

# → WELCOME

---

TO

"Everyone deserves a second chance—some just need the opportunity to prove it."



USA EDITION

The story behind

# N3XUS

**Breaking the Cycle, Rebuilding Lives**

**From Data to Impact: N3XUS Transforms Rehabilitation**

**Unlocking Economic Value Through Second Chances**

**AI-Powered Solutions for a Safer, Stronger Society**

**Breaking the Cycle, Rebuilding Lives**

**N3XUS** began with a simple yet powerful idea: what if data could break cycles of unemployment and exclusion?

Governments spend billions on social programs, yet too many people remain locked out of opportunity.

From veterans transitioning to civilian life to people from the criminal justice system, long-term unemployed, the system was broken.

We saw an opportunity to change this—not just through charity, but through a sustainable, profitable model.

By leveraging AI and data, we could connect untapped talent to meaningful employment and economic stability.

Businesses could benefit too—gaining access to government incentives and a skilled, overlooked workforce.

The financial impact was staggering. Billions in savings for governments.

Billions in economic growth.

# OUR VISION

WELCOME TO N3XUS

PN

## **N3XUS: Powering Opportunity**

Transforming Lives, Redefining Workforce Futures

At **N3XUS**, we believe that employment is the foundation of economic stability, social mobility, and personal transformation. Too many skilled individuals—whether transitioning veterans, long-term unemployed workers, or those seeking a second chance—face unnecessary barriers to meaningful work.

Our vision is to break these barriers by leveraging AI-driven insights, government support, and employer partnerships to connect untapped talent with industries that need them most.

By aligning economic incentives with social impact, we create a win-win scenario: businesses gain a dedicated workforce, governments reduce public spending, and individuals regain purpose and stability.

We don't just fill jobs; we build sustainable careers. We don't just generate data; we provide actionable insights that drive real-world change. By redefining workforce development, we are shaping a future where opportunity isn't limited by circumstance, but unlocked through innovation.

**N3XUS** is more than a platform—it's a movement towards a smarter, fairer, and more prosperous economy.

## OUR RESULTS

**N3XUS** has achieved transformational results across workforce development and social impact. We've reduced reoffending through employment-led rehabilitation, supported thousands of individuals—including veterans, the long-term unemployed, and those facing systemic barriers—into stable, meaningful work, and unlocked millions in government savings by reducing reliance on public services. Beyond social outcomes, our model has directly contributed to economic growth by revitalising local labour markets, addressing critical skills shortages, and helping businesses access government incentives while building a resilient, loyal workforce.

By turning overlooked talent into economic contributors, we've proven that inclusive employment is not only the right thing to do—it's a powerful engine for long-term prosperity, system-wide savings, and measurable impact.

## 2025 FORECAST

**N3XUS** is set to deepen its role as a global leader in inclusive workforce transformation. With growing demand from governments, employers, and impact investors, we will expand our reach into new regions, strengthening partnerships across public and private sectors. Our AI-driven platform will continue to evolve, offering even more predictive power and insight to match individuals with meaningful employment opportunities—focusing on those often overlooked, such as veterans, displaced workers, and individuals from marginalised communities.

This year will also mark a shift from pilot programmes to large-scale implementation, embedding the **N3XUS** model into national and regional employment strategies. We expect to see stronger collaboration with infrastructure, healthcare, and tech industries, where talent shortages align with our mission to unlock hidden potential.

As the world faces ongoing economic and social challenges, **N3XUS** stands ready to deliver measurable impact—not just through job creation, but by reshaping how society approaches workforce inclusion, public spending, and long-term economic resilience.

# 2024-2025

# N3XUS↑

## WHY N3XUS? WHY NOW?

The U.S. faces a convergence of urgent workforce, economic, and social challenges:

- Over 600,000 individuals re-enter society from U.S. prisons annually
- 68% recidivism rate within 3 years — one of the highest in the developed world
- \$118 billion+ lost annually due to crime, incarceration, and reoffending
- Massive labour shortages across sectors like infrastructure, logistics, and manufacturing
- Untapped federal incentives for hiring underrepresented populations remain underutilized

## TRANSFORMING AMERICA'S GREATEST SOCIAL LIABILITY INTO ITS STRONGEST WORKFORCE ASSET

**\$118B Problem. \$2T Opportunity. One Scalable Solution.**

The United States spends over \$80–100B annually on incarceration, with recidivism rates at 68%.

Meanwhile, industries face multi-million person labour shortages, and employers leave \$22B in tax incentives unclaimed.

**N3XUS** bridges this gap.

# N3XUS

## 01 | THE PROBLEM

### **A Nation Struggling to Connect Its Labour Market and Its People**

- 2.1 million people are incarcerated in the U.S.—the highest prison population in the world.
- 600,000+ individuals are released from correctional institutions each year.
- Over 68% of them will reoffend within 3 years.
- Annual cost of recidivism: \$118 billion+
- The average cost to incarcerate one person: \$40,000–\$60,000 per year
- The average re-entry success rate without structured support: below 30%
- 

**This isn't just a social crisis. It's an economic inefficiency of historic proportions**

## 02 | THE OPPORTUNITY

### **Massive Incentives. Untapped Talent. Urgent Workforce Needs.**

While millions are locked out of work, industries are desperate for talent:

- 546,000+ open construction jobs in 2024
- Over 1.2 million new logistics roles needed by 2030
- Veterans unemployment above national average in several regions
- Labour force participation declining among able-bodied, working-age individuals

At the same time, the federal government offers over \$22 billion per year in tax credits, training grants, and wage subsidies through programs like:

- Work Opportunity Tax Credit (WOTC)– up to \$9,600 per eligible hire
- Federal Bonding Program – no-cost fidelity bonding for employers of returning citizens
- Infrastructure Investment and Jobs Act – supporting inclusive hiring for federally funded projects
- Veterans and Long-Term Unemployed Hiring Incentives

**Most of these incentives are underutilised, largely due to complexity, poor awareness, or lack of implementation infrastructure.**

# N3XUS

## THE AI INFRASTRUCTURE FOR INCLUSIVE ECONOMIC GROWTH

### 03 | INTRODUCING N3XUS

**N3XUS** is a proprietary, AI-driven SaaS platform that connects underrepresented populations—including returning citizens, veterans, and the long-term unemployed—with employment opportunities. Simultaneously, it automates access to government incentives and generates real-time impact analytics aligned with ESG, CSR, and public accountability frameworks.

#### What **N3XUS** Delivers

- Smart matching of candidates to open roles based on skills, location, and eligibility
- Incentive optimisation by automating tax credit, training grant, and subsidy access
- Employer dashboards showing impact metrics, hiring performance, and ROI
- Government visibility with real-time recidivism reduction data, SROI, and reintegration outcomes
- Mental health and well-being tracking via proprietary datasets
- Compliance-ready impact reports aligned with SASB, GRI, TCFD, and federal ESG procurement standards

WELCOME TO N3XUS

PN

### 04 | UK PROOF OF CONCEPT

#### The **N3XUS** Pilot: Delivering Measurable Change

In the UK, **N3XUS** launched a pilot program focused on short-term prisoners transitioning back into society. Participants were placed with employers in infrastructure and logistics industries. The outcomes speak for themselves:

- Reoffending reduced from 64% to 23% within 21 months
- 10's of millions saved in projected incarceration costs
- £8.57 million generated in participant wages (12 people)
- 4.3x return on public/private investment
- Improved self-esteem, mental health, family stability, and workforce retention

**N3XUS** proved that when the right employment is paired with digital wraparound support, reoffending plummets, and communities thrive.

# N3XUS

## 05 | THE U.S. LAUNCH STRATEGY

### Target Sectors

- Infrastructure (aligned with IIJA)
- Logistics and warehousing
- Skilled trades and advanced manufacturing
- Government contractors
- Veterans reintegration programs
- 

### Pilot Deployment (Underway)

The U.S. pilot is already in motion, focusing on a high-need region with national replication potential. Though specific employer names and locations are confidential, the scope includes:

- Thousands of jobseekers onboarded from reentry, veteran, and unemployed communities
- Tens of millions in projected employer incentives
- Over \$100 million in government cost savings
- Early signs indicate recidivism reductions mirroring UK success

## 06 | METRICS THAT MATTER

### N3XUS isn't theory. It's measurable, scalable transformation.

In its first year of U.S. deployment, **N3XUS** is projected to deliver results that speak for themselves—across government savings, employer value, and life-changing individual outcomes.

