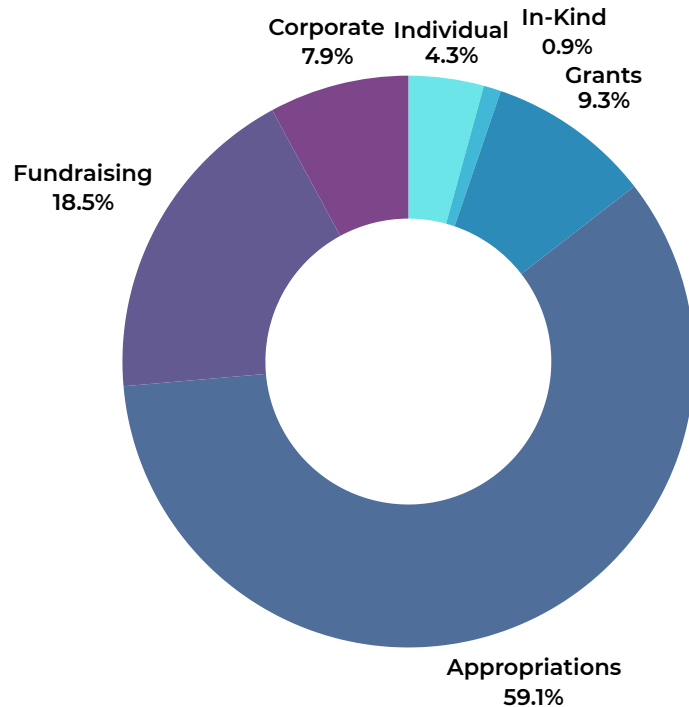
2024 ALUMNI MAP



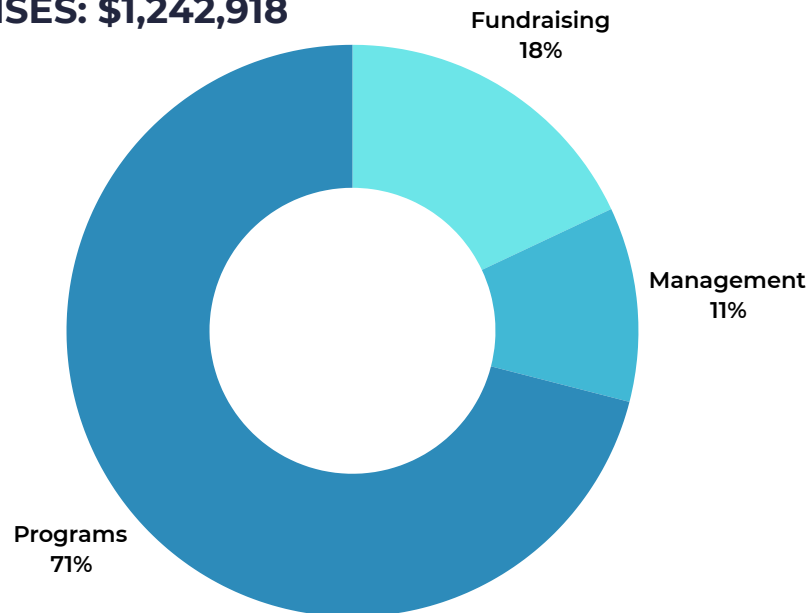


## FINANCIAL OVERVIEW

**INCOME: \$1,519,273**



**EXPENSES: \$1,242,918**



## 2024 BY THE NUMBERS





**PLATINUM SUPPORTER:  
SWISHER**

**GOLD SUPPORTER:  
SANDLER & WOUNDED WARRIOR  
PROJECT**

**SILVER SUPPORTERS:  
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We are deeply grateful to our corporate supporters, grantors, and individual donors whose generosity makes our mission possible.



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



**ascendo**



**CSX**

**huelman**<sup>TM</sup>



**maximus**  
FOUNDATION



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- Wild West Guns & Gold
- Zynex



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If your name is not listed and you believe it should be, please contact us so we can promptly update the online edition of this report.



# FUNDRAISING EVENT: 8TH ANNUAL VETERANS CUP CLAY SHOOT





# FUNDRAISING EVENT: 8TH ANNUAL VETERANS CUP CLAY SHOOT



BOOK 2026



# FUNDRAISING EVENT: INAUGURAL PATRIOT GAMES





# FUNDRAISING EVENT: INAUGURAL PATRIOT GAMES



BOOK 2025

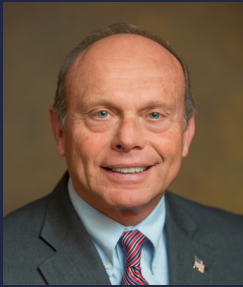


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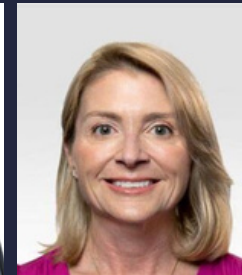
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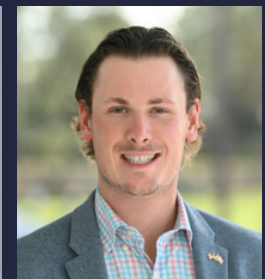
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**WATCH THE STORY OF WILLIE SANDERS, III, ONU ALUMNI**



**WATCH NOW**





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