



WOUNDED WARRIOR
PROJECT®

ANNUAL REPORT FISCAL YEAR 2022

WOUNDED WARRIOR
ANGIE LUPE

MISSION:



To honor and empower wounded warriors.



Wounded warriors pay

\$0

for our programs
and services

In FY22, we invested nearly

\$247M

in life-changing programs
for warriors, family
members, and caregivers

WOUNDED WARRIOR
JAMES RIVERA

Watch WWP's 2022 Year In Review video to witness the impact we made on the lives of warriors and their families.



WWP IMPACT IN 2022

Wounded Warrior Project® (WWP) is honored to serve a unique population — veterans who served after 9/11 and sustained a service-related injury, illness, or wound. The information presented is specifically representative of warriors registered with WWP.



THE NEED:

78%

of warriors report that they feel isolated

OUR IMPACT:

6,400+

virtual and in-person events, keeping warriors and their families connected and out of isolation

97%

said that they feel socially connected to their peers after participating in WWP Connection events



THE NEED:

76%

of warriors report experiencing PTSD as a result of their service

OUR IMPACT:

73%

of warriors experienced fewer PTSD symptoms after receiving treatment through Warrior Care Network®

54,700+

hours of treatment provided for PTSD, traumatic brain injury, substance use disorder, and military sexual trauma



THE NEED:

76%

of warriors report pain at a level that is considered moderate or severe

80%

of warriors report sleep problems, putting it at number one on the list of all self-reported injuries and health problems

OUR IMPACT:

50%

experienced a reduction in pain, reducing the interference of physical injuries on daily life

58%

experienced an improvement in sleep quality, which WWP found to be the best predictor of good quality of life



THE NEED:

64%

of warriors indicated that they, at some point in the past 12 months, did not have enough money to make ends meet

OUR IMPACT:

68,000+

career coaching services provided, resulting in 1,700+ warriors and family members achieving employment

\$146.6M

in VA benefits secured for warriors and their families



THE NEED:

31%

of warriors need aid and assistance from another person due to service-connected injuries or health problems and need an average of 55 hours of care per week

OUR IMPACT:

200,000+

hours of in-home and local care provided to the most catastrophically injured warriors, helping them reach and maintain a level of autonomy that would not otherwise be possible

Of the caregivers who support these warriors,

50%

have experienced fewer symptoms of depression after receiving support from the WWP Independence Program



FY22 HIGHLIGHT:

After years of tireless advocacy by WWP and other veterans service organizations, the Sergeant First Class Heath Robinson Honoring Our PACT Act of 2022 was officially signed into law in August 2022. Its passage is a long-awaited victory and finally addresses one of the most urgent issues for post-9/11 veterans – health problems related to exposure to burn pits and other toxic substances. This comprehensive legislation ensures that exposed veterans are able to access the health care and disability benefits they have earned from the Department of Veterans Affairs.



FY22 HIGHLIGHT:

In 2022, WWP expanded our impact by partnering with 53 like-minded organizations dedicated to our nation's service members and families. We believe that no single organization can meet the needs of all injured veterans. By collaborating with other military and veteran support organizations, we augment critical WWP services and reinforce our existing efforts in communities that need them most.

**The information and statistics in this report represent program activity and impact during the 2022 fiscal year (October 1, 2021 – September 30, 2022) and from the 2022 Annual Warrior Survey, Longitudinal: Wave 2.

Project Odyssey® is a 12-week, adventure-based program in which participants learn to manage and overcome issues and enhance their resilience.



PROJECT ODYSSEY GROUP ACTIVITY IN PARK CITY, UTAH

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SOLDIER*ride*

Soldier Ride® is a unique, multiday riding event that serves warriors by creating a supportive group environment that promotes camaraderie and connection through physical activity.



SOLDIER RIDE PARTICIPANTS RIDING THROUGH THE STREETS OF CHICAGO

LETTER FROM THE CEO

At our inception 20 years ago, Wounded Warrior Project® (WWP) set off to achieve an incredibly ambitious vision — to foster the most successful, well-adjusted generation of wounded service members in our nation's history. In the two decades that followed, we devoted ourselves to building and innovating solutions and support around the needs of those we serve — post-9/11 wounded warriors, families, and caregivers from communities all across the country they so bravely served.

Engrained within the history of our organization are countless milestones achieved, families healed, communities strengthened, and fulfilling futures realized. But behind all of these incredible moments and memories are the partners, donors, and supporters who made them a reality.

You make our mission to honor and empower wounded warriors possible.

Within this report, you will read about the tremendous impact of your contributions. Every story and statistic represents a vibrant and connected community of hope and healing that supports more than 220,000 wounded veterans and family members. As we continue to work toward fulfilling our sacred mission, we do so with sincere gratitude to supporters like you who have allowed us the incredible honor and opportunity to give back to those who have given so much on our behalf.

You are changing and saving lives every day, and we are forever grateful for your support.

To honor and empower,



Michael S. Linnington
Lieutenant General, U.S. Army, Retired
Chief Executive Officer, Wounded Warrior Project



ABOUT WWP

Wounded Warrior Project is a nonprofit 501(c)(3) veterans service organization that is transforming the way America's injured post-9/11 veterans are empowered, employed, and engaged in their communities. WWP supports warriors through and beyond their transitions to civilian life with services in mental health, physical health, peer connection, career counseling, and financial wellness.

In addition to its direct services to warriors, WWP advocates before Congress, the Department of Veterans Affairs (VA), and the Department of Defense (DoD) for veteran policies and initiatives that make a real difference. These efforts have led to the creation and passage of life-changing legislation, including the PACT Act, Servicemembers' Group Life Insurance Traumatic Injury Protection program, the Caregivers and Veterans Omnibus Health Services Act of 2010, the Ryan Kules and Paul Benne Specially Adaptive Housing Improvement Act of 2019, and the Veteran Families Financial Support Act of 2020.

