



# ANNUAL REPORT

FISCAL  
YEAR **2023**

WOUNDED WARRIOR  
TIM APONTE







WOUNDED WARRIOR  
SHARONA YOUNG

**2023  
FISCAL YEAR  
IMPACT**



WWP™ HAS SERVED MORE THAN

**240,000**

WARRIORS, FAMILY MEMBERS,  
AND CAREGIVERS SINCE 2003



WOUNDED WARRIORS PAY

**\$0**

FOR OUR PROGRAMS  
AND SERVICES



IN THE 2023 FISCAL YEAR,  
WE INVESTED MORE THAN

**\$260M**

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

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WATCH WWP'S 2023  
YEAR IN REVIEW VIDEO TO  
SEE THE IMPACT MADE ON  
THE LIVES OF WARRIORS  
AND THEIR FAMILIES.

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“ It’s possible to have a voice.  
And to be heard. ”

— WOUNDED WARRIOR  
AARON CORNELIUS



## LETTER FROM THE CEO

Wounded Warrior Project® (WWP) has been changing and saving the lives of wounded warriors and their families since 2003 — providing vital programs and resources that help them find hope, healing, and connection to the life they deserve. As we commemorate 20 years of honoring and empowering wounded warriors, we acknowledge and celebrate the passionate and patriotic individuals and organizations who make all of this possible.

Because of the incredible generosity of our donors, supporters, and partners, we are able to continuously evolve and enhance our support so we can best address warriors’ most pressing needs for the long run. It is not enough to focus on the here and now; we must be ready and able to serve for the next 20 years and beyond, as we know the needs of injured veterans and their families will continue to evolve.

Your support helps us do just that — create important change now and plan for an impactful future.

Every day, we meet warriors right where they are in their journeys of recovery, connecting them with direct support in the areas of mental and physical health, career counseling, and long-term rehabilitative care. 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 solemn responsibility to serve those who have served us.

Thank you for being an invaluable part of our commitment to wounded, ill, and injured veterans and their families! As you’ll see within this report, your investment made a meaningful and enduring impact in the lives of those we serve throughout 2023. This great work would simply not be possible without you.

To honor and empower,

**Michael S. Linnington**  
Lieutenant General, U.S. Army, Retired  
Chief Executive Officer, Wounded Warrior Project (2016-2024)

Lt. Gen. (Ret.) Mike Linnington retired from his role as chief executive officer at Wounded Warrior Project in March 2024. The organization welcomed Lt. Gen. (Ret.) Walt Piatt as CEO that same month. We are incredibly grateful to Lt. Gen. Linnington for his servant leadership and immense contributions to our mission during his tenure at WWP. We look forward to continuing our service to wounded warriors and their families with the same passion and dedication under Lt. Gen. Piatt.







# TWENTY YEARS OF POSSIBLE

Over the last two decades, Wounded Warrior Project has been honored to serve more than 240,000 post-9/11 veterans and family members. Our direct programs provide connection, mental health and wellness treatment, physical health services, financial wellness assistance, and long-term support for the critically wounded.

## 20 YEARS OF MAKING AN IMPACT

- 2003**: WWP was founded, and the WWP backpack program was established.
- 2004**: A lone rider, Chris Carney, set out on a mission to raise awareness for injured veterans. Since then, Wounded Warrior Project® Soldier Ride® has evolved to involve more than 16,000 riders across 191 events.
- 2007**: Started **Warriors to Work®** to help improve financial wellness in veteran families.
- 2008**: Benefits Services, Combat Stress Recovery Programs, and WWP Peer Support Program launched.
- 2010**: WWP Resource Center opened and became a single place for all warrior needs.
- 2013**: Created **Warrior Care Network®**, a first-of-its-kind clinical treatment option for veterans with post-traumatic stress disorder and traumatic brain injury.
- 2015**: Launched **Independence Program** to support our nation's most severely wounded veterans, their families, and caregivers.
- 2018**: The first **Carry Forward® 5K** fundraiser was hosted, in which participants can walk, jog, or run and show support for warriors by carrying a flag, weight, or another person.
- 2021**: Advocacy efforts of the Wounded Warrior Project® Government Affairs team helped pass the largest expansion of veteran health care and benefits in decades. The **SFC Heath Robinson Honoring Our PACT Act** took a comprehensive approach to addressing the ill effects of burn pits and other toxic exposures for veterans of multiple service eras.
- 2022**: Launched the **Women Warriors Initiative** to improve support and advocacy for women veterans.

More than **\$2 Billion** of life-changing services have been provided by WWP at no cost to any warrior or their families

**133,959** warriors and family members served via physical health and wellness programs

WWP provides nutritional education, physical activity, coaching, and goal setting to help warriors live healthier lives and improve their overall well-being.

**99,445** mental health programs and services provided to warriors and their families

Issues like anxiety, depression, and post-traumatic stress disorder can have long-lasting effects when left untreated. WWP has three mental and brain health programs designed to address the invisible wounds of military service.

**9 Million+** donors and supporters

From our grassroots beginnings — bringing comfort to the hospital bedsides of warriors — generous supporters have enabled us to expand our mission to include support for physical injuries, innovative therapies that improve mental health, assistance accessing VA benefits, and much more.

