

Operation New Uniform, Inc. – Sandler AI Roleplay Coach

FY 2025-2026 City Grant Proposal Term Sheet

Grant Recipient: Operation New Uniform, Inc. (“ONU” or “Recipient”)

Program Name: Sandler AI Roleplay Coach (the “Program”)

City Funding Request: \$94,080

Contract/Grant Term: October 1, 2026 – September 30, 2027

Any substantial change to this FY 2025-2026 City Grant Proposal Term Sheet (the “Term Sheet”) or a budget change not within 10% of the attached Program budget line-items will require City Council approval.

PROGRAM OVERVIEW:

Operation New Uniform, Inc. supports Duval County veterans, transitioning service members, and military spouses as they prepare for meaningful civilian careers through continued professional development, interview preparation, and career coaching. The City funding will allow ONU to incorporate a Sandler role-play AI coach to provide alumni with ongoing, structured practice in interview strategies, communication, confidence-building, and employer engagement. The AI coach will reinforce the Sandler approach taught during the Program and give graduates a practical way to continue honing their skills after completion. This will assist Duval County residents by helping ONU’s graduate service members, veterans, and military spouse alumni remain competitive in the workforce, strengthen their ability to communicate their value to employers, and improve employment outcomes. The particular need being met is the gap in continued coaching and realistic interview practice after graduation, when many participants are actively applying, interviewing, and transitioning into civilian careers. This FY 2025-2026 funding request is intended to cover programmatic expenses associated with implementing and using the Sandler role-play AI coach.

All Program activities funded with City funds will be offered in person at Recipient’s headquarters located at 4215 Southpoint Blvd, Jacksonville, Florida, or other suitable location within Council District 4.

PROGRAM SCOPE OF WORK AND DELIVERABLES:

The Program will offer continued career-readiness coaching through the Sandler AI role-play coach, allowing ONU alumni to practice and reinforce critical interview, communication, and negotiation skills after graduating from the core program. Activities will include 30-second commercial development, where participants practice clearly communicating who they are, their military or spouse experience, and the value they bring to an employer. The Program will also provide practice with up-front contracts, questioning strategies, organizational “pain” points, and the Sandler pain funnel so participants can better understand employer needs and conduct stronger, more strategic interviews. Participants will receive interview technique coaching, including role-play scenarios that address the psychological aspects of interviewing and how to adapt communication based on DISC personality styles. The AI coach will also provide negotiation practice, including salary, benefits, and employment package discussions, which are areas many service members and military spouses have limited exposure to during military life. These activities will give Duval County veteran and military-connected participants a structured, repeatable way to continue building confidence, sharpening communication skills, and preparing for successful civilian employment opportunities.

PROGRAM COSTS/PAYMENT TERMS:

The total cost to operate this Program from October 1, 2026 – September 30, 2027, is estimated at \$94,080, which will support the implementation and use of the Sandler AI role-play coach for ONU alumni. The requested funding will be used for programmatic expenses associated with providing continued career-readiness coaching, interview practice, communication reinforcement, and negotiation training for Duval County veterans, transitioning service members, and military spouses. ONU does not currently receive any funding from the City of Jacksonville for this or any other program. Other funding sources for ONU include private donations, corporate contributions, foundation grants, sponsorships, and general operating support used to sustain career transition programming. Any City of Jacksonville funding awarded through this request would be distributed specifically toward the Sandler AI role-play coach.

The City funds will be expensed in accordance with the approved Program budget and shall be used for the sole benefit of Duval County residents. ONU will be paid on a reimbursement basis upon the City's receipt and approval of required documentation including but not limited to paid invoices, payroll ledgers, cleared checks and/or bank statements. ONU shall also provide proof of participant residency in Duval County and confirmation that each participant is a veteran, transitioning service member, or military spouse.

Program Budget:

Salary and Benefits (Alumni Coordinator) - \$16,147.50

Program Supplies - \$82.50

Computer & Software - \$77,850.00

PROGRAM IMPACT & REPORTING:

The Program goals and objectives will be attained by assigning individual access credentials to each graduating ONU alumnus so they can use the Sandler AI role-play coach as a continuation of learning after completing the core program. Progress will be measured through participant access, use of the AI coaching platform, completion of role-play activities, continued engagement with alumni services, and feedback collected from graduates regarding confidence, interview readiness, communication skills, and employment preparation. The Program will be managed by ONU's newly hired Alumni Coordinator, who will oversee post-graduation support services, monitor alumni engagement, and help ensure graduates continue receiving career-readiness reinforcement after completing the Program. During the year immediately preceding this funding request, ONU continued providing its established career transition programming and alumni support services; however, this will be the first year ONU implements the Sandler AI role-play coach, so there are no prior-year achievements specific to this technology. The requested funding will allow ONU to add this new tool into its Program and expand the level of structured, ongoing coaching available to graduates. ONU anticipates serving approximately 173 Duval County residents through this Program, with the projected impact of increasing participants' confidence, interview performance, communication ability, negotiation readiness, and overall competitiveness for civilian employment opportunities.

ADDITIONAL GRANT REQUIREMENTS AND CONDITIONS:

Recipient's expenditure of City funds for the Program and the provision of services shall be subject to Chapter 118, Parts 1 – 5 of the *Jacksonville Ordinance Code*, and the terms and conditions of any contract entered into between the City and Recipient. Recipient shall use the City funds for the Program in accordance with the City Council approved Term Sheet and Program budget. The City's Grant Administrator may amend this Term Sheet or the approved Program budget consistent with the Program's needs, provided that any substantial change to this Term Sheet or a budget change not within 10% of the attached Program budget line-items will require City Council approval.