WWP programs, services, and advocacy efforts are all driven by the greatest needs of warriors through direct feedback from those we serve.

MISSION

To honor and empower wounded warriors.

VISION

To foster the most successful, well-adjusted generation of wounded service members in our nation's history.

WWP HEADQUARTERS
JACKSONVILLE, FL



WOUNDED WARRIOR
PROJECT®

WARRIOR HIGHLIGHT

WOUNDED WARRIOR
ANGIE LUPE

After being honorably discharged in 2005, **Angie Lupe** was among the first groups of veterans to return from the Iraq War. A mortar blast, toxic exposure, and the constant danger involved with being a combat gunner left her with injuries — both visible and invisible — that will affect her for the rest of her life. In addition to losing the use of her legs, Angie is affected by post-traumatic stress disorder (PTSD), a traumatic brain injury (TBI), and other neurological challenges.

Facing an uncertain future, Angie began to lose hope when she returned home. At one point, it got so bad that she attempted suicide. She ultimately found the help and support she needed when she got involved with WWP. As a participant in WWP's Independence Program, Angie and her family get assistance designed especially for the most critically injured warriors. She also credits WWP's Adaptive Sports events in helping her take a big step forward on her road to recovery. "I'm back doing everything I love to do," Angie says. "It's a little different. I have to adapt to do it, but I'm doing it, and it's possible."

THE HONORING OUR PACT ACT

A GREAT DAY FOR VETERANS ACROSS AMERICA



After years of tireless effort, WWP and other veterans service organizations saw The SFC Heath Robinson Honoring Our PACT Act signed into law in August 2022. This legislation guarantees care and benefits for veterans affected by toxic exposure.

According to WWP's Annual Warrior Survey, nearly all the warriors served by WWP report being exposed to hazardous or toxic substances during their service, with 75% reporting being exposed to burn pits.

THE HONORING OUR PACT ACT WILL:

- Declare 23 new presumptive conditions tied to toxic exposure.
- Grant VA health care enrollment eligibility to any veteran who suffered toxic exposures while in service.
- Grant permanent VA health care eligibility to more than 3.5 million post-9/11 veterans.
- Expand and extend eligibility for VA health care and benefits for veterans exposed to toxic substances and burn pits during service.

Veterans and survivors who meet the criteria outlined in the PACT Act can file claims immediately. WWP is ready to help warriors and family members who are eligible for benefits file their claims or supplemental claims and navigate the process to receive the benefits they deserve and have earned. "For me personally, it means that everything I went through mattered," says wounded warrior Andrew Myatt. "The next generation won't have to do this. And the generation that did will actually receive the benefits and medical attention that they need."



A VOICE FOR WARRIORS IN WASHINGTON, D.C.

As a voice for our nation's warriors in Washington, D.C., we fight to address the issues that matter most to them. Using warriors' feedback and insights, the Government Affairs team advocates for veteran policies and initiatives that make a real difference by improving the lives of millions of warriors, family members, and caregivers.

On the front lines of military and veteran affairs issues, we advocate for changes to policy and legislation impacting veterans' mental health, access to community care, research for brain injuries, toxic exposures, transition assistance benefits, and more.

WOUNDED WARRIOR
SERGIO ALFARO



Warrior Care Network® is a partnership between Wounded Warrior Project and four world-renowned academic medical centers that provides a path to long-term wellness for veterans and service members living with PTSD, TBI, military sexual trauma (MST), and other related conditions. Participants and their families receive first-class treatment tailored specifically to their needs and individualized care to support their unique journey. All treatment and accommodations are provided at no cost, and financial assistance is also offered to help cover everyday expenses like groceries, utilities, and housing.



HEALING THE INVISIBLE WOUNDS OF WAR

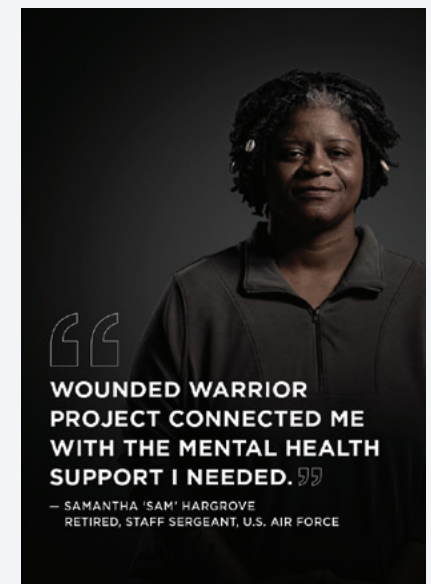
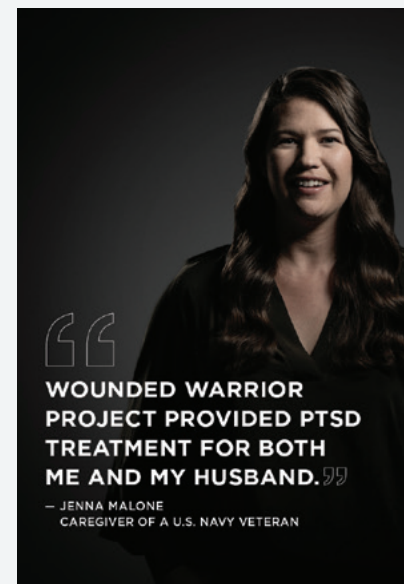
2022 MENTAL HEALTH CAMPAIGN

The vision “to foster the most successful, well-adjusted generation of wounded service members in our nation’s history” brings with it the responsibility to identify, address, and serve the mental health needs of post-9/11 veterans. In Wounded Warrior Project’s Annual Warrior Survey, nearly all respondents surveyed (93%) reported experiencing post-traumatic stress, traumatic brain injury, or other mental health injuries during their military service, and 83% reported experiencing more than one.

Sadly, many veterans don’t seek the help they need – and have earned through their service to this country – because they fear being negatively labeled or don’t know that programs and services are available to them.

Last year, we took a definitive step to push back against the stigma of receiving mental health care by launching a media campaign that openly, honestly, and personally addresses the topic. The campaign aims to help current and prospective warriors and their families understand that they’re not alone. We accomplish this by featuring real warriors who share their stories of struggle, hope, and healing and follow through with the message that WWP is here to help them – at no cost – get the specific type of mental health help they need to take the next step on their journeys to recovery. We reached them through the internet, social media, streaming video, audio services, and outdoor placements.

And it’s working. Already, this campaign has connected thousands of warriors and their families with mental health services. We’ve also registered more than 560 new warriors and connected them to the WWP services that have been proven to help. Most importantly, we are spreading a positive message of hope and healing and better educating and informing post-9/11 veterans and their families that we are here to help.



Carry Forward® 5K is a powerful, one-of-a-kind event where supporters put the WWP mission in motion by running or walking a 5K to honor and empower wounded warriors.



CARRY FORWARD 5K PARTICIPANTS
IN JACKSONVILLE, FLORIDA

COMMUNITY PARTNERSHIPS AND INVESTMENTS



WWP invests in best-in-class organizations to complement its programs and services and build a collaborative support network. This work is vital to building robust and resilient veteran families and communities.

In 2022, WWP and the Community Partnerships & Investment team reinforced our programmatic efforts and expanded our impact by investing in 53 like-minded military and veteran support organizations. We believe no single organization can meet the needs of all injured veterans. By collaborating with other military and veteran support organizations, we augment critical WWP services and reinforce our existing efforts in communities that need them most.

COMMUNITY PARTNER ORGANIZATIONS



FINANCIAL HIGHLIGHTS

BALANCE SHEET AS OF SEPTEMBER 30, 2022

ASSETS

Cash and cash equivalents	\$ 10,306,087
Pledges and grants receivable, net	46,812,690
Prepaid expenses	11,382,378
Property and equipment, net	2,966,670
Investments	355,776,237
Other assets	22,409,693

Total Assets **\$ 449,653,755**

LIABILITIES

Accounts payable, accrued expenses, and other liabilities	\$ 67,129,163
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NET ASSETS

Without donor restrictions	\$ 376,313,962
With donor restrictions	6,210,630

\$ 382,524,592

Total Liabilities and Net Assets **\$ 449,653,755**

REVENUE AND EXPENSES FOR THE YEAR ENDING SEPTEMBER 30, 2022

REVENUE

Contributions and grants	\$ 388,364,321
Investment income	10,202,810
Other revenue	3,588,960

Total Revenue **\$ 402,156,091**

EXPENSES

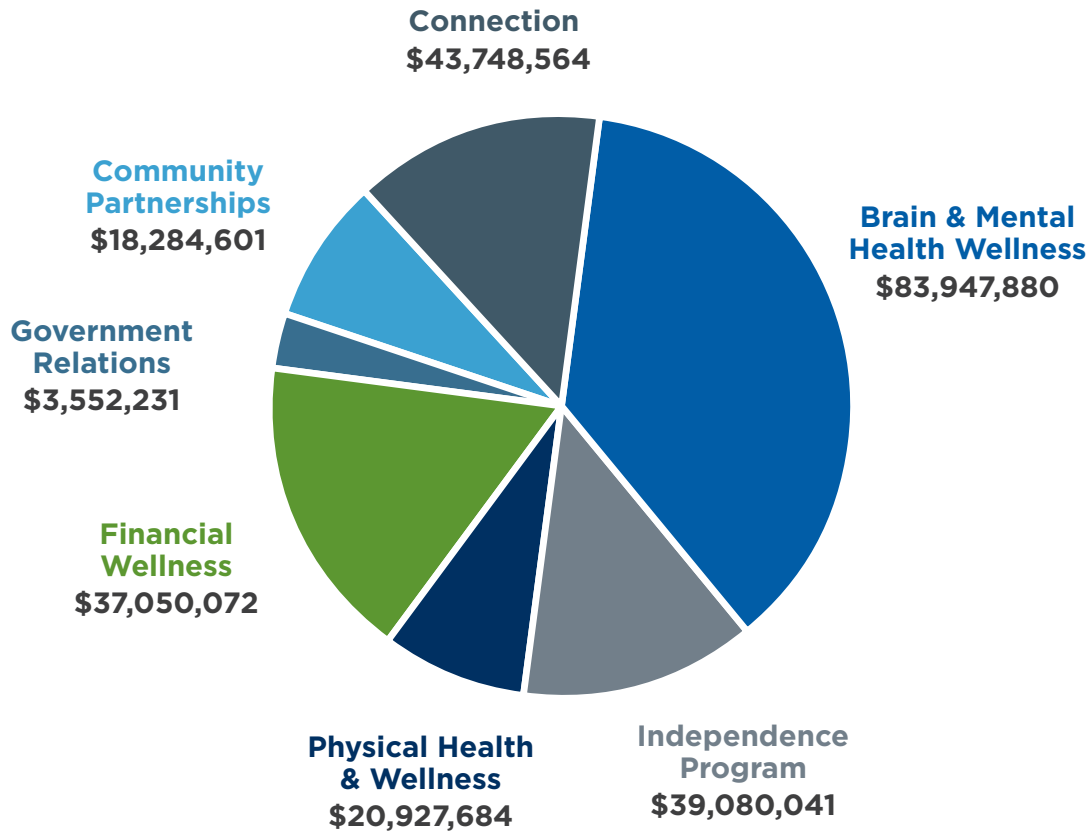
Program services	\$ 246,591,073
Management and general	17,822,262
Fundraising	79,712,954

Total Expenses **\$ 344,126,289**

Source: Wounded Warrior Project, Inc. IRS Form 990 for the tax year ending September 30, 2022

★ IN FY22, WWP INVESTED NEARLY \$247 MILLION ★

IN LIFE-CHANGING PROGRAMS AND SERVICES FOR WARRIORS, FAMILY MEMBERS, AND CAREGIVERS



INDIVIDUAL PROGRAM EXPENSES

Brain & Mental Health Wellness	\$ 83,947,880
Connection	43,748,564
Independence Program	39,080,041
Financial Wellness	37,050,072
Physical Health & Wellness	20,927,684
Community Partnerships	18,284,601
Government Relations	3,552,231
Total Expenses	\$ 246,591,073

Source: Wounded Warrior Project, Inc. IRS Form 990 for the tax year ending September 30, 2022

VISION PARTNERS

\$1 MILLION+

We are grateful for our vision partners, who promote our mission and raise funds to support warriors and their families through cause marketing and consumer-engagement events.



Since 2014, the AmazonSmile Foundation has proudly supported WWP with a donation of 0.5% of eligible purchases made by customers who chose Wounded Warrior Project as their charity of choice, which generated more than \$8.2 million. This support has helped fuel the mission of honoring and empowering wounded warriors.*



Since 2018, CSX's Pride in Service program has honored and supported those who serve our country and our communities. In partnership with WWP, Pride in Service has provided life-changing assistance for warriors, ranging from veterans' training and employment resources to funding critical research that helps guide WWP programming.



With the goal of providing tools to improve mental health and access to care for injured veterans, Guaranteed Rate Companies, a leader in the mortgage lending industry, raised \$1.8 million for WWP in one week through a \$3-to-\$1 match of all donations from its generous employees and supporters.



Through the ERG Veterans Leadership Council, Johnson & Johnson employees connected with the WWP mission by supporting WWP Virtual Baby Showers and Winter Wellness, a consumer-facing retail activation. In addition, they participated in WWP Carry Forward® Virtual 5K events and hosted four Warriors Speak events, where more than 1,000 employees focused on their DE&I goals.



Since 2019, Melwood has partnered with WWP to assist donors who wish to donate a vehicle and direct the proceeds from the sale to WWP. Melwood's mission is to advocate for and empower individuals with disabilities to transform their own lives through unique opportunities to work and play.



The NFL supports WWP through its Salute to Service initiative each year. This yearlong campaign provides critical fuel for WWP programs that focus on mental and physical wellness opportunities. Sponsored engagement events allow warriors to connect with their peers, communities, and NFL players and legends.



As the Exclusive Partner in consumer credit and payment cards, and home and auto insurance since 2009, USAA has donated more than \$10.7 million and provided connection opportunities for warriors and programmatic support to help further the WWP mission. In 2022, its Recycled Rides program provided refurbished vehicles to eight WWP warriors in need.

*AmazonSmile ceased operations as of February 2023

CORPORATE PARTNERS

Corporate partners, sponsors, and supporters help fuel the WWP mission by creating awareness and providing funds to support our life-changing programs and services.

VISION PARTNERS

\$1,000,000+

AmazonSmile
CSX
Guaranteed Rate
Johnson & Johnson
Melwood Horticultural Training Center Incorporated
National Football League
USAA

INNOVATORS

\$500,000 - \$999,999

Verizon Wireless

CATALYSTS

\$250,000 - \$499,999

Allcat Claims Service LLC
Cars 2 Charities Incorporated
DCP Midstream
Harley-Davidson Motor Company

SENTRIES

\$100,000 - \$249,000

BAE Systems
Blackhawk Network
James Hardie Building Products Incorporated
Kent Nutrition Group
Network for Good
Southwire Company LLC
SnugZ USA (Basecamp)
Thrivent Financial
Tire Discounters

CORPORATE SUPPORTERS

\$50,000 - \$99,999

Better Home Plastics Corporation
Con-Tech Manufacturing Incorporated
Corteva Agriscience
Eastgate Chrysler Jeep Dodge Ram
General Sportswear Company Incorporated (DEVIL-DOG Dungarees)

Fujitsu
Lotlinx Incorporated
Maximus Foundation
Pandol Brothers Incorporated
Praxis Companies LLC
Prime Controls LP
Sit 'n Sleep
SteelSeries
Sony Interactive Entertainment LLC
Techni Sport

GIFT-IN-KIND

Gift-in-kind donations come from organizations that generously waive or reduce the costs of their products and services, enabling WWP to conserve resources and better serve injured warriors.

CATALYSTS

\$250,000 - \$499,999

RFR Creative

SENTRIES

\$100,000 - \$249,999

Robertson Marketing Group

CHAMPIONS

\$50,000 - \$99,999

GoodUnited
The Madison Square Garden Company

GUARDIANS

\$25,000 - \$49,999

The Cicero Group
Prudential Advisors



In 2019, **DCP Midstream's** employees voted to select the company's next major charitable partner and chose Wounded Warrior Project. The Fortune 500 natural gas company had big plans to launch the partnership in 2020, and even the pandemic didn't shut down its team's resolve. They raised over \$500,000 over the next two years through company donations and employee fundraising – even without the company's signature golf event. The DCP Midstream National Charity Golf Tournament was held for the first time after a two-year hiatus at Arrowhead Golf Course in Littleton, CO, on August 30, 2022,

exceeding goals set by DCP. The Denver-based company's financial support has helped warriors and their families in their greatest time of financial need through support of the Emergency Financial Assistance (EFA) Program. Its employees have generated donations through virtual silent auctions and other fundraising activities and connected with veterans through handwritten notes and Warriors Speak® Lunch and Learns.



HONOR & EMPOWER SOCIETY

The Honor & Empower Society is a recognition program for donors who have committed to supporting the mission of WWP through their estate, trust, retirement accounts, beneficiary designations, and other financial gifts that will mature after their passing.

Richard Henry was in Pearl Harbor on December 7, 1941. He survived the attack and lived to the age of 100. But he never forgot the bravery and sacrifice he witnessed on that tragic day in history.

Mr. Henry was passionate about giving back to veterans of all generations. He knew that, while the battlefields may change, the fight for freedom must always endure.

He also understood that one way to support America's veterans is by contributing to WWP. By including a bequest

to WWP in his estate, he joined the Honor & Empower Society and made an enduring commitment to serving those who served.

In his final years, Mr. Henry would often contact WWP and ask about the wounded warriors we care for. His genuine compassion and concern for them was an inspiration. So was his generosity. Sadly, he passed away on May 18, 2021, at the age of 100.

We're grateful to Mr. Henry and to all the Americans who have joined WWP's Honor & Empower Society to ensure that our seriously injured veterans will continue to have a place to turn for help and support. We'd be happy to help you with any answers or other resources you may need.



BE A PART OF OUR MISSION

You can make a difference in warriors' lives by making a legacy gift to WWP, perhaps in your will or living trust. We also provide a variety of other giving options to make providing your support simple and easy. Remember – the greatest casualty is being forgotten. Your support ensures that never happens.

Contact the Planned Giving Team at WWP for additional guidance.

Wounded Warrior Project

4899 Belfort Road, Suite 300
Jacksonville, FL 32256
Tax ID # 20-2370934

WWP Planned Giving Team

plannedgiving@woundedwarriorproject.org
904.479.4485



WWP TEAMMATE SCOTT FORSHEY FRIEDMAN WITH MR. HENRY'S CAREGIVERS AND FRIENDS, LAURA WILLIAMS AND JOY SLEBOS

WHEN YOU GIVE

A gift to support wounded warriors as part of your planned giving arrangements is deserving of recognition and thanks. When you include WWP, you become a member of the Honor & Empower Society.

As a member, you will receive:

- A certificate of appreciation letting others know of your support of wounded warriors and their families.
- Recognition of your gift, with your permission; you may give anonymously if you prefer.
- Invitations to local WWP events and information sessions.

WWP RECOGNIZES THE FOLLOWING DONORS FOR THEIR LEGACY GIFTS:

Alan G. Barsumian Trust
David L. Quinn Trust / Estate of David L. Quinn
Donna C. Windsor Trust
John L. Sprock Revocable Trust
Towanda Trust

CHARLES EVANS ENDOWED SCHOLARSHIP

Created with a \$1 million gift in 2008 from the Charles Evans Foundation, the Charles Evans Endowed Scholarship has since provided more than \$845,000 to fund WWP programs and services.

PEER-TO-PEER FUNDRAISING

Peer-to-Peer fundraising initiatives connect supporters to our mission and serve as a framework that allows them to show their gratitude to our nation's veterans. By fundraising for WWP events or as independent fundraisers, these supporters work within their own networks to drive support for WWP that directly addresses warriors' daily challenges and stands as a testament to their deep gratitude for all these warriors have done.

\$25,000+

American Heroes Invitational Golf Tournament

Anthem Sports Invitational Golf Tournament

Applied Insight Golf Tournament

Chegg.org Impact Fund, a fund of Tides Foundation

Community Blood Center/Tissues Services

Anonymous

FCL Builders Maryland LLC

Friends of Wounded Warriors KC

GaryCon

Golf Balls as Gifts

Kimberly-Clark Chester Golf Tournament

McNamara Charity Golf Outing

National Golf Links of America

NDC Golf Tournament

The North American Trailer Dealers Association (NATDA)

Oakland Spine and Rehabilitation Center

Old Glory Flags & Flagpoles Incorporated

Oneonta Charity Cup

Operation Drive "Fore" Heroes

Optum Serve

Premier Inc.

Rainbow Sandals Foundation Charity Golf Tournament

Salute to Service Champions Golf Tournament

Sons of the American Legion Post 380 Bike Run

Stoney Creek Resort Freedom Fest

Team Minnesota

Team Newport- Mist to Mews

Team Padgett

Thunder in the Valley Jet Rally

Wounded Warriors at Pinehills

Wounded Warrior Project Sedona Golf Event



Since 2012, community fundraiser, registered nurse, and Army mom **Crystal Wallick** has raised more than \$275,000 for WWP in honor of her son, Matthew Lempergel, who died by suicide shortly after a deployment to Afghanistan and subsequent diagnosis of PTSD. Crystal organizes auctions and takes any opportunity she can to raise funds for veterans with visible and invisible injuries – keeping connected to them in her own way after losing Matthew. She is an advocate and fundraiser for veterans through WWP. This past year, Crystal raised more than \$26,000 for WWP and, after sending in her final check for the year, immediately began work toward raising funds for 2023.



“ Without Wounded Warrior Project, it wouldn't have been possible to achieve my absolutely perfect life.”

— WOUNDED WARRIOR BOBBY WOODS
WITH HIS DAUGHTER

LEARN MORE ABOUT WAYS TO
SUPPORT OUR MISSION TO HONOR
AND EMPOWER WOUNDED WARRIORS



WWP BOARD OF DIRECTORS



**KATHY
WIDMER**
CHAIR



**KEN
HUNZEKER**
VICE CHAIR



**JOSEPH
CARVALHO JR.**



**TIFFANY
DAUGHERTY**



**LISA
DISBROW**



**JEFF
DOLVEN**



**JUAN
GARCIA**



**MICHAEL T.
HALL**



**KATHY
HILDRETH**



**PATRICIA
HOROHO**



**WILLIAM
REYNOLDS III**



**KRISTEN
ROBINSON**



**BILL
SELMAN**



**ALONZO
SMITH**



**RICHARD T.
TRYON**

KATHY WIDMER

DIRECTOR SINCE 2017

Kathy Widmer is company group chair for Johnson & Johnson's Consumer Health North America and Latin America divisions. She graduated from the United States Military Academy with a Bachelor of Science in mechanical engineering and served in the U.S. Army as a captain and field artillery battery commander. She holds a Master of Business Administration from Oklahoma City University. Widmer is also board director for Texas Roadhouse.

