

***The Employment Optimization Platform  
for the 21<sup>st</sup> Century Enterprise***

# Forward-Looking Statements

Certain information outlined in this document contains “forward-looking information”. Except for statements of historical fact, the information contained herein constitutes forward-looking statements.

These statements are not guarantees of future performance and undue reliance should not be placed on them. Such forward-looking statements necessarily involve known and unknown risks and uncertainties, which may cause actual performance and financial results in future periods to differ materially from any projections of future performance or results expressed or implied by such forward-looking statements.

Although forward-looking statements contained in this plan are based upon what management of the Company believes are reasonable assumptions, there can be no assurance that forward-looking statements will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. The reader is cautioned not to place undue reliance on forward-looking statements.

***Oplign's Mission:***

***To Fully Optimize the Veteran Employment Market  
for all Vets and All Companies***



## *Oplign's Mission so far...*

### *To Fully Optimize the Veteran Employment Market*

#### *For Veterans - Completed*

- ✓ *Automatically show Vets all the jobs they qualify for*
- ✓ *Automatically show the companies that want to hire them*
- ✓ *Automatically show Vets which skills gaps they need to close to get their optimal job in shortest amount of time*

#### *For Companies - Completed*

- ✓ *Automatically show which Vets are the most qualified*
- ✓ *Automatically rank the best Vets for the job in real time*
- ✓ *Automatically fill the Vet hiring pipeline with qualified Vets to get a company to 10% Vet Employee goals*

### *Companies already optimizing Oplign's Vet Recruiting/Employment Platform*



## ***Oplign Raise Fire Mission***

***“One million rounds, USD, on fully operating Veteran Employment Optimization Platform in the open - Fire for effect to build the massively scaling functionality!”***

### ***1. Small Business Veteran America - SBVA***

*SBVA allows small business throughout America and Veterans to immediately and automatically find each other – this is also key for helping Transitioning Veterans find a job back home once done service*

### ***2. VetOptimal Connector***

*Vets are told to “sterilize” their resumes and LinkedIn profile and use generic terms. This cuts off their “signal” to and from the various “military tribes” they belong to. The VetOptimal Connector allows any Vet looking for opportunities to immediately connect with well their positioned tribal members for direction and support*

### ***3. VetStudent National Syndicate***

*A clearing house portal where every VetStudent in America can sign into Oplign and see and apply for every internship and entry level job they are qualified for based on the unique combo of their EDU Major & MilSkills*

## ***Oplign's Mission for 2023***

### ***The Base***

***We've already helped over 100K Vets find optimal employment opportunities automatically in the last 2 years***

***We help dozens of companies, from Fortune 100s to SDVOSBs find, fix and hire highly qualified Vets automatically***

***We created Guidelign to help Vets see the gaps between their present skills sets and what they need to get the job they want***

### ***The Build***

***We are helping 6K new Vets every month, and will grow this to 15K every month by the end of 2023***

***We want to help all companies, especially Small Businesses across America get every Vet to full employment in 2023***

***We'll launch the VetStudent Syndicate so every Vet that went back to school can automatically see every internship or entry level job aligned to their Major & MilSkills***

## The Oplign Market: The Size

**Focus of  
this Raise**

**2023**

**Veterans**

- 8M Vets in the labor market
- 220K/yr. transitioning from active duty to market
- 650K in college at any given time (VetStudents)
- 2500+ companies that want to hire them
- 87% of the Fortune 500 actively say they want Vets

**2024**

**Students**

- 19M students enrolled in US colleges in 2022
- 3M Grad Students, 4.5M in 2 yr. programs
- 2500+ companies that want to hire them

**2025**

**Everyone**

- 160M employed in the United States
- 50/50 between large company and small business
- All trying to optimize their outcomes

amazonjobs Search for jobs by title or keyword Location Your job application

Amazon is offering teams more flexibility on where to work. [Read more](#) from Amazon CEO, Andy Jassy.

## Come build the future with us.

At Amazon, thousands of veterans and military spouses are driving innovation and raising the bar on the customer experience. Each day, they apply their knowledge, skills, and leadership abilities in a wide variety of careers around the world on behalf of our customers. Click on the options below to translate your military skills to open roles at Amazon.



