



Candorful

NAIL THAT INTERVIEW

2024 ANNUAL REPORT

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A person wearing military camouflage pants is holding a black folder or laptop. The background is a blurred desert landscape.

01 ABOUT CANDORFUL

02 2024 IN REVIEW

03 FINANCIALS

CANDORFUL'S MISSION



Candorful's goal is to close the gap between transitioning military members and the job market.

We pair job seekers with coaches to produce interview-ready Veteran candidates for the civilian workforce.

ABOUT CANDORFUL

Candorful coaches are volunteers with industry experience conducting interviews and making hiring decisions in today's job market. They provide:



LIVE VIRTUAL
PRACTICE INTERVIEWS



EXPOSURE TO
WEB-BASED PLATFORMS



CIVILIAN INDUSTRY
REPRESENTATION



IMMEDIATE Q&A
AND FEEDBACK

CANDORFUL OFFERS FREE SERVICES TO
Transitioning Military • Veterans • Military Spouses

CANDORFUL BOARD OF DIRECTORS



GUY SNODGRASS
Chairman, Defense Analytics



PAT HUBBELL
Candorful



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Booz Allen Hamilton



BRYON BLOOM
PwC



ERIC SILVERMAN
Eastham Capital

“I struggled to put my military career into words and contexts that resonated with my civilian peers. I worried that I would not do well in my interviews or that my resume would be incomprehensible even though I was the right person for the job. I signed up for my first Candorful interview with a volunteer mentor from a different industry than what I was interested in. In just 30 minutes, he reassured me that my military experience can be translated well and that he would help me with both the resume and the interview.”

Jenson C

Former USAF Flight Commander

“What veterans need most is on-demand mentoring and practice to help them translate their skills in a simulated environment. Candorful is the only solution that addresses the critical gap in helping veterans nail their interviews.”

Charlotte Creech

Director of Innovation, USAA

2024 IN REVIEW



1800

INDIVIDUALS SERVED
IN 2024



140

CANDORFUL VOLUNTEER
INTERVIEW COACHES



13

COACHING
WORKSHOPS HELD



97%

OF USERS SAY
CANDORFUL HELPED
THEM GET THEIR ROLE

2024 CORPORATE PARTNERS AND GRANTS



2024 VETERANS DAY FIRESIDE CHAT: SUPPLY CHAIN

SUPPLY CHAIN & NATIONAL SECURITY VETERANS DAY FIRESIDE CHAT 2024

NOV 6, 2024 | 6:30 PM ET



ERIC TOPP
Head, Worldwide
Solutions and Strategy,
Transportation & Logistics
AWS Supply Chain



JENNIFER NESTOR
SVP, Defense Industrial
Base Programs
USAF Academy
Exiger



COL BRIAN MEMOLI
US Army Retired. VP Supply
Chain and Operations
Gemair Distributors



SKYLER CHI
Global Head of
Innovation & Pre-Sales
Exiger



CANDORFUL
A 501C(3) NONPROFIT SUPPORTING VETERANS
PATHUBBELL@CANDORFUL.COM
CANDORFUL.ORG



THANK YOU
SPONSORS

Booz
Allen

EXIGER



groundswell

amazon

~\$50K

FUNDRAISING SUCCESS

PATRIOT'S DAY FUNDRAISER: HALF MARATHON



INDIVIDUAL DONATIONS

230

SEPARATE DONATIONS

2

FUNDRAISING EVENTS

~\$250

AVG AMOUNT DONATED*

~\$77K

RAISED IN 2024

**Excludes five large donations to remove outliers*

2024 AWARDS AND PARTNERSHIPS



VETERANS' EMPLOYMENT & TRAINING SERVICE
UNITED STATES DEPARTMENT OF LABOR

Platinum
Transparency
2024

Candid.



“There are a lot of organizations that help veterans and I gratefully used several of them. There are none like Candorful and they are filling a gap in the jobseeker’s preparation that is being missed everywhere else.”

Matt McCaslin

Former US Army, Current Amazon HR Partner

“Just had to share my experience with Candorful – an incredible resource for veterans and military spouses who are transitioning into the civilian workforce. Their mock interview program not only prepares you to make a stellar first impression but also equips you with the confidence to ace interviews and land the job you are aiming for. It's a game-changer, and I can't recommend it enough to everyone in the military community.”

Azaria Webb

Military Spouse

CANDORFUL STATEMENT OF FINANCIAL POSITION (AS OF 12/31/24)

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
DCU Checking	57,203.49
DCU Savings	25,671.76
Leader Bank – Business Checking	60,010.00
Leader Bank – Money Market	1,505.45
Leader CD Accounts	
CDs Maturing Q1 (3/31) #3611	27,133.76
CDs Maturing Q2 (6/30) #3587	27,244.67
CDs Maturing Q3 (9/30) #3595	26,880.10
CDs Maturing Q4 (12/31) #3603	26,488.67
Total Leader CD Accounts	107,747.20
Total Bank Accounts	\$252,137.90
Total Current Assets	\$252,137.90
Fixed Assets	
Equipment	0
Total Fixed Assets	\$0
TOTAL ASSETS	\$252,137.90

	TOTAL
LIABILITIES AND EQUITY	
Liabilities	0
Total Liabilities	\$0
Equity	
Opening Balance Equity	0
Retained Earnings	258,901.93
Net Revenue	-6,764.03
Total Equity	\$252,137.90
TOTAL LIABILITIES AND EQUITY	\$252,137.90



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