KEN HUNZEKER

DIRECTOR SINCE 2019

Lt. Gen. Ken Hunzeker served in the U.S. Army for 35 years commanding forces at every level. He had numerous tours in the Pentagon as well as several tours to Iraq, retiring as the deputy commander of all U.S. forces. After retiring from the Army, Hunzeker joined ITT Defense, ultimately spinning off one of its major business units and serving as CEO of Vectrus, a publicly traded company. Upon his retirement from the private sector, Hunzeker joined Ultra Electronics and TRAX International as a nonexecutive director. He is also the Distinguished Chair for the Study of Civilian Operations at West Point and serves as an ambassador for Home For Our Troops. In 2020, he was selected as a Distinguished Graduate of the United States Military Academy, an honor reserved for West Point's most distinguished graduates.

JOSEPH CARVALHO JR.

DIRECTOR SINCE 2022

Maj. Gen. (Ret.) Joseph Carvalho Jr., M.D., is president and CEO of the Henry M. Jackson Foundation for the Advancement of Military Medicine, a congressionally authorized not-for-profit organization that supports specific medical research worldwide for the benefit of both military and civilian health. Prior to joining HJF, Carvalho served as the Joint Staff Surgeon at the Pentagon in Washington, D.C. He was the chief medical adviser to the chairman of the Joint Chiefs of Staff, providing recommendations to the chairman, the Joint Staff, and combatant commanders on a wide range of medical and readiness issues. Before becoming Joint Staff Surgeon, he was Army Deputy Surgeon General and deputy commanding general (support) of the U.S. Army Medical Command. In an Army career spanning over 38 years,

he served in various leadership positions, culminating with commanding general of the Southern Regional Medical Command at Brooke Army Medical Center, the Northern Regional Medical Command, and the Army Medical Research and Materiel Command at Fort Detrick. Carvalho graduated with a M.D. from the Uniformed Services University of the Health Sciences School of Medicine in 1983. In 2019, he received an honorary Doctor of Laws degree from Gonzaga University.

TIFFANY DAUGHERTY

DIRECTOR SINCE 2020

Tiffany Daugherty began her career as a U.S. Army air traffic controller, then spent 10 years in the career counseling field. She joined WWP to lead a team of regional specialists in providing direct employment services to veterans with disabilities and their spouses. She is an alumna of the 2018 George W. Bush Institute's Stand-To Veteran Leadership Program. In 2018, Daugherty served as vice chair of the NYC Veterans Advisory Board and was appointed to the VA Advisory Board on Women Veterans in 2020. She currently serves as human resources leader, Military Pathways for Johnson & Johnson.

LISA DISBROW

DIRECTOR SINCE 2018

Lisa Disbrow has 32 years of combined civilian and military service in national security processes. During her service in the U.S. Air Force, she deployed in support of Operations Desert Storm and Southern Watch. As the 25th undersecretary of the Air Force from 2015 to 2017, she oversaw a global organization with 660,000 personnel and worked to improve the care and benefits for airmen living with TBIs and PTSD. Disbrow then served as acting secretary of the Air Force and the Secretary of Defense's principal Department of Defense space advisor. Other positions include USAF financial manager and comptroller, Joint Staff/J8 vice director, and special adviser for policy implementation to the president's national security advisor. Disbrow currently sits on the board of directors of Mercury Systems, CACI, BlackBerry, SparkCognition, and the National Defense Industrial Association. She is a senior fellow at Johns Hopkins University Applied Physics Laboratory and was appointed as a commissioner on Congress' Planning Programming, and Budget Execution (PPBE) Commission.

WWP BOARD OF DIRECTORS

JEFF DOLVEN

TERM STARTED SEPTEMBER 15, 2022

Jeff Dolven serves as president and CEO of Skookum Contract Services, where he leads over 1,300 Skookum employees engaged in facilities management, logistics, and aerospace manufacturing services across 12 states plus the District of Columbia. Dolven dramatically expanded the integration of veterans into Skookum's workforce. Today, over one-third of the Skookum team are veterans, and over one-quarter of the team are veterans with service-related disabilities. Prior to his current position, Dolven served as chief operating officer for Skookum Contract Services. Earlier in his career, Dolven served as a U.S. naval officer, specializing as a member of the Navy's Civil Engineer Corps. During this time, Dolven served as a warranted contracting officer and was selected into membership in the Department of Defense Acquisition Professional Community. He earned a Bachelor of Science in systems engineering from the United States Naval Academy and later earned a Master of Science in civil engineering from the University of Maryland. He is a licensed professional engineer in the state of Washington.

JUAN GARCIA

DIRECTOR SINCE 2016

Juan Garcia earned his undergraduate degree from UCLA and a Juris Doctor from Harvard Law School. After completing deployments to the Persian Gulf and Western Pacific, as a naval aviator, he served as a White House fellow at the Department of Education and later was elected to the Texas House of Representatives, where he served on the Defense and Veterans' Affairs Committee. He became assistant secretary of the Navy in 2009 and was the director for global associate development at Amazon from 2016 until 2019. Garcia is currently a managing director at Deloitte, based in Washington, D.C., where he focuses on defense, security, and justice clients.

MICHAEL T. HALL

DIRECTOR SINCE 2018

Command Sgt. Maj. (Ret.) Michael T. Hall brings more than four decades of military and civilian service experience to the WWP board of directors. Hall served multiple deployments and was the command sergeant major of the 75th Ranger Regiment. He also served on the Joint Special Operations Command, the U.S. Army Special Operations Command, and the International Security Assistance Force, Afghanistan. Hall is the executive director of the Three Rangers Foundation. He also currently serves as the honorary command sergeant major of the 75th Ranger Regiment.