**93,957** WWP Peer Support Group participants

It can be hard for veterans to find the kinds of bonds they shared in the service. Our nationwide, veteran-led peer support groups offer a way to rediscover that sense of camaraderie. WWP's veteran-led peer support groups are available nationwide and offer a way to regain that lost sense of camaraderie.



# WHO WE ARE

Since 2003, WWP has been committed to helping injured veterans achieve their highest ambitions. Today, our dedication and ability to serve wounded warriors and their families are stronger than ever before.

The journey does not end for our nation's bravest the day their uniforms come off for the last time. Approximately 1.6 million post-9/11 veterans have reported a service-connected injury, meaning the population of warriors eligible for our programs and services is vast and varied.

Through our direct programs and services, advocacy efforts, and collaboration with best-in-practice veteran and military organizations, WWP changes — and saves — the lives of millions of injured veterans and their families — all at no cost to them.

★ ★ ★

## 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.

WOUNDED WARRIOR  
CHRIS GORDON



# HOW WE SERVE

We fulfill our mission in three distinct ways:


**PROVIDE** direct programs and services to warriors and their families.

**ADVOCATE** for injured service members and their families in Washington, DC.

**COLLABORATE** with other military and veteran support organizations to amplify our efforts.

## DIRECT PROGRAMS

Thanks to our generous supporters, WWP was able to make an impact in the lives of warriors and their families in the 2023 fiscal year through the following programs. Read more about the impact in the following pages.

-  **CONNECTION**
-  **MENTAL HEALTH**
-  **PHYSICAL HEALTH & WELLNESS**
-  **GOVERNMENT & COMMUNITY RELATIONS**
-  **FINANCIAL WELLNESS**
-  **INDEPENDENCE PROGRAM**
-  **COMMUNITY PARTNERSHIPS & INVESTMENTS**

The information and statistics in this report represent program activity and impact results during the 2023 fiscal year (Oct. 1, 2022 - Sept. 30, 2023) and from the 2022 Annual Warrior Survey.





## CONNECTION

Through the Alumni Connection Program events, WWP helps wounded warriors, their families, and caregivers build stronger support networks, and enhances their mental wellness by engaging them in social events, support groups, and other opportunities to connect with each other in their communities.

### THE NEED:

**78%**

of warriors report that they often feel isolated

### OUR IMPACT:

**4,400+**

virtual and in-person events

**96%**

said they feel socially connected to their peers after participating in Alumni Connection Program events

# THE HEALING POWER OF CAMARADERIE.

“ I didn’t have somebody to guide me or give me good advice — somebody to say, ‘Hey, I got you.’ I want to be that person for others, so they know they’re not alone. ”

— WOUNDED WARRIOR  
TIM APONTE (RIGHT)



## WARRIOR STORY

### TIM APONTE

★ Tim Aponte loved serving in the U.S. Army. “You had total strangers banding together, willing to watch each other’s backs,” says Tim. “It was something I would never trade for anything else.” Then, just 53 days before he was scheduled to return home, a rocket-propelled grenade exploded near him, leaving him with a traumatic brain injury (TBI), internal shrapnel injuries, and a broken back. Tim struggled as much with the loss of camaraderie as he did with the painful recovery from his injuries. Instead of feeling at home, he felt alone and fell into a downward spiral. He ended up homeless, living in a shelter, and considering taking his own life.

That’s when Tim decided to make a change. He immersed himself in college and sought help through the VA. After four years, a WWP event finally gave him a glimpse of what was possible.

At another event, he learned about Warrior Care Network and soon began receiving treatment for his post-traumatic stress disorder and TBI. “It was life-changing,” says Tim. For him, one of the most uncomfortable parts of the program — having to do things that took him out of his comfort zone — ended up being one of the most rewarding.

Now, his mission is to find ways to use what he’s learned to help other veterans recover. Today, Tim is a WWP Peer Support Group leader, where he shares his story and encourages others to do the same. “It’s given me purpose, direction, and motivation,” says Tim. “I didn’t have somebody to guide me or give me good advice — somebody to say, ‘Hey, I got you.’ I want to be that person for others, so they know they’re not alone.”



## MENTAL HEALTH

WWP knows that many wounds are invisible and can arise years after service. We help warriors, their families, and caregivers improve mental and emotional wellness, which enhances their quality of life, increases resilience, and puts them in a position to thrive.

### THE NEED:

**76%**

of warriors report experiencing PTSD as a result of their service

### OUR IMPACT:

**70%**

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

**66,300+**

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

# REDISCOVERING THE MAN HE ONCE WAS.

“ I learned more tools to cope with PTSD in two weeks at Warrior Care Network than I had in 10 years of therapy. Also, by including family members, they feel like they are part of the solution, not just watching from the sidelines. ”

— WOUNDED WARRIOR  
BILL GEIGER

## WARRIOR STORY

### BILL GEIGER

★ When Bill Geiger returned to civilian life after two deployments with the United States Army, he was a changed man. His service in Guantanamo Bay, Cuba, and Camp Bucca, Iraq, guarding high-value detainees, deteriorated the formerly vibrant man his wife, Sara, once knew. “I knew something was wrong the first time I hugged him after coming back,” says Sara. “His joy for life was gone, replaced by a depressed, anxious, short-tempered recluse.” Then one day, Bill saw an email Sara had left open on their computer; it was to their pastor and said, in part: “If I had known Bill was going to be like this, I never would have married him.” Bill finally surrendered. “I wasn’t going to lose my wife,” says Bill. “I knew I needed help to learn how to fix this thing.”