#### Job Placements

Over 5,000 individuals from justice-impacted, veteran, and long-term unemployed populations connected to meaningful employment across high-demand sectors like infrastructure, logistics, and skilled trades.

#### Employer Tax Credits Unlocked

More than \$45 million in federal and state hiring incentives—including WOTC, bonding programs, and IIJA-aligned workforce credits—automatically accessed through the N3XUS platform.

#### Government Cost Savings

Projected to save \$120 million+ in incarceration-related expenditures by reducing recidivism and promoting economic reintegration.

#### Participant Earnings

An estimated \$75 million+ in wages earned by program participants, generating immediate economic uplift in underserved communities.

#### Social Return on Investment (SROI)

For every \$1 invested, N3XUS delivers between 4.8x to 6.2x in combined economic, social, and public savings.

#### Reoffending Reduction

Expected to lower recidivism rates by 50% to 65%, based on UK pilot data and early U.S. indicators.

#### ESG & Impact Reporting

Fully integrated real-time dashboards offer employers and policymakers instant access to ESG-aligned metrics, CSR compliance data, and social outcome visibility.



# N3XUS

## 07 | STRATEGIC ALIGNMENT: FEDERAL & STATE POLICY

### 2025 Administration Priorities

Workforce reintegration, public safety, and economic resilience remain central pillars of the current administration's national strategy—and **N3XUS** is built to deliver on all three.

#### Fair Chance Hiring Initiatives

New federal guidance supports the inclusion of formerly incarcerated individuals and underserved populations in federally funded infrastructure and contractor hiring.

#### American Labor Recovery Plan

A nationwide effort to close employment gaps in skilled trades, logistics, and construction—emphasising equitable access to training and employment for high-barrier groups.

#### Public Safety through Reintegration

DOJ-backed frameworks are prioritising employment-based reentry models that reduce recidivism and promote community stability through jobs, not jail time.

**N3XUS** offers the technology and infrastructure to operationalise these national goals—with real-time data, measurable ROI, and impact tracking built in.

#### Veterans Affairs & DoD Transition Programs

**N3XUS** integrates seamlessly with existing federal support systems for service members and veterans, empowering both individuals and the employers that hire them.

##### DoD SkillBridge & VA Transition Assistance

Enables skill-matched placement for service members within their final 180 days of service, accelerating civilian integration.

##### Veteran Incentive Automation

The **N3XUS** platform streamlines access to veteran hiring credits, training reimbursements, and bonding programmes—eliminating friction for veteran-friendly employers.

With bipartisan backing and national support, veteran employment remains a key focus area—and **N3XUS** helps ensure those efforts succeed.

#### State-Level Workforce & Reentry Incentives

Across the country, states are deploying reentry and workforce funding to tackle economic exclusion and reduce reliance on incarceration. **N3XUS** aligns directly with these efforts and helps employers automate access to these state-specific benefits—while maintaining compliance with federal ESG guidelines and meeting regional labour demands.

# N3XUS

## 08 | THE BUSINESS CASE

**N3XUS is not a social service—it's a scalable economic enabler with tangible returns for every stakeholder in the system.**

For **EMPLOYERS**, it unlocks access to underutilised talent pools while reducing turnover and simplifying access to federal and state tax credits. Companies benefit from lower recruitment costs, a strengthened ESG profile, and a direct line to millions in unclaimed hiring incentives.

For **GOVERNMENTS**, **N3XUS** delivers measurable savings by reducing incarceration rates, easing pressure on correctional systems, and fuelling reintegration into the workforce. Fewer reoffenders means less public spending—and more economic contributors in local communities.

For **COMMUNITIES**, it translates to safer streets, stronger families, and the revitalisation of areas too often left behind. **N3XUS** empowers people to break cycles of poverty, crime, and instability—building resilience from the ground up.

For **INVESTORS**, **N3XUS** offers recurring SaaS revenue, proven impact outcomes, and alignment with global ESG mandates. It's a rare opportunity to scale technology that's both commercially and socially transformative.

WELCOME TO N3XUS

PN

## 09 | THE ROAD AHEAD

**N3XUS** has already demonstrated proof of concept—and now the model is positioned for national expansion in the United States.

**Phase One**, is underway, with a live pilot and multi-state rollout focused on reentry, veteran, and unemployed populations. Employers across logistics, infrastructure, and skilled trades are onboarding, and early metrics point toward scalable impact.

**Phase Two**, set for 2026–2027, will see full national deployment through strategic partnerships with federal agencies, state governments, and Fortune 500 employers. This phase will embed **N3XUS** into core workforce systems across the country.

**Phase Three**, beginning in 2028, will position **N3XUS** as a national standard: an embedded tool for employer compliance, AI-powered workforce planning, and performance-based social contracting. Governments and corporations alike will use the platform to demonstrate impact, unlock incentives, and plan future hiring based on predictive analytics.

Over the next five years, **N3XUS** is projected to:

- Transform more than 75,000 lives
- Generate over \$900 million in incarceration cost savings
- Drive \$1.2 billion in economic reintegration and wages
- Unlock hundreds of millions in federal and state hiring incentives for American businesses

This isn't just a tech platform—it's a national growth strategy.

# N3XUS

## 10 | CONCLUSION

### **The numbers are undeniable. The need is immediate.**

**N3XUS** platform has already proven its ability to deliver real, measurable results.

**N3XUS USA** is not just a solution—it's a new category of civic infrastructure. One that's powered by AI, rooted in economic logic, and built for transformational impact. It addresses some of the most persistent challenges of our time: mass incarceration, labour shortages, economic exclusion, and the underutilisation of public resources.

What we're building isn't simply a company. It's a system—a national framework for smarter hiring, inclusive growth, and sustainable public value. A system that aligns government incentives with employer demand, community stability, and human potential.

The path forward is clear. The tools are ready. The transformation has already begun.

**N3XUS** is the infrastructure for a new kind of recovery—one that puts people, purpose, and performance at the centre of progress.

---

## PAUL KERSLAKE

CEO/FOUNDER N3XUS

At **N3XUS**, we're not just building a company—we're building a movement that redefines how society approaches opportunity, talent, and inclusion. The progress we've made so far is just the beginning. The future is about scale, impact, and legacy. We're proving that purpose and profit can go hand in hand, and as we expand globally, our mission remains clear: to unlock potential, transform lives, and shape a more equitable, resilient workforce for generations to come."

---

## KATHRYN MCAVOY

FOUNDING PARTNER

As **N3XUS** expands across the United States, we're answering a call that's both deeply human and undeniably strategic. The American workforce is fractured in places where it should be thriving. Talent is going untapped. Incentives are going unclaimed. And millions of lives are hanging in the balance—locked out of opportunity, contribution, and belonging.

We built **N3XUS** to solve that gap. Not with theory, but with technology. Not with promises, but with proof.

---

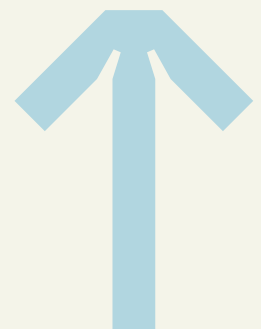
## KATE TEMPLE-BROWN

OPPORTUNITY DIRECTOR

Opportunity in America shouldn't depend on your past—it should be defined by your potential. That's the belief that drives me, and it's the belief at the heart of everything we do at **N3XUS**. As we expand across the United States, our focus is crystal clear: activate underutilised talent, empower communities, and unlock the billions in incentives that are sitting dormant in state and federal systems.

This isn't just about connecting people to jobs. It's about creating long-term value—for businesses, for governments, and for families that have been left out for too long. We've already seen the results—people finding purpose, employers solving real labour gaps, and cities beginning to understand that second chances don't cost the system—they save it.

EXECUTIVE  
LEADERSHIP  
TEAM N3XUS  
USA



---

# CONTACT US FOR MORE INFORMATION

[WWW.N3XUS-USA.COM](http://WWW.N3XUS-USA.COM)

[WWW.GLOBALN3XUS.COM](http://WWW.GLOBALN3XUS.COM)

[WWW.N3XUS.AI](http://WWW.N3XUS.AI)

[INFO@GLOBALN3XUS.COM](mailto:INFO@GLOBALN3XUS.COM)

[INFO@N3XUS-USA.COM](mailto:INFO@N3XUS-USA.COM)