KATHY HILDRETH

DIRECTOR SINCE 2020

Since graduating from the United States Military Academy at West Point in 1983 and serving in the U.S. Army, Kathy Hildreth has continued to make an impact on the country in her civilian career. Hildreth held a variety of roles at General Electric, DynCorp International, and Lockheed Martin. Operationally, she has managed business, maintenance, and logistics functions for complex government support contracts and currently oversees operations and quality for M1 Support Services employees worldwide. Hildreth was also instrumental in winning more than \$20 billion in government services business throughout her career. In June 2019, she was the first U.S. veteran named as one of America's most successful businesswomen on Forbes' list of America's Richest Self-Made Women. Hildreth was once again included on this list in 2020 and 2021.

PATRICIA HOROHO

DIRECTOR SINCE 2022

Lt. Gen. (Ret.) Patricia Horoho is the chief executive officer of OptumServe, the end-to-end federal business of both Optum and UnitedHealth Group. Horoho's distinguished professional career includes 33 years with the U.S. Army, retiring as a lieutenant general, the 43rd Army Surgeon General, and commander of the U.S. Army Medical Command. She made history being the first woman, first nurse, and nonphysician to hold these posts. In these roles, Horoho led the third-largest health care system in the world, a global logistics, research, and care network across five continents, with a multibillion-dollar budget and staff of more than 156,000. Horoho has been humbled to serve and lead during pivotal moments in Army medicine and in defense of the nation, including serving as the head nurse in the emergency room during the Green Ramp Disaster in 1994, standing up triage at the Pentagon on Sept. 11, 2001, transforming care at the Walter Reed Army Medical Center from 2006 to 2008, and serving as the special assistant to the commander, International Security Assistance Force Joint Command, Afghanistan.

WILLIAM REYNOLDS III

DIRECTOR SINCE 2020

Upon commissioning as a second lieutenant from West Point, William Reynolds III entered the United States Army Infantry. During his second deployment to Iraq, he was near fatally wounded by an improvised explosive device (IED). After nearly seven years of service, Reynolds went on to earn an MBA in health sciences management and a master's degree in public health. He is the co-author of "Making it Millennial." He was also a finalist for the White House Fellows Program. He is an avid cyclist and runner and has competed in events like the Warrior Games and the Invictus Games, where he was the captain of the U.S. team. Reynolds is also a U.S. Paralympic hopeful.

KRISTEN ROBINSON

TERM STARTED SEPTEMBER 15, 2022

Kristen Robinson is head of the Asset Management Board Program for Fidelity Investments, where she leads the Fidelity Funds board program, including the team responsible for the strategy, processes, and resources dedicated to the successful operation of Fidelity's various board of trustees to the Fidelity mutual funds, ETFs, and institutional products. Before assuming her current position, Robinson was chief operating officer at Fidelity Charitable, where she was responsible for functions including operations, service, learning and development, and marketing. Prior to Fidelity Charitable, Robinson spent the majority of her 15-year career at Fidelity Investments in Personal Investing as senior vice president of digital experiences. She's held senior-level executive positions in multiple start-ups, including leading global multichannel distribution, product development, client experience/services, and operations for security identity and credential bureau market disruptor Geotrust (acquired by Verisign) and as managing director for a smart card software company in Hamburg, Germany. Robinson has a Bachelor of Science in marketing from Bentley University and an MBA from MIT Sloan.

BILL SELMAN

DIRECTOR SINCE 2020

Bill Selman graduated from the United States Military Academy at West Point and served as an Army field artillery officer from 1983 to 1988. After retiring from the Army, Selman spent 10 years working with Mobil Oil before joining Graham Company, one of the largest insurance and employee benefits brokers in the country, where he serves as managing director and helps develop the company's offshore captive alternatives, environmental practice, management, and innovation teams. In addition to his duties as a WWP board director, Selman works with a variety of veterans organizations that focus on individual mentoring.

ALONZO SMITH

TERM ENDED SEPTEMBER 15, 2022

During his 33-year military career, Command Sgt. Maj. (Ret.) Alonzo Smith rose to a rank that just 1% of enlisted service members reach. Smith has deployed around the world, and his military awards and decorations include the Purple Heart, Distinguished Service Medal, Defense Superior Service Medal, seven Bronze Stars, Combat Infantryman Badge with one Star, and many others. He is also a registered Alumnus with WWP. His long, decorated military career brings unprecedented experience to the board, which enables the organization to better serve warriors and their families.

RICHARD T. TRYON

TERM ENDED SEPTEMBER 15, 2022

Lt. Gen. Richard T. Tryon served our country in numerous leadership roles between 1975 and 2014. Assignments included serving as commanding officer, Marine barracks in Washington, D.C., executive officer to the Supreme Allied Commander for the U.S. European Command, commanding general of the Marine Corps Recruit Depot at Parris Island, and commanding general of the Marine Corps Recruiting Command in Quantico. He also served as the commanding general, 2nd Marine Division, II MEF (FWD), and commander, Multinational Force-West (Iraq). He assumed duties as commander, U.S. Marine Corps Forces Command and U.S. Marine Corps Forces Europe, in June 2013. Tryon is currently the Senior Fellow for Leadership in the Hicks Honors College at the University of North Florida.

WWP LEADERSHIP



MICHAEL LINNINGTON
CHIEF EXECUTIVE OFFICER

As chief executive officer, Lt. Gen. (Ret.) Michael Linnington is responsible for ensuring WWP's free, direct programs and services continue to have the greatest possible impact on the wounded warriors, caregivers, and families we serve. During his 35-year career in the Army, he served in a variety of key command and staff positions worldwide, including brigade command of the 3rd Brigade Combat Team/101st Airborne Division (in both Iraq and Afghanistan); commanding general, Military District of Washington/Joint Force Headquarters–National Capital Region; and military deputy for the undersecretary of personnel and readiness. Prior to joining WWP, Michael was the first permanent director of the Defense POW/MIA Accounting Agency. He is a graduate of the United States Military Academy at West Point, New York.



GARY CORLESS
CHIEF DEVELOPMENT OFFICER
CONCLUDED POSITION DECEMBER 31, 2021

Gary Corless was responsible for leading the organization's warrior support team, which consists of resource development, public awareness, and marketing teams. This included the development and execution of strategic and diversified plans to grow and manage significant fundraising efforts as well as leadership of the promotion and protection of the organization's mission, vision, and purpose. Before joining WWP, Gary was president and CEO of PSS World Medical. From 2002 to 2010, his career with PSS World Medical also included serving as chief operating officer, executive vice president, and president of the Physician Business. Gary holds a bachelor's degree in finance from Florida State University.



VILMA CONSUEGRA
CHIEF MARKETING & COMMUNICATIONS OFFICER

Vilma Consuegra serves as chief marketing and communications officer at Wounded Warrior Project. In this role, she is responsible for translating the organization's strategic priorities into integrated marketing and communication strategies to further support WWP's mission to honor and empower wounded warriors. Prior to joining WWP, Vilma was a senior executive with Acosta Sales & Marketing, a leading outsourced sales and marketing agency in the consumer-packaged goods industry. At Acosta, she oversaw the Marketing and Communications teams, leading the development and execution of marketing and communication strategies including brand, marketing, internal communication, advertising, and public relations. Vilma is a former board member of Angelwood, a Jacksonville not-for-profit organization supporting children and adults with developmental disabilities. She holds a bachelor's degree in public relations from the University of Florida and an MBA from the University of South Florida.



SCOTT COSTER
CHIEF INFORMATION OFFICER

Scott Coster serves as chief information officer, leveraging his 20+ years of IT experience to carefully balance the functional, transformational, and strategic aspects of the role. Prior to being promoted to his current position, Scott served as vice president of information technology, where he focused on the creation and delivery of a four-year transformational road map that gave emphasis to strategic alignment, workforce strategy, risk mitigation, cybersecurity, automation, cost rationalization, and maturing the team's capabilities to deliver solutions. Before joining WWP, Scott was an IT executive for CSX Corporation. Scott holds a B.S. in computer information technology and graduated from Jacksonville University's Executive MBA program. He has also completed advanced studies at the University of Maryland (Business Leadership Program) and Darden Business School (Finance for Executives).



ERIC MILLER
CHIEF FINANCIAL OFFICER

Eric Miller leads the financial operations team, including financial reporting, financial planning and analysis, accounting services, travel and events, and procurement. He is responsible for WWP's financial strategy and assists in the development and execution of the organization's strategic plan. Prior to joining WWP, Eric spent six years in the audit practice of Arthur Andersen. He then spent seven years as corporate controller of Columbia Laboratories and 15 years in senior financial leadership roles at PSS World Medical. He graduated with an accounting degree from Florida State University.



CHRIS NEEDLES
CHIEF DEVELOPMENT OFFICER
COMMENCED POSITION JUNE 27, 2022

As chief development officer, Chris Needles leads the organization's resource development enterprise, driving strategic growth across all major revenue channels and supervising the direct response, business development, and donor experience teams. Prior to joining WWP, Chris served over five years as vice president for development at the Rutgers University Foundation in New Brunswick, NJ. Previously, he spent more than 17 years at the University of Florida, serving in executive leadership positions encompassing corporate and foundation relations, major gifts, regional development, international advancement, and campaign planning. He is a graduate of the University of Notre Dame and earned an MBA degree in organizational management from Rutgers Business School.



JENNIFER SILVA
CHIEF PROGRAM OFFICER

Jennifer Silva is responsible for providing strategic direction, leadership, and management for all WWP programs and services. Since joining WWP in 2008, she has led the way in creating and innovating several programs and business teams, focused on helping warriors thrive. Before taking on her current position, Jennifer led the strategy and innovation team, overseeing the creation of cutting-edge programs and development of business analytics and impact measurements, to ensure resources are focused on life-changing programs and services. Prior to this, she led the financial wellness team, focusing on education and employment programs for wounded warriors and their families. Jennifer graduated from the United States Military Academy at West Point, New York, and served in the Army as a logistics officer. Her family continues to serve in America's military.



CHRIS TONER
CHIEF OF STAFF

Chris Toner has direct oversight of organizational operations concerning executive initiatives; strategy and innovation; human resources; legal; project management; diversity, equity, and inclusion; and facilities management. He works directly with the CEO to ensure effective and efficient relationships with internal and external stakeholders and to fulfill WWP's commitments to teammates, warriors, partners, donors, and the board of directors. Before joining WWP, Chris led the Army's Warrior Care Program as the commander of Warrior Transition Command and the assistant surgeon general for Warrior Care. He served in the Army for 29 years and commanded both an infantry battalion task force and brigade combat team in Afghanistan. Chris holds a Master of Arts in national security and strategic studies from the U.S. Navy War College.

PEER SUPPORT GROUPS

After their service, many veterans feel they've lost a sense of camaraderie that they once enjoyed in the military. We understand how important peer relationships are to finding that sense of camaraderie again during and through a warrior's transition to civilian life. We bring the veteran community together.



WOUNDED WARRIORS (L TO R): **CHRISTIAN GOMEZ, SARAH LAPLANTE, RAMIRO OLIVEIRA JR., NANCY O'REILLY, TIM APONTE, ANNA MAKELA, JOSEPH JANEIRO**



In 2023, WWP celebrates 20 years of helping wounded warriors realize what's possible. Our entire organization is focused on meeting the complex needs and empowering the growth potential of warriors and the loved ones who stand by them. We remain accountable and dedicated to honoring and empowering warriors, today, tomorrow, and the decades to come.

THE GREATEST CASUALTY IS BEING FORGOTTEN®



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