Bill sought help at the Vet Center and the Department of Veterans Affairs before finding WWP. His first breakthrough came during a multi-day mental health workshop called Project Odyssey®. “Engaging with other wounded service members who understood how I felt without saying a word was comforting and enlightening,” says Bill. “I realized if other warriors could learn to live with and control their post-traumatic stress disorder (PTSD), then so can I.” Bill also made significant progress thanks to Warrior Care Network.

Through his involvement with WWP, Bill has also found a new purpose — helping other warriors. He shares his story to help others realize it’s a sign of strength to ask for help. “Every time I’m around warriors, I think, ‘wow, they’re still at it,’” says Bill. “They’re still alive. They’re still giving back to the community. They’re still raising a beautiful family. On the really bad days, it gives you a glimmer of hope to know that somebody else survived just as bad of a day.”



## PHYSICAL HEALTH & WELLNESS

WWP empowers warriors to adopt healthier lifestyles by providing nutritional education and coaching and helping them along their path to fitness with group physical activities, adaptive sports, goal setting, and skill building.

### THE NEED:

**76%**

of warriors report moderate or severe pain

**80%**

of warriors self-reported sleep problems

### OUR IMPACT:

**45%**

experienced a reduction in pain

**51%**

experienced an improvement in quality of sleep

# CHANGING HER LIFE'S DIRECTION.

“I realized I don't have to lose an activity just because I don't do it the same as everyone else; I am bettering myself physically, emotionally, and spiritually. Wounded Warrior Project gave me a community of people who understand the struggle is real.”

— WOUNDED WARRIOR  
BETH KING



## WARRIOR STORY

### BETH KING

★ In 2011, while deployed to Afghanistan, Beth's helicopter took a direct hit from a rocket-propelled grenade. Beth fell out of the hatch and dangled in the air from her backstrap until the pilots could make a hard landing. Because she had no visible wounds, she was sent back out on another flight just four days later. "I felt devastated, and I asked for help," says Beth. "But the military is mission-driven, so if you looked like you could work, you worked."

Hanging from her backstrap had caused trauma to her spine, and the explosion and shock wave left her with a traumatic brain injury. "I had 24/7 pain in my head," says Beth. "I was foggy and couldn't understand things. After a few months, I started having a hard time walking. After 18 months, I finally started getting treatment." Beth also began to experience symptoms of post-traumatic stress disorder. She fell into depression and struggled to leave her house. But after nearly four years of not being physically active, she decided in 2016 that it was up to her to make the most of her new situation, so she took up cycling to build her strength. Two years later, she participated in her first Soldier Ride, which changed her world. "It was the first time I had done anything independently since my injury," says Beth.

Beth's next mission was to educate people about the importance of seeking treatment as soon as an injury occurs. "I believe that waiting amplified the effects of my injury," says Beth. "Now I truly believe there is nothing I set my mind to that I will not be able to figure out how to do."



# GOVERNMENT & COMMUNITY RELATIONS

Using warriors' feedback and insights, we advocate for veteran policies and initiatives that make a real difference, improving the lives of millions of veterans, family members, and caregivers.

## 2023 WOMEN WARRIORS SUMMIT & REPORT

During the week of September 18, more than 50 WWP women warriors from across the country traveled to Washington, DC, to participate in the 2023 Women Warriors Summit. The summit was an opportunity for women warriors to connect with fellow veterans and meet with key government leaders to advocate for legislation to improve the lives of our nation's women veterans.

The cornerstone of the summit was the release of the 2023 Women Warriors Report, a biennial study to help policymakers better support women warriors and address the unique challenges and gaps in care that they face. The report shows that women veterans continue to experience significantly more challenges than their male counterparts when it comes to accessing health care, achieving financial wellness, and adjusting to civilian life, among other issues.

The summit also featured presentations by the Department of Veteran Affairs staff on critical programs, meetings with members of Congress and their staff, a roundtable discussion with the Congressional Women Veterans Task Force, and discussions with White House staff on veterans issues.

“I've always believed that in order to overcome barriers for women veterans, especially related to access to care and gender-specific care, you need to have the right policy and the right people in place. I can't influence the latter, but I can influence the first part of the battle and help move the needle on legislation.”

— WOUNDED WARRIOR  
MERCY MCKINLEY



WWP WOMEN WARRIORS JOIN TOGETHER TO ADVOCATE AT THE 2023 WOMEN WARRIORS SUMMIT IN WASHINGTON, DC



## 2023 WOMEN WARRIORS REPORT KEY FINDINGS

**65%**

of WWP women warriors experienced sexual harassment during service compared to 5% of male warriors.

**77%**

of women warriors have sought professional mental health care.

The rates of reporting suicide thoughts in the last 12 months (**29%**) and attempted suicide at least once in their lifetime (**33%**) are higher among women warriors than male warriors.

WWP women warriors are more likely to present with moderate to severe symptoms of depression (**59%**), PTSD (**51%**), and anxiety (**49%**) than male warriors.

Download the 2023 Women Warriors Report at [woundedwarriorproject.org/womenwarriors](https://woundedwarriorproject.org/womenwarriors)



## FINANCIAL WELLNESS

WWP supports warriors and their families in building a foundation of financial wellness through employment readiness and placement, education and receipt of earned benefits, emergency financial assistance, improved financial management skills, and care for their overall mental well-being.