FY 2026 City Grant Application
Proposed Funding Period: FY 2026-2027

FY 2026 City Grant - Complete Program Budget Detail

Lead Agency:
Operation New Uniform, Inc.
Program Name:
Sandler AI Role Play Coach

Agency Fiscal Year:
1/1/2026 - 12/31/2026

BUDGET								
Categories and Line Items	Prior Year Prg Funding FY 2024-2025	Current Year Prg Budget FY 2025-2026	Total Est. Cost of Program FY 2026-2027	Agency Provided Funding	All Other Program Revenues	Funding Partners		
						City of Jacksonville (City Grant)	Federal/ State & Other Funding	Private Foundation Funding
I. Employee Compensation								
Personnel - 01201 (list Job Title or Positions no names)								
1 CEO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2 CFO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
3 Manager	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
4 Office Manager	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5 Program Manager	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
6 Director	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
7 Program Specialist	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
8 Program Specialist	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9 Marketing Coordinator	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
10 Program Coordinator	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
11 Director of Operations	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
12 Marketing Manager	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
13 Online Program Manager	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
14 Program Specialist	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
15 Program Specialist	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
16 Alumni Coordinator	\$0.00	\$0.00	\$15,000.00	\$0.00	\$0.00	\$15,000.00	\$0.00	\$0.00
17 Program Coordinator	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
18 Program Coordinator	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
19 Program Coordinator	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
20 Program Coordinator	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
21 Controller	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
23	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
24	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
26	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
27	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
29	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Subtotal Employee Compensation	\$0.00	\$0.00	\$15,000.00	\$0.00	\$0.00	\$15,000.00	\$0.00	\$0.00
Fringe Benefits								
Payroll Taxes - FICA & Med Tax - 02101	\$0.00	\$0.00	\$1,147.50	\$0.00	\$0.00	\$1,147.50	\$0.00	\$0.00
Health Insurance - 02304	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Retirement - 02201	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Dental - 02301	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Life Insurance - 02303	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Workers Compensation - 02401	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Unemployment Taxes - 02501	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other Benefits - (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Subtotal Taxes and Benefits	\$0.00	\$0.00	\$1,147.50	\$0.00	\$0.00	\$1,147.50	\$0.00	\$0.00
Total Employee Compensation	\$0.00	\$0.00	\$16,147.50	\$0.00	\$0.00	\$16,147.50	\$0.00	\$0.00
II. Operating Expenses								
Occupancy Expenses								
Rent - Occupancy -04408	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Telephone - 04181	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Utilities - 04301	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Maintenance and Repairs - 04603	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Insurance Property & General Liability - 04502	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other - (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Office Expenses								
Office and Other Supplies - 05101	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Postage - 04101	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Printing and Advertising - 04801	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Publications - 05216	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Staff Training - 05401	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Directors & Officers - Insurance - 04501	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Professional Fees & Services (not audit) - 03410	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Background Screening - 04938	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other - Equipment under \$1,000 - 06403	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other - (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Bank Charges	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
IT Consulting	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Dues & Subscriptions	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Program Supplies	\$0.00	\$0.00	\$82.50	\$0.00	\$0.00	\$82.50	\$0.00	\$0.00
Meals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Travel Expenses								
Local Mileage - 04021	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Parking & Tools - 04028	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Flights & Hotels	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Equipment Expenses								
Rental & Leases - Equipment - 04402	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Vehicle Fuel and Maintenance - 04216	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Vehicle Insurance -04502	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other - (Computers & Software under \$5,000)	\$0.00	\$0.00	\$77,850.00	\$0.00	\$0.00	\$77,850.00	\$0.00	\$0.00
Direct Client Expenses - 08301								
Client Rent	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Utilities	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Food	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Medical	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Educational	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Personal	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Other (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Other (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Operating Expenses	\$0.00	\$0.00	\$77,932.50	\$0.00	\$0.00	\$77,932.50	\$0.00	\$0.00
III. Operating Capital Outlay (OVER \$5,000)								
Machinery & Equipment - 06402	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Computers & Software - 06427	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other - (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Capital Outlay	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Direct Expenses Total	\$0.00	\$0.00	\$94,080.00	\$0.00	\$0.00	\$94,080.00	\$0.00	\$0.00
Percent of Budget	-	-	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%

Last Modified: 06/16/2025

All City Grant items listed must be included in the narrative section of the budget.

**Budget Narrative for Selected Items of Cost
FY 2026 City Grant Application
Program Budget Narrative (Max. 2 Pages)
Proposed Funding Period: FY 2025-2026
COJ Funding Only**

Agency:Operation New Uniform, Inc.

Program: Sandler AI Role Play Coach

EXPENSES: Please provide narrative description for all categories listed below for which you are seeking City Funding Only.

We have included those required elements in the spaces below. See instructions when listing personnel expenses.

Please feel free to add additional lines as necessary to provide explanations using the line insert feature.

I. Employee Compensation - (not related to costs of the office of the governor of a state or the chief executive of a political subdivision)

Salary & Wages

1x ONU Alumni Coordinator Employee	15,000.00
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Payroll Taxes & Benefits

FICA & Med Tax	1,147.50
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II. Operating Expenses

Occupancy Expenses	-
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Office Expenses	-
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Travel Expenses - not related to entertainment expenses

Equipment Expenses

Sandler AI Role Play Coach	77,850.00	173 Alumni @ \$450 per unit
Supplies Expense	82.50	

Direct Client Expenses

III. Operating Capital Outlay: