



Candorful

NAIL THAT INTERVIEW

2025 ANNUAL REPORT

CANDORFUL, A 501C(3) NONPROFIT SUPPORTING VETERANS | INFO@CANDORFUL.COM

2025 ANNUAL REPORT

A person wearing military camouflage pants and a black folder or laptop is shown from the waist down. The background is a blurred, light-colored outdoor setting.

01 ABOUT CANDORFUL

02 2025 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.

We've now expanded our offerings to include

- **1:1 mock interview sessions,**
- **interview workshops,**
- **corporate partner networking events,** and
- **community engagement activities.**

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



WOODY GROTON
Chairman, Cole Engineering



PAT HUBBELL
Candorful



ROB WILLIAMS
Continental Battery Systems



JERRY JOHNSON
Empower Success Corp



MATT LOCKWOOD
The COMMIT Foundation



ALAN WHITE
Siemens



JACKLIN BYERS
Booz Allen Hamilton



BRYON BLOOM
PwC



ERIC SILVERMAN
Eastham Capital

“When I got out of the Army in 2020, I was obsessed with doing it right. I was terrified, flooded with resources, and assumed that everyone around me knew more about how to be more successful than I did. I went through Candorful, expecting to encounter another resource that would effectively tell me “Just go do better, and you’ll be fine.”

What I found instead was the only resource that I brag about to this day.

I got to practice, hear feedback, and encounter the natural whiplash that interviewing can be; where you meet one person that you really connect with, and then the opposite. Every coach that I met was passionate about me. Every conversation sparked multiple others, and those coaches truly changed the trajectory of my transition, letting me practice skills, refine them, and teach me to tell a story instead of just rehashing my resume.

I came back as a coach precisely because of the impression that Candorful left on me.”

Jonathan R.

Army Veteran turned Candorful Coach

2025 IN REVIEW



3745

INDIVIDUALS SERVED
IN 2025



1060

1:1 INTERVIEW PRACTICE
SESSIONS COMPLETED



20

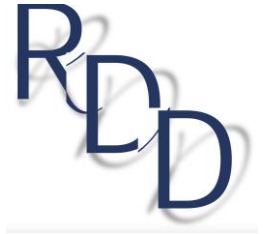
INTERVIEW
WORKSHOPS HELD



94%

OF USERS SAY
CANDORFUL HELPED
THEM GET THEIR ROLE

2025 CORPORATE PARTNERS AND GRANTS



VETERANS DAY FIRESIDE CHAT: DEMYSTIFYING ARTIFICIAL INTELLIGENCE

Candorful

DEMYSTIFYING ARTIFICIAL INTELLIGENCE VETERANS DAY FIRESIDE CHAT 2025

NOV 12, 2025 | 6:30 PM ET

FEATURING

HOLLY LEVANTO
VICE PRESIDENT, AI
BOOZ ALLEN HAMILTON



DAN RICKERT
CHIEF OPERATING OFFICER
ASI



THANK YOU
SPONSORS

EXIGER

amazon



\$20K



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FUNDRAISING SUCCESS

PATRIOT'S DAY FUNDRAISER: HALF MARATHON



OTHER DONATIONS

203

SEPARATE DONATIONS

~\$264

AVG AMOUNT DONATED*

\$10K

PWC VETERANS DAY
WINNER

~\$56K

RAISED IN 2025

**Excludes five large donations to remove outliers*

2025 AWARDS AND PARTNERSHIPS



VETERANS' EMPLOYMENT & TRAINING SERVICE
UNITED STATES DEPARTMENT OF LABOR



“When I was transitioning out of the military, I did not lack experience. I lacked translation. I knew I had value, but I struggled to explain that value in a way the corporate world understood. Candorful changed that for me.

Through honest, supportive interview practice, I finally felt seen and understood. My time in service stopped being reduced to a flowchart mindset of rank, career field, and assumed technical level. Instead, it was translated into meaningful, comparable experience that fit within corporate frameworks...

Candorful is not just interview prep. It is a lifeline, a confidence builder, and a reminder that veterans do not have to do this alone.”

Jesus G.

Former US Air Force, Current SEPM at Apple

“Candorful provides access to professionals from a wide range of backgrounds. When I first transitioned from the military, the program was instrumental in helping me translate my service into corporate terms... Candorful facilitates connections with experts to get the feedback that helps me best position my experience when transitioning from one industry to another. I truly can't imagine going through this process without Candorful's help.”

Jeremy P.

AI Tech Partner and Marine Veteran

CANDORFUL STATEMENT OF FINANCIAL POSITION (AS OF 12/31/25)

ASSETS

Current Assets

Bank Accounts	
DCU Checking	\$ 23,612.99
DCU Savings	\$ 21,834.74
Leader Bank - Business Checking	\$ 39,983.00
Leader Bank - Money Market	\$ 1,506.97

Leader CD Accounts

CDs Maturing Q1 (3/31) #3611	\$ 28,045.06
CDS Maturing Q2 (6/30) #3587	\$ 28,483.00
CDs Maturing Q3 (9/30) #3595	\$ 27,879.31
CDS Maturing Q4 (12/31) #3603	\$ 28,140.28

Total for Leader CD Accounts **\$ 112,547.65**

Total for Bank Accounts **\$ 199,485.33**

Other Current Assets

Prepaid Expense - Insurance	\$ 996.50
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Total for Other Current Assets **\$ 996.50**

Total for Current Assets **\$ 200,481.85**

Fixed Assets

Equipment	\$ 4,009.00
Accumulated Depreciation - Equipment	\$ (3,258.00)

Total for Equipment **\$ 751.00**

Total for Fixed Assets **\$ 751.00**

Total for Assets **\$ 201,232.85**

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable	\$ 0.00
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Total for Accounts Payable **\$ 0.00**

Other Current Liabilities

Accrued Expenses	\$ 1,472.82
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Total for Other Current Liabilities **\$ 1,472.82**

Total for Current Liabilities **\$ 1,472.82**

Total for Liabilities **\$ 1,472.82**

Equity

Opening Balance	\$ 0.00
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Retained Earnings	\$ 252,412.58
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Net Income	\$ (52,652.55)
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Total for Equity **\$ 199,760.03**

Total for Liabilities and Equity **\$ 201,232.85**



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Pat Hubbell, Executive Director

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