### THE NEED:

64%

indicate not having enough money to make ends meet at some point in last 12 months

### OUR IMPACT:

63,800+

career coaching services provided, resulting in 1,500+ warriors and family members achieving employment

# BUILDING A FOUNDATION FOR THE FUTURE.

“ I am very thankful to Wounded Warrior Project for getting behind me and investing in my recovery. ”

— WOUNDED WARRIOR  
PHILIP KRABBE

## WARRIOR STORY

### PHILIP KRABBE

Financial wellness was just one of the things warrior Philip Krabbe struggled with when he got out of the military. While a Marine platoon sergeant in Iraq, a roadside bomb killed two members of his platoon and an interpreter. Philip returned home with survivor's guilt and other invisible wounds.

During his transition to civilian life, Philip struggled with his mental health and turned to drugs and alcohol to mask his feelings. It got so bad that his family's finances got to a very bad place.

“I was having nightmares every night,” Philip said. “I was to the point where I was drinking, and I wouldn't get drunk. I started doing drugs to keep me awake at night, so I wouldn't have any nightmares. I was physically tired. I was mentally and emotionally tired.”

With everything else going on, working on a financial plan seemed irrelevant, but Philip knew it was time to do something different. He wanted to get sober and change his future.

In 2019, Philip found Wounded Warrior Project, and he began making strides with his mental health. Unfortunately, he wasn't able to work, and his disability pay didn't cover his bills. At times, the additional financial stress threatened his recovery.

With help from the WWP Financial Wellness team, Philip was able to alleviate a lot of his financial concerns. “It was a life-changer,” Phillip said. “If a veteran is struggling, they need to call Wounded Warrior Project. Tell them what you're going through. That's how it starts.”



# INDEPENDENCE PROGRAM

Through its Independence Program, WWP provides long-term support for warriors with moderate-to-severe traumatic brain injuries, spinal cord injuries, and neurological conditions — injuries that often leave these warriors needing help from caregivers daily.

## 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:

# 241,800+

hours of in-home and local care provided to the most catastrophically injured warriors, helping them live more independent lives for as long as possible

# MOVING FORWARD WITH INDEPENDENCE

“It’s amazing — Wounded Warrior Project gives soldiers like me an opportunity to do things we would have never been able to do, disabled or not.”

— WOUNDED WARRIOR  
JOSH SOMMERS

## WARRIOR STORY

### JOSH SOMMERS

★ Josh Sommers was only four months into his 2010 deployment to Afghanistan when he was severely wounded by a rocket-propelled grenade. Upon waking up after eight months in a coma, doctors told Josh he would never walk or talk again.

It was the start of a new life for Josh and his mother, Lisa Hopkins. She became a full-time caregiver and Josh a full-time patient. Although he remains partially blind, deaf, and paralyzed on the left side, with his effort and Lisa’s around-the-clock care, he has already rewritten his diagnosis. “For a while there, it was looking like I was going to be incapacitated my whole life,” says Josh. “But what I’ve learned is that I can’t give up.”

The family found some semblance of normalcy when Lisa learned about the Wounded Warrior Project Independence Program. Josh not only began meeting veterans who understood his struggles and could share stories of recovery, he’s also gotten active in ways he never thought he could.

In 2014 — just a few short years after Lisa had been told her son may never come out of his coma — Josh walked an entire mile at an event in Cleveland, aided only by a walker and the cheers of the crowd.

His new goal is to be fully mobile and to learn Braille. Most of all, he wants other veterans to know hope is out there. “What happened, happened,” says Josh. “I don’t regret joining the military. Not for a second. I wanted to do my country a service. Now, I want to inspire people. Hopefully, people look at me and say, ‘If this guy can do it, I can do it.’”



“ Wounded Warrior Project helped me realize it’s possible to feel confident again. To set goals and to know I can achieve them. ”

— WOUNDED WARRIOR  
YOMARI CRUZ



## COMMUNITY PARTNERSHIPS & 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 2023, the WWP Community Partnerships & Investments team reinforced our programmatic efforts and expanded our impact by investing in 39 like-minded military and veteran support organizations. We believe no single organization can meet the needs of wounded, ill, and injured veterans alone. By collaborating with other military and veteran support organizations, we amplify the effects of our efforts. Our investments and unfunded partnerships in the military and veteran community fill gaps in our programs and reinforce our existing efforts.

### COMMUNITY PARTNER ORGANIZATIONS





# FINANCIAL HIGHLIGHTS

★ **IN FY23, WWP INVESTED MORE THAN \$260 MILLION** ★

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

## BALANCE SHEET AS OF SEPTEMBER 30, 2023

ASSETS		LIABILITIES	
Cash and cash equivalents	\$ 24,137,968	Accounts payable, accrued expenses, and other liabilities	\$ 58,587,282
Pledges and grants receivable, net	24,460,990		
Prepaid expenses	9,694,423		
Property and equipment, net	4,218,658		
Investments	362,493,742		
Other assets	23,166,736		
<b>Total Assets</b>	<b>\$ 448,172,517</b>		
		NET ASSETS	
		Without donor restrictions	\$ 383,861,816
		With donor restrictions	5,723,419
			\$ 389,585,235
		<b>Total Liabilities and Net Assets</b>	<b>\$ 448,172,517</b>

