

## ExBellum: From War, Excellence.

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War is an inherently ugly human construct built on thousands of years of incomprehensible cruelty. However, war and the extensive preparation required for its successful prosecution often reveals and hones desirable human traits. The past ten years of sustained combat operations abroad have given military personnel a unique breadth of experience in complex and unforgiving hostile environments. Special Operations Forces (SOF) are specially identified, recruited, selected, and trained to exhibit leadership and operational excellence during execution of high-risk, no-fail missions in the worst of conditions. As our nation's wars slow down, SOF personnel are leaving the military for the private sector. Over the next 10 years, an estimated 25,000 special operations personnel will be exiting the military and searching for civilian opportunities; there is an estimated current U.S. workforce of approximately 90,000 former special operators.

Currently, SOF personnel have no option for job searching that is tailored to their specific capabilities and requirements. Simultaneously, private industry is experiencing a capability gap between leadership and operational skills present in today's work force and those skills required for dominance in the current dynamic, complex, and swiftly changing environment. ExBellum's intent is to fill the current capability gap in private industry with SOF personnel separating from the military services. ExBellum conducts two lines of effort: ExBellum.com, a unique online employment website that securely connects employers and staffers with an unparalleled network of former SOF personnel; ExBellum Customized Staffing solutions, a personalized service that individually places former SOF personnel in roles based on client requirements.

## Our Way

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We founded ExBellum on the belief that relationships are paramount and credibility is critical. We exist because we believe that lessons learned from destruction on the battlefield can help build a better world. We exist because we believe that former special operators bring unique skills in dealing with unknowable situations and complex problem sets to private business. These skills – encompassing the full spectrum of human behavior – simply cannot be obtained except through the constant selection, training, and experiences of the harsh realities that are the life of a SOF operator.

We constantly strive to find the perfect fit that meets intent on all fronts; ExBellum is dedicated to building lasting relationships with all of our clients – both employers and candidates. We hold our reputations sacred. Relationships, honesty, credibility, and efficiency: these are the core elements of the ExBellum strategy. We invest heavily of our time and resources in these ideals. There is no amount of monetary gain worth compromising our relationship with our clients. We win and enable our clients, both former SOF personnel and prospective employers, to win in any conditions by providing both peerless and selfless service.

We know that our services benefit both private industry and our comrades transitioning from the special operations community equally. Our credibility enables ExBellum to grow and sustain relationships in all sectors of the global economy and military special operations units. We believe that if the right people, in the right place, care and act on the right things, we can optimize the world.

## Founders

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### Judson Kauffman

Judson served in the U.S. Navy for 8 years, first as an intelligence analyst and later as a Navy SEAL deploying multiple times throughout the Middle East on hundreds of combat missions. In 2006 and 2007, he served as an assaulter and force lead navigator on a multinational strike force headquartered in Baghdad. After completing his first two combat deployments, Judson finished SEAL Sniper school and was selected as a Sniper Team Leader for a tier one specialized joint task force in Iraq, successfully completing over 70 high priority missions working alongside Army Rangers and Army Delta Force operators. Prior to co-founding ExBellum, Judson helped build a successful adventure racing company, now known as The Great American Mud Run, which conducts races and recreational events across the nation. He later served as the National Program Manager for the Naval Special Operations Mentor Program where he supervised 26 employees across the nation, selecting and mentoring potential civilian SEAL candidates. Judson is an experienced entrepreneur and leader who has the drive and the passion for making the world around him better place. He and his wife Renee currently reside in Nashville, TN where they spend their spare time traveling, playing, and making the most out of every day.

### Joe Wolfel

Prior to co-founding Exbellum, Joe was a combat-decorated Navy SEAL officer and consultant for the McChrystal Group. During his military career, Joe served four overseas tours in multiple capacities. He was selected as a Ground Force Commander for a joint/combined strike force in Iraq, leading U.S. and multi-national special operations personnel in combat operations. Joe subsequently served as an action officer deployed throughout the Gulf region. While deployed, Joe represented Naval Special Warfare at strategic planning initiatives, articulated force requirements, and conducted threat assessments at the request of U.S. Fifth Fleet. As a SEAL platoon commander, Joe conducted strategic engagements with African partner nations focusing on counter-terrorism and internal defense. At the McChrystal Group, he serves as a Senior Consultant focusing on creating shared consciousness and purpose in the private sector based on lessons learned from Special Operations during the Global War on Terror. He is a U.S. Naval Academy graduate and is married to his wife, Paula.