Veterans Military Spouses

## The Market Product Fit - Veterans

- Our tech is already adopted and **front facing on the career sites** of some of the largest and smartest Vet hiring companies in the market
- 98% of Veterans and MilSpouse that start the alignment interaction with our tech finish the process and get full alignment to open jobs
- Proving our tech works on the hardest employment alignment problem (Transitioning Vets) at all kinds of companies (Tech, Bank, USG contractor) allows us to rapidly expand customer base and add other high value modules for enterprise optimization

Los Alamos NATIONAL LABORATORY

BENEFITS VETERANS STUDENTS AND POSTDOCS PLUTONIUM MISSIONS ENGINEERING SEARCH ALL JOBS

Keyword / Req. Number Category SEARCH **SEARCH BY SKILLSET**

## Share your talents in support of national security.

Your challenge awaits.

Veterans and members of the U.S. armed forces have contributed their tremendous talents to serve our country. We honor that commitment and are dedicated to assisting you in continuing serving your country through a meaningful career with us. Focused on a mission of international security, Los Alamos National Laboratory can be a natural fit and next step for veterans and transitioning personnel from all branches of the military.

### Explore Veteran job opportunities

Here's the quickest way to know exactly what career opportunities match your skills and where you are qualified to work at Los Alamos National Laboratory. Click the appropriate button and fill in the requested information about your experience. The more detail you provide, the better job alignment you'll see.

VETERANS MILITARY SPOUSES

USAA 100 LIFE @ USAA CAREER AREAS MILITARY STUDENT PROGRAMS DIVERSITY, EQUITY & INCLUSION

### VETERAN JOBS

**SERVICE. IT'S WHAT WE'RE MADE OF.**

Explore opportunities at USAA

KEYWORD: LOCATION:

**Build a new career of service**

One of every five USAA employees has experienced the challenge of military transition. It's a stressful time for you and your family, and we aim to provide you with the resources you may need as a veteran to start the job search process. Click the Veterans button below to use our state-of-the-art technology that applies your skills and experience to our current career opportunities. The more details you provide, the better job alignment you'll receive.

If you are a Military Spouse, you've learned to adapt as change occurs at a moment's notice. Sometimes that change involves a switch in routine. Other times, it means moving to a new location. No matter what comes your way, we're all in on supporting you and providing you the means to continue your professional growth. Click MILITARY SPOUSES below to see more about how we can help you as a spouse with USAA that matches your unique needs.

Veterans Skills Match Military Spouses Skills Match

USAA 100 LIFE @ USAA MILITARY STUDENT PROGRAMS DIVERSITY, EQUITY & INCLUSION

Branch: U.S. Army U.S. Navy U.S. Marine Corps U.S. Air Force U. S. Space Force U.S. Coast Guard Army National Guard Air National Guard

Rank: E2 E3 E4 E5 E6 E7 E8 E9 WO1 WO2 WO3 WO4 WO5 O1 O2 O3 O4 O5 O6 O7 O8

ServiceYears: Less than 5 years 5 to 10 years 10 to 15 years More than 15 years

MOS/Rate/AFSC/Designator: Search MOS: Type it here

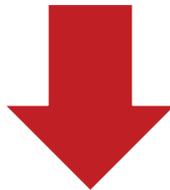
Active: Less than 6 mo. left Active: More than 6 mo. left Recently Out Out a Few Years

How It Works Video Need Help? Contact Us Clear / Cancel Save

## ***The Market Product Fits Automatically Everywhere – Why We Win***

### ***Top 10 Vet Hiring Issues All Companies Have***

- 1. No qualified Vets comes to our careers site*
- 2. No Vets complete/apply into the ATS*
- 3. Our Veteran TA/scouts keep turning over*
- 4. Our ATS/CRM/Systems isn't Vet friendly*
- 5. We have very specialized Vet requirements*
- 6. We are looking for lots of everything*
- 7. We can't attract the Vet candidates*
- 8. Don't know Vet candidates are qualified*
- 9. We need a better Vet candidate experience*
- 10. We don't have good decision-making data*



***We aren't engaging and closing enough qualified candidates at speed, scale or scope***

### ***Oplign/Vetlign's Immediate Cure***

- > Brings company qualified talent from everywhere*
- > Reveals every candidate's value before submission*
- > Makes every recruiter an expert with a click or two*
- > Make all systems better WITHOUT integration*
- > Knows what EVERY candidate can do for you*
- > Works best at Scale and for Specialized needs*
- > Brings you ONLY the right type of candidates*
- > Only allows qualified candidates through the filter*
- > Has a 98%+ candidate interaction conversion rate*
- > Is a 24/7/365 decision data generating report engine*



***Oplign allows a company to immediately see, engage, and close the most valuable candidates 3X-5X faster, smarter, better than any other tool***



# Oplign Market Disruption: How and Why

(The World First Full Demand Intelligence Platform)  
 (...and Demand Intel is Upstream of Talent Intel)

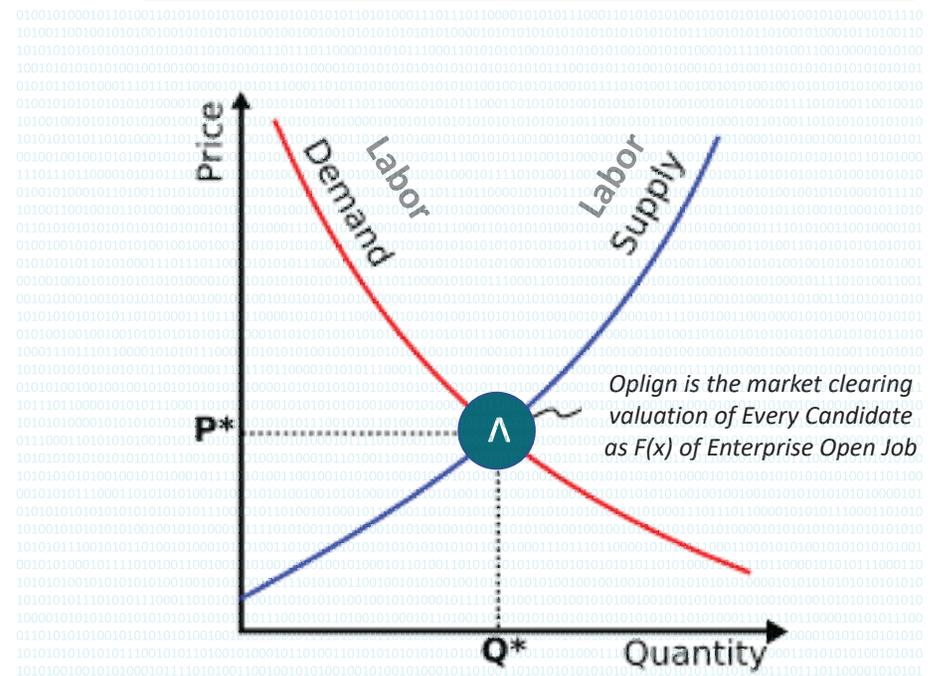
## The How

A proprietary series of algos/data processes all inside  
A PROPRIETARY BLACK BOX THAT SELF CONFIGURES

1. Oplign sees the Labor Demands Market the same way the NSA sees all global signal traffic – all related data all the time
2. Oplign sees the value of any Vet Labor Asset the way Coach Belichick sees the best pick on the draft board – top value priority
3. Oplign sees the Buy-Sell spread of any Labor Asset the way Milton Freedman sees the Demand Curve – top value asset for any company, for any job, any time

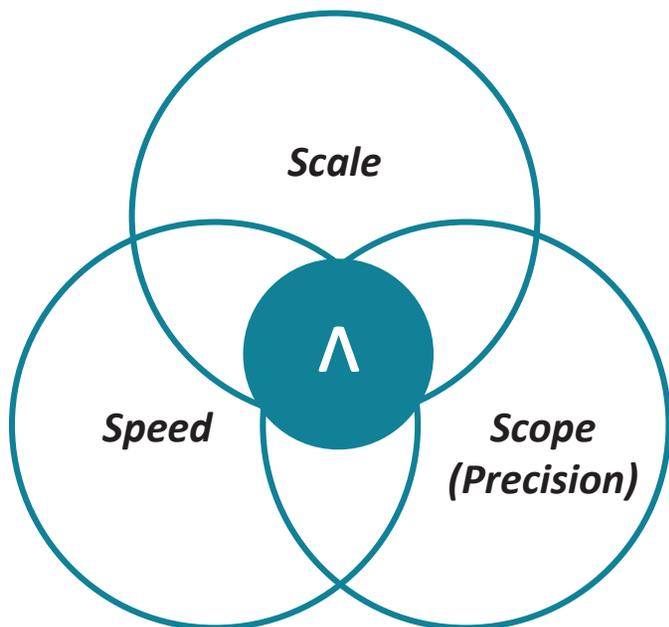
## The Why

Closing Demand Faster with Better Supply (i.e. Vets)  
IS HOW REVENUE & MARGINS ARE GENERATED



# Oplign is the Market: THE UNIVERSAL Demand-Supply Labor Exchange Market

Fully Built Standard for a Unified Global Exchange Market: Scale, Speed, & Scope in Real Time, Everywhere



Oplign is like the world's most advanced Price Demand Intel Platform



Oplign is like the world's most advanced Material Supply Demand Platform



Oplign is like the world's most advanced "I need a Ride" Demand Platform



## The Management Team

CEO

**Mike Grow**

20 yrs. Markets Algo Development  
IT Consultant/A&D Executive  
US Navy SEAL  
Williams College  
UT Austin – MBA

CTO

**John Mass**

25 yrs. Software Executive  
Full Stack Engineer  
GM ERP Company  
Marquette Univ  
MIT – MS

COO

**Jeff Gibson**

Fortune 100 Strategy  
A&D Executive  
US Navy SEAL  
U of Missouri  
Wash U in StL – MBA

CSO

**Alex Calfee**

Log & A&D Consultant  
Log Industry Exec.  
USMC Recon  
Ohio State  
Ohio State – MBA

SVP

**Brian Halstead**

Fortune 100 Ops  
A&D Executive  
US Army SF WO  
US Army Ranger  
HUMINT Expert

### **Why We Win:**

***A SpecOps Mentality with an MIT Capability***

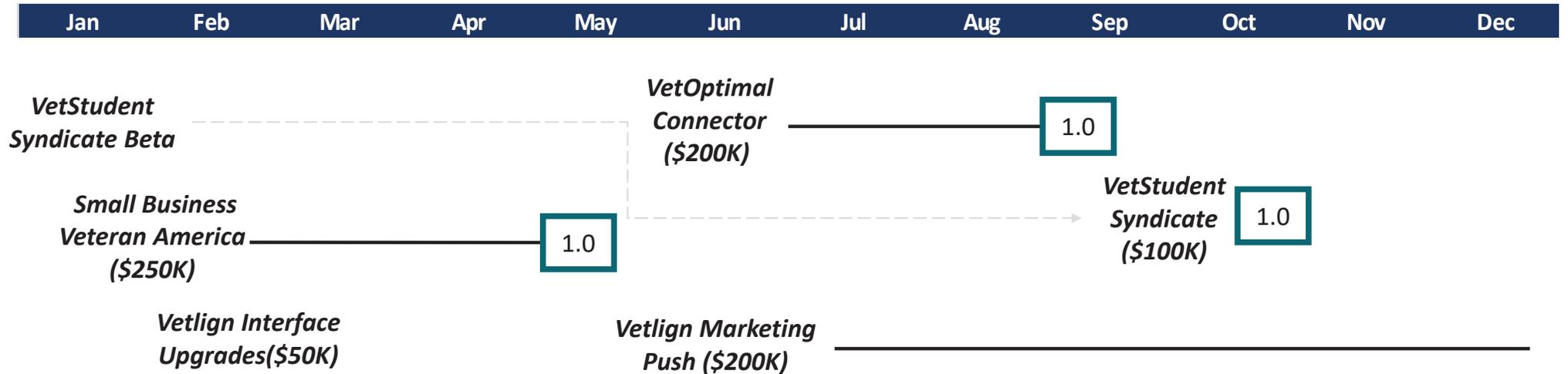
***We Dared & Won: We got here because we don't quit, we steal marches, have a lean tip to tail ratio, travel light freeze by night, etc.***

***We Understand Targeting = \$\$\$: Our algos evolved from the "high value targeting" concepts of SpecOps: global coverage, cruise missile precise, 24/7/365 SCALE at SPEED***

***Force Multiplier for Any User: Proven solution generations ahead of anything else, "social proofed" by some of the most respected companies in the world***

***Continuous Mission Focus: Automate the data and awareness exchange everywhere so it is always revealing the "1" and "0" decision metrics – i.e. the true economic costs and value of any exchange***

## 2023 Timeline for Product Development and Release



## Qualified Customer Pipelign for 2023

1Q2023

2Q2023

3Q2023

4Q2023

AMGEN



J.P.Morgan

Microsoft

Baxter



intel

Huntington CBRE

HCA Healthcare

amentum



NetApp

CACI  
EVER VIGILANT

CAE  
GEICO

HERSHEY  
THE HERSHEY COMPANY

COMCAST

Gulfstream

L3HARRIS

## ***Veteran Employment Optimization Market Products for 2023***

### ***SBVA – Small Business Veteran America***

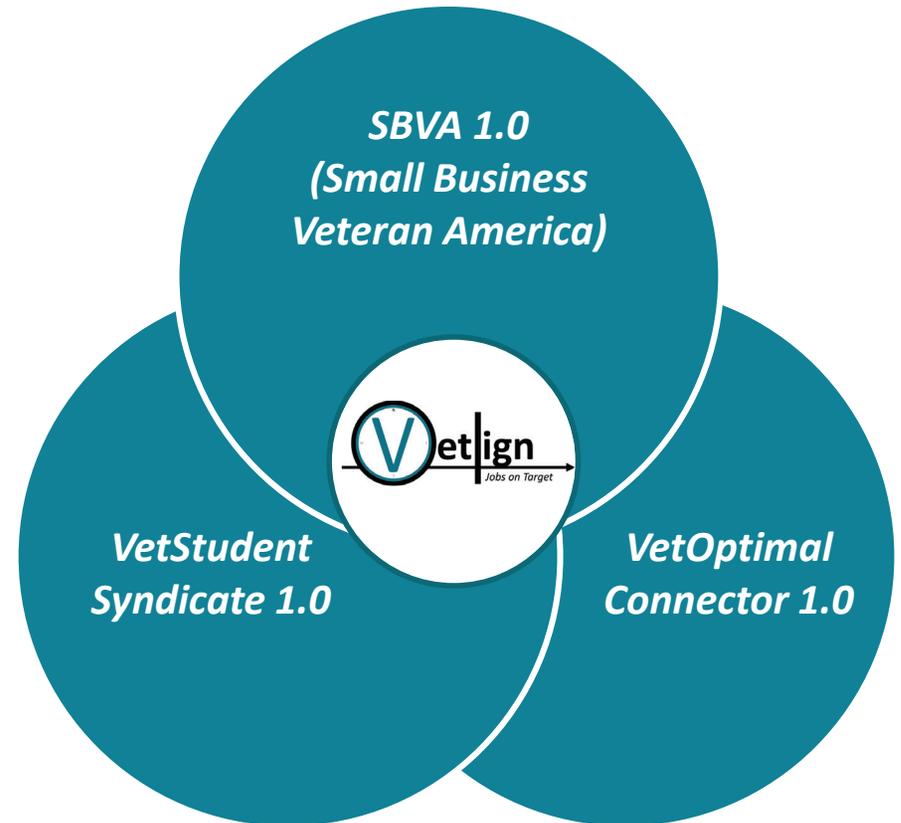
- *Almost all small business want to hire a Vet*
- *72%+ Vets would go home if there was a job*
- *SBVA will connect all small business and all Vets that want to find that job back home in real time*

### ***VetStudent Syndicate***

- *Get every VetStudent the ideal internship or first job coming out of college*
- *Give platform to every college with >100 Vets matriculated by the end of 2023*

### ***VetOptimal Connector***

- *Linkedin is a wasteland for Transitioning Vets*
- *Vets “sterilize” all their military value so no one in their tribe can find time*
- *Veteran Connector will allow every Military Tribe to find all their members and help them get the optimal job fore every Vet*



# The Markets to Revolutionize after Veteran Optimization

## Market Size

**Recruiting Tech Market**  
(\$6B/yr. tech spend, \$200B/yr. costs)

**HR Marketing Tech**  
(\$1B/yr. in tech and adverts)

**HR Analytics Markets**  
(\$2B/yr. and becoming Talent Intel)

**Employee Training Market**  
(\$25B/yr. in 2021 in NA)

**Business Intelligence Analytics**  
(\$7B/yr. in 2021 in NA)

## Oplign's Market Magic

Oplign cuts recruiting costs in half while complimenting any/all installed platforms

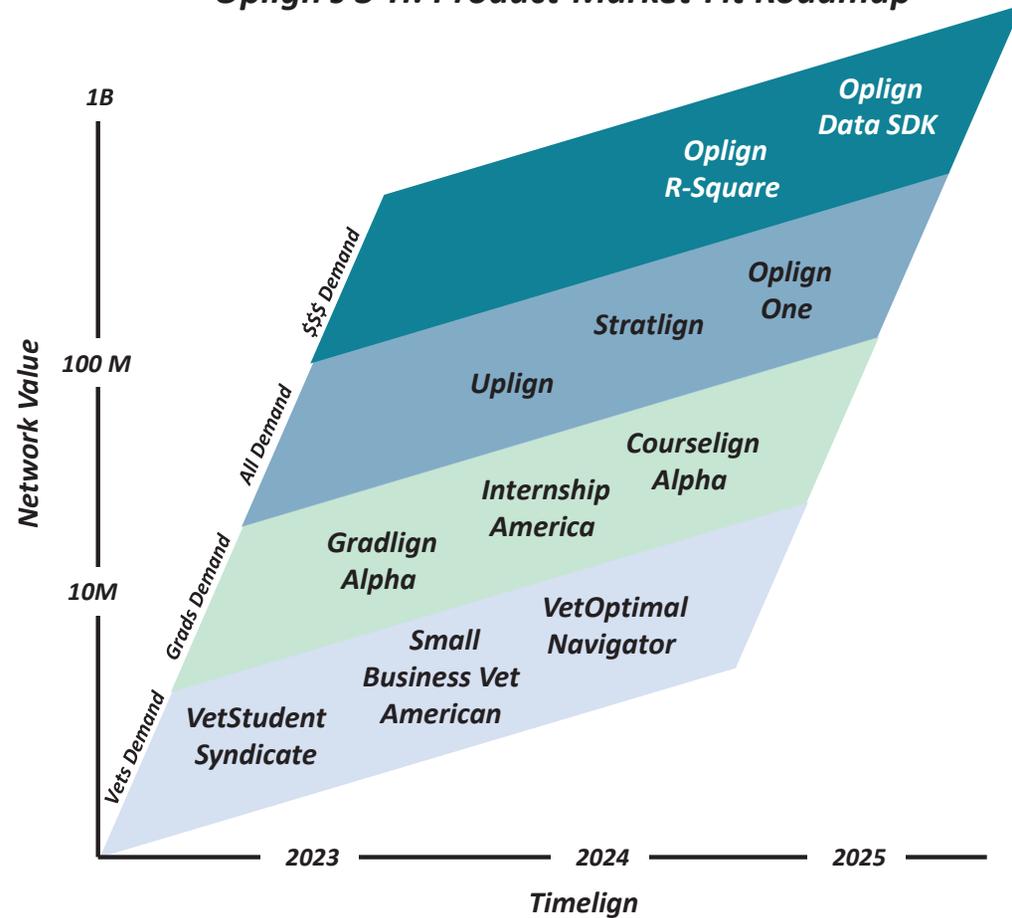
Oplign Total Talent Intel makes this all OBE

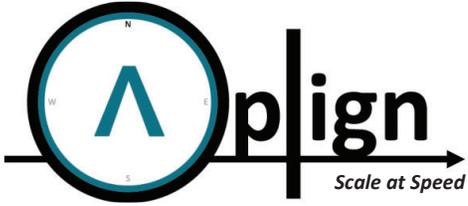
Oplign Total Talent Intel makes this all OBE

Oplign tells an Enterprise who is most valuable to train in what, right now

Oplign creates fully metric decision data where none has existed before

## Oplign's 3 Yr. Product-Market-Fit Roadmap





***The Employment Optimization Platform  
for the 21<sup>st</sup> Century Enterprise***