## REVENUE AND EXPENSES FOR THE YEAR ENDING SEPTEMBER 30, 2023

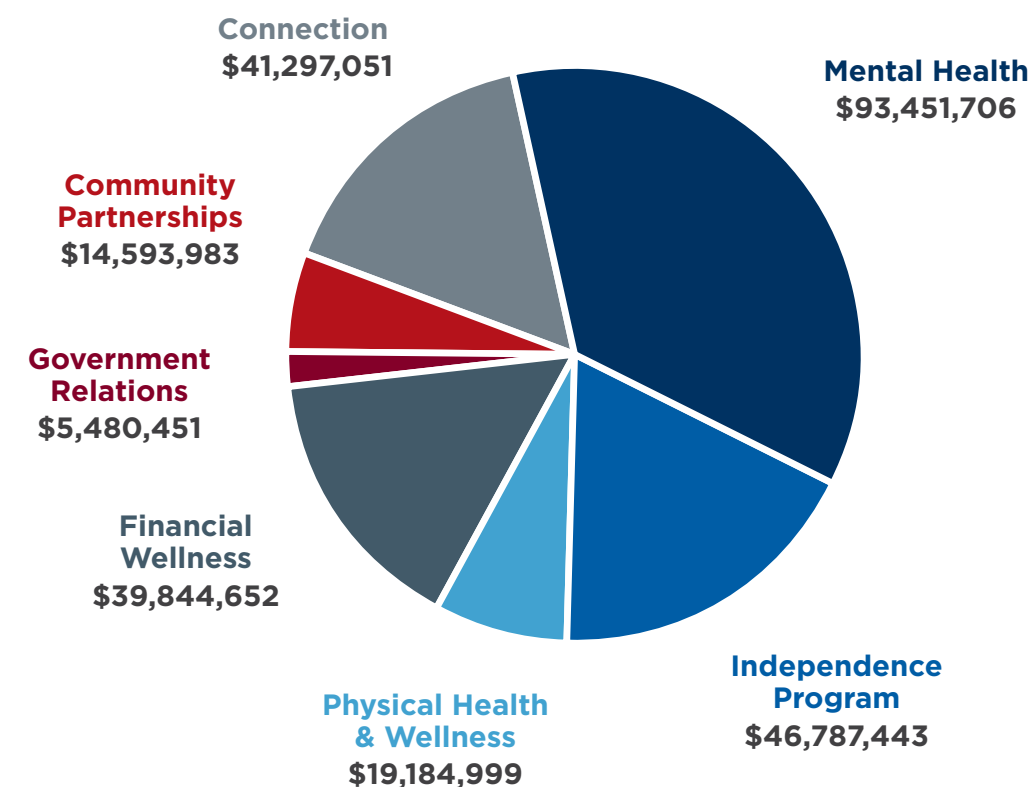
REVENUE		EXPENSES	
Contributions and grants	\$ 332,632,463	Program services	\$ 260,640,285
Royalties	2,027,852	Management and general	20,452,677
Investment income	10,270,956	Fundraising	88,403,489
Net gain from sale of investments	2,221,186		
Other revenue	1,512,797		
<b>Total Revenue</b>	<b>\$ 348,665,254</b>	<b>Total Expenses</b>	<b>\$ 369,496,451</b>

Source: Wounded Warrior Project, Inc. IRS Form 990 for the tax year ending September 30, 2023.

## INDIVIDUAL PROGRAM EXPENSES

Mental Health	\$ 93,451,706
Independence Program	46,787,443
Connection	41,297,051
Financial Wellness	39,844,652
Physical Health & Wellness	19,184,999
Community Partnerships	14,593,983
Government Relations	5,480,451

**Total Expenses** **\$ 260,640,285**



Source: Wounded Warrior Project, Inc. IRS Form 990 for the tax year ending September 30, 2023.



## 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 2012, the **Harley-Davidson Motor Company (H-D)** has contributed over \$3.6 million to support wounded warriors by donating and raising funds to help provide WWP's life-changing mental health programs. Its continuing sponsorship of Rolling Project Odyssey provides unique motorcycle riding experiences for warriors to support their recovery from invisible wounds. Last year, in honor of Harley-Davidson's 120th anniversary, the company and its dealerships supported influencer Adam Sandoval's 120-stop fundraising ride, which generated \$600,000, in addition to donating funds through percentage of sales from co-branded H-D/WWP retail merchandise.

### Johnson & Johnson

With a long history of supporting military communities, **Johnson & Johnson (J&J)** helps honor and empower wounded warriors through its Vision-level partnership. As our "Official Healthcare Partner" since 2020, the company has donated over \$5 million to fuel the WWP mission, directly supporting mental health programs like WWP Talk and Warrior Care Network. Through its award-winning employee resource group, the J&J Veterans Leadership Council, its employees connected with the WWP mission through its WWP Warriors Speak<sup>®</sup> event series and participation in WWP Carry Forward City and Virtual 5K events.



The **NFL** partners with WWP to provide over 240,000 wounded veterans and family members access to free programs and resources in mental health, financial and career counseling, and long-term rehabilitative care. The NFL has honored countless warriors through connection events at regular season games, the NFL Draft, and the Super Bowl. In addition, the NFL helps warriors and their families through impactful WWP programs like Project Odyssey, which uses adventure-based learning to empower veterans with invisible wounds to push beyond their comfort zone, increase resiliency, and build relationships. Since 2011, the NFL has donated more than \$11 million to help injured veterans and their families tackle their next mission in life.



As the exclusive partner in consumer credit and payment cards, as well as home and auto insurance, since 2009, **USAA** has donated more than \$11 million to help further the WWP mission and help warriors and their families achieve financial wellness through educational resources. With a tradition of serving the military community and understanding its unique needs, USAA invests time and money into programs that benefit active and retired service men and women and the areas where they live and work. In addition, the company has provided connection opportunities and memorable experiences over the years to honor and celebrate wounded warriors and their families.

## 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  
DCP Midstream  
Harley-Davidson Motor Company  
Johnson & Johnson  
National Football League  
USAA

### INNOVATORS

**\$500,000 - \$999,999**

CSX  
NCS Vehicle Donations

### CATALYSTS

**\$250,000 - \$499,999**

Allcat Claims Service, LLC  
Woodbolt Distribution, LLC  
dba Nutrabolt  
Verizon Wireless

### SENTRIES

**\$100,000 - \$249,000**

Apex Service Partners  
Better Home Plastics Corporation  
Blackhawk Network  
DISH Network  
Hannover Life Reassurance Company  
of America  
Kent Nutrition Group  
Melwood  
Southwire Company, LLC  
Tire Discounters  
TruConnect

### CORPORATE SUPPORTERS

**\$50,000 - \$99,999**

A.S. Pushkin Memorial Home  
Agility Reconstructive Surgery, LLC  
Allied Wire & Cable, Inc.  
Cars 2 Charities, Inc.  
Con-Tech Manufacturing, Inc.  
Corteva Agriscience  
General Sportwear Co., Inc.  
Hawkins, Inc.  
Jones Lang LaSalle America, Inc.  
J&R Supply, Inc.  
Leavitt Group Enterprises, Inc.  
Lindsay Goldberg, LLC  
Magna International  
Maverick Transportation, LLC  
Pandol Bros., Inc.  
PayFlex Systems USA, Inc.  
Peterson Cat  
Raven Defense Corporation  
Sit 'n Sleep  
Sonshine Medical Inc.  
Speedy Concrete Cutting, Inc.  
Strategic Planning Group, LLC  
Teachers Federal Credit Union  
Wiese USA, Inc.  
WinCup  
Wolfe Investments

### EMPLOYEE ENGAGEMENT SUPPORTERS

Abbott Laboratories  
AbbVie  
ABX Air, Inc.  
Accenture  
American Express  
Ameriprise  
AT&T  
BAE Systems  
Bank of America  
Chevron  
Concrete Supply Co., LLC  
Constellation Energy  
Dell  
Duke Energy  
Google  
IBM  
JPMorgan Chase  
Liberty Mutual Insurance  
Lockheed Martin Corporation  
Microsoft  
Morgan Stanley  
New York Life  
Nextera Energy, Inc.  
Pacific Gas & Electric  
PriceWaterhouseCoopers

## 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**

Deloitte  
Robertson Marketing Group

### CHAMPIONS

**\$50,000 - \$99,999**

Prudential Advisors  
Under Armour



# SUPPORTER HIGHLIGHTS



WWP SUPPORTERS MARC AND SHIRL NEGUS

## MARC AND SHIRL NEGUS

Marc, a Vietnam veteran, and Shirl Negus began as WWP monthly donors in 2011. They spent the next 12 years continuing to learn about the free programs and services WWP provides warriors, family members, and caregivers. As they learned more about the organization, one question kept popping up: “If I were one of these warriors, or if one of my family members were a warrior, how would I like them to be treated?” That question, deeply influenced by Marc’s own experiences in combat, led them to continue supporting WWP. The Neguses decided to increase their giving to a more significant annual donation starting in 2021. When the pandemic hit, they knew charitable giving was decreasing. But they also knew the WWP mission was more important than ever. “The things that Wounded Warrior Project does for the wounded that come back from protecting our country are so important,” said Shirl. “It’s necessary what you do, but it’s also necessary what we do.”



WWP SUPPORTER ROBERT ROSENTHAL (CENTER) WITH WWP CHIEF EXECUTIVE OFFICER (2016-2024) LT. GEN. (RET.) MICHAEL LINNINGTON (LEFT) AND WWP CHIEF DEVELOPMENT OFFICER CHRIS NEEDLES (RIGHT)

## ROBERT AND NINA ROSENTHAL

When Robert Rosenthal retired from practicing law in 2000, he thought he and his wife, Nina, would remodel their house, watch movies, read good books, and stay active in charity work. 9/11 changed all that. Robert decided that he had to do something for America. In 2002, he became the creator and president of the Spirit of America Tour. This nonprofit organization brings headline entertainment to America’s stateside military bases and supports various VSOs along the way. Bob retired from the tour in 2016 and was given the Medal for Distinguished Public Service by the Department of Defense. Additionally, Robert served in the U.S. Army (1960-1962) as a lieutenant at Fort Leavenworth, Army Pictorial Center, and Orleans, France.

## BLUE ANGELS FOUNDATION

Since 2018, the Blue Angels Foundation (BAF) has been a committed supporter and partner in WWP’s mission to honor and empower wounded warriors. Led by a volunteer group of former Blue Angels, BAF’s mission is to help wounded veterans find a path of transition back to the civilian community and to a life of dignity and fulfillment. Dedicated to the belief that by working together as a nation we can make great strides in understanding and treating PTSD, BAF has inspired thousands to join in supporting our signature mental health program, Warrior Care Network, by offering to match all donations to the program up to \$1 million a year through 2023. Because of the BAF, Warrior Care Network has been able to provide life-changing, innovative treatment to thousands of wounded warriors struggling with PTSD, TBI, and related conditions. Thank you, Blue Angels Foundation, for the monumental impact you have made over the last five years and will continue to make in the future.



BLUE ANGELS FOUNDATION WITH WWP CHIEF EXECUTIVE OFFICER (2016-2024) LT. GEN. (RET.) MICHAEL LINNINGTON

## HARLEY-DAVIDSON® MOTOR COMPANY AND C4 ENERGY

During the summer of 2023, Harley-Davidson® Motor Company, YouTuber Adam Sandoval, and Nutrabolt’s C4 Energy collaborated to support wounded warriors and their families in celebration of Harley-Davidson’s 120th anniversary. The Great American Convoy featured a 25,000-mile ride led by Sandoval to 120 Harley-Davidson dealerships in all 48 lower states. The ride generated \$600,000 in donations from Harley-Davidson dealers, their customers, and Sandoval. To celebrate the launch of the new C4 Ultimate Energy x WWP Energy Drink, and to help Sandoval keep up the momentum on his ride, Nutrabolt also sponsored the ride and made a generous \$50,000 donation to WWP. In addition, Harley-Davidson hosted several warriors at its Homecoming™ Festival on July 13-14 in Milwaukee, Wis., and welcomed C4 Energy as a sponsor of the event. We salute these two partners for their creative engagement that helped fuel the WWP mission last year.



HARLEY-DAVIDSON INFLUENCER ADAM SANDOVAL AND WARRIOR BRIAN CRITTON CONNECTING IN JACKSONVILLE, FLORIDA, DURING THE GREAT AMERICAN CONVOY.



## 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.

Anthem Sports Invitational Golf Tournament  
 Applied Insight  
 Community Blood Center/Tissue Services  
 Crystal Wallick  
 Deluxe Golf Classic  
 EASE Logistics WWP Golf Outing  
 Entertainment Cruise Productions  
 Friedmann-Wilson Golf Outing  
 Friends of Wounded Warriors KC  
 Golf Balls as Gifts  
 Investor Fuel Casino Night  
 McNamara Charity Golf Outing  
 Oakland Spine and Rehabilitation Center

Old Glory Flags and Flagpoles Incorporated  
 Oneonta Charity Cup  
 Putting for Patriots hosted by PulteGroup Georgia Division  
 Rainbow Sandals Foundation Charity Golf Tournament  
 Salute to Service Champions Golf Tournament  
 Stoney Creek Campground Freedom Fest  
 Team Newport — Mist to Mews  
 Wounded Warrior Project Sedona Golf Event  
 Wounded Warriors at Pinehills

### LIVESTREAMING & GAMING

TechniSport  
 Twitch Interactive

### CARRY FORWARD 5K

Fujitsu General America, Inc.  
 NFP  
 Optum Serve  
 Team Geodis  
 Team Padgett



★ Since 2022, **Entertainment Cruise Productions**, the world leader in live entertainment at sea™, has set its sights (and sails!) on raising funds and awareness for WWP. Its High Seas Rally cruise is the World's Only Motorcycle Rally on a Cruise Ship™, bringing together riders from around the world to celebrate their passion for motorcycles while cruising throughout the Caribbean. High Seas Rally features a Salute to Service Day, when cruise guests are encouraged to donate to WWP. To date, Entertainment Cruise Productions has raised more than \$78,000 for WWP and proudly provides all-expenses-paid vacations for several WWP Alumni and their companions on each sailing.



L TO R - CHRIS HEARING (ENTERTAINMENT CRUISE PRODUCTIONS), WOUNDED WARRIORS **BILL GEIGER** AND **SAM HARGROVE**, GREG LAUBACH (ENTERTAINMENT CRUISE PRODUCTIONS), WOUNDED WARRIORS **PHILIP KRABBE**, **BILL THOMAS**, AND **RAY ANDALIO**



# WWP BOARD OF DIRECTORS



**KEN HUNZEKER**  
CHAIR



**BILL SELMAN**  
VICE CHAIR



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**JUAN GARCIA**



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**PATRICIA HOROHO**



**KRISTEN ROBINSON**



**WILLIAM REYNOLDS III**



**SCOTT STALKER**



**LINDSEY STREETER**



**KATHY WIDMER**

## **KEN HUNZEKER**

**DIRECTOR SINCE 2020**

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.

## **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.

## **JOSEPH CARVALHO JR.**

**DIRECTOR SINCE 2021**

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 nonprofit organization that supports military medical research worldwide for the benefit of both military and civilian health. In an Army career spanning over 38 years, he served in various leadership positions, culminating as the Joint Staff Surgeon at the Pentagon in Washington, DC. His previous assignments included Army Deputy Surgeon General and Deputy Commanding General (Support) of the U.S. Army Medical Command; Commanding General of the Southern Regional Medical Command and Brooke Army Medical

Center; the Northern Regional Medical Command; and the Army Medical Research and Materiel Command and Fort Detrick. Carvalho graduated with a medical doctorate from the Uniformed Services University of the Health Sciences 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 and was previously appointed by New York City's mayor to the NYC Veterans Advisory Board, serving as vice chair. From 2019 to 2021, she was appointed by the Secretary of the VA to the VA Advisory Board on Women Veterans. She currently serves as the Head of Military & Veterans Affairs and Specialty Strategies for Johnson & Johnson.

## **LISA DISBROW**

**DIRECTOR SINCE 2018**

Lisa Disbrow has over 38 years of combined civilian and military service in national security. During her USAF service, she deployed in support of Operations Desert Storm and Southern Watch. As the Senate-confirmed 25th Undersecretary of the Air Force from 2015 to 2017, she oversaw a global organization with 660,000 personnel and an annual budget of over \$138 billion. During her tenure, she worked to improve the care and benefits for airmen living with TBIs and PTSD. Disbrow also served as Acting Secretary of the Air Force and the Secretary of Defense's Principal Space Advisor. Other positions held 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, was appointed as a Commissioner on Congress' Planning, Programming, Budget, and Execution (PPBE) Reform Commission, and chairs the DOD Reserve Component Policy Board.



# WWP BOARD OF DIRECTORS

## JEFF DOLVEN

DIRECTOR SINCE 2022

Jeff Dolven serves as president and CEO of Skookum Contract Services, where he leads over 1,400 Skookum employees engaged in facilities management, logistics, and aerospace manufacturing services across 13 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

TERM ENDED SEPTEMBER 2023

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, DC, where he focuses on defense, security, and justice clients.

## FLORENT GROBERG

TERM STARTED SEPTEMBER 2023

Florent Groberg is a vice president at AE Industrial within the firm's Portfolio Strategy and Optimization Group, where he assists in maximizing the value of all AEI portfolio companies. Before joining AE Industrial, he led teams at Microsoft, Boeing, LinkedIn, and the Department of Defense, where he served as a special advisor for strategic defense projects and provided expertise to defense policymakers and military planners. He enlisted in the U.S. Army in 2008. After

completing officer training and both U.S. Army Airborne and U.S. Army Ranger Schools, he rose to the rank of captain. Groberg is a recipient of the Medal of Honor, the United States' highest military honor, for his extraordinary gallantry, intrepidity, and heroism while serving in combat operations in Afghanistan in 2012. Groberg also currently serves as a commissioner to the American Battle Monuments Commission.

## 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 included on this list in 2020, 2021, 2022, and 2023. In 2023, she was also named to Forbes' List of "50 Over 50" in the Innovation Category for her business achievements.

## PATRICIA HOROHO

DIRECTOR SINCE 2021

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

TERM ENDED SEPTEMBER 2023

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

DIRECTOR SINCE 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.

## SCOTT STALKER

TERM STARTED SEPTEMBER 2023

Scott Stalker served on active duty in the United States Marine Corps for 31 years. He served as the Command Senior Enlisted Leader for the Defense Intelligence Agency, United States Cyber Command, National Security Agency, and in his final assignment with United States Space Command. He served in a multitude of locations to include combat operations in Somalia and Iraq and was assigned to Marine Corps Forces Special Operations Command from 2010 to 2014. Stalker is currently a senior consultant and executive advisor for several different corporations, as well as a keynote speaker for high-profile events within the federal government, intelligence community, and national security sector. Additionally, Stalker currently serves as a senior fellow for the National Defense University.

## LINDSEY STREETER

TERM STARTED SEPTEMBER 2023

Lindsey Streeter serves as senior vice president of Global Military Affairs at Bank of America, where he helps veterans and their families transition out of the military and supports veterans employed by Bank of America. Prior to his current role, he worked on strategy as a process design consultant for The Academy for Consumer and Small Business, where he crafted and delivered the Bank of America Pathways workforce development initiative. Streeter served 31 years with the U.S. Army, where he retired as a highly decorated Command Sergeant Major. He was named the Military Times' 2023 Veteran of the Year and has appeared as a witness before the Senate Armed Services Committee. He continues to serve soldiers and military families in the state of Georgia as a United States Army Reserve Ambassador. Streeter and his late wife cofounded a nonprofit organization that provides cancer and other screenings and health education to underserved communities, and he continues that work in her absence.

## KATHY WIDMER

TERM ENDED SEPTEMBER 2023

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.



# 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.



**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

As chief information officer, Scott Coster provides leadership for all WWP information technology (IT) — leveraging 25+ years of IT experience to balance the functional, transformational, and strategic aspects of the role. Most recently, Scott led the development and launch of the "MyWWP" mobile application — empowering warriors and family members through a modern and personalized digital experience. Prior to his current position, Scott served as vice president of IT, where he focused on the creation and delivery of a transformational road map that emphasized 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, where he held senior technical and leadership positions across an array of IT functions. 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 and Darden Business School.



**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

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, N.J. 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.



“ Wounded Warrior Project helps you realize it’s possible to start healing your body and mind. ”

— WOUNDED WARRIOR  
YOLANDA POUILLARD



## ON THIS JOURNEY TOGETHER.

We're with warriors every step of the way — growing and evolving with them to meet their ever-changing needs. Now that you know where that journey has led, you'll see why we're excited about what the next 20 years will bring.



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