

FOURBLOCK™

— 2019 ANNUAL REPORT —



FourBlock Foundation
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“FourBlock’s Career Readiness Program was exactly what I needed in order to prepare for my military transition. Our cohort learned everything from learning the art of networking, designing “elevator pitches,” and tailoring resumes to building professional relationships, interviewing, and negotiating salaries. I highly recommend FourBock for all active military and veterans in transition!”

GARY G.

*U.S. Air Force Veteran, FourBlock Alum
& Career Readiness Instructor*

FOURBLOCK™

Inspiring transitioning veterans to reach their potential
and equipping them to achieve the best careers possible.

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LETTER FROM OUR FOUNDER

Dear Supporters,

Over 2,400 veterans are now members of the FourBlock community! Our alumni are now working at over 400 different companies all across the United States.

We started with an inaugural class of 16 veterans in New York City and have grown into an incredible national network of professionals eager to continue to make a difference in our communities.

In 2019, we welcomed nearly 500 new alumni to our community from 19 different programs across the country. These alumni are now working at companies like PwC, T-Mobile, Citi, Boeing, Microsoft, and Tesla.

Our alumni also continue to “pay it forward” and come back to FourBlock to teach, mentor, and hire the next cohort of veterans in transition.

At the very core of our program is relationship building. We help veterans build professional networks. Everything we do supports the opportunity for a transitioning veteran to have a conversation with a hiring manager, so they both may learn from one another, discuss career opportunities, and begin to build a relationship that may lead to meaningful employment.

Our vision for the future is a national network that all transitioning service members may connect with wherever they are locally, so they can learn best career transition practices, explore career opportunities, and build their own professional networks.

Our end-state is to provide a positive career transition experience for all transitioning veterans, so they have the information, opportunities, and relationships needed to make better career decisions, reach their potential, and better serve their communities.

The idea of FourBlock was inspired by a relationship I had with an Iwo Jima veteran who struggled tremendously with his military transition when he returned home. He credits getting a good job with saving his life.

We at FourBlock are committed to ensuring veterans have all the support and resources they need to begin new and meaningful careers. We cannot do this without the incredible support of organizations like the PwC Charitable Foundation, T-Mobile, USAA, News Corp, Boeing, LinkedIn, and Columbia University.

Thank you to all of our supporters! We simply could not accomplish our mission without you. We are looking forward to continuing to work with you in 2020 and beyond to serve our returning servicemen and women in beginning meaningful careers.

A handwritten signature in black ink, appearing to read 'Michael Abrams'.

MICHAEL ABRAMS

*Founder
FourBlock Foundation*



"FourBlock was exactly what I needed when I transitioned out of the Army earlier this year. **Their focus is on helping veterans find the next RIGHT thing. Not just finding a job.** Taking Fourblock's course has helped me get on the right path toward a career I'm passionate about."

ALEC M.

U.S. Army Veteran, FourBlock Alum

OUR MISSION

The mission of FourBlock Foundation is to inspire transitioning veterans to reach their potential and equip them to achieve the best careers possible.



FourBlock bridges the gap between capable veterans and meaningful careers

We equip Post-9/11 service members to obtain meaningful, competitive careers that capitalize on their interests, strengths and capabilities. We also assist and advise employers with attracting and on-boarding veterans that are a skills and cultural match at their companies. Our mantra is “the right veteran, the right career.”



Our name captures the difficulties of today’s veteran transition

On the eve of the wars in Iraq and Afghanistan, Marine Corps Commandant General Charles Krulak predicted that service members would deploy to highly populated areas and operate in environments of peace, crisis and combat. He called this phenomenon “The Three Block War.”

Service members deployed to Iraq and Afghanistan found themselves in this very predicament, oftentimes providing humanitarian assistance on one city block, dealing with a civil disturbance on the next, and then engaging in combat operations on yet another.



But what happens after the Third Block?

Post-9/11 veterans are incredibly capable at dealing with the difficult challenges posed by the notion of the Three Block War. Yet they are unprepared to successfully transition and meet the challenge of the fourth and final block: returning home and beginning new, meaningful careers.

FourBlock exists to enable veterans to successfully navigate this fourth and final block. We’ve learned that veterans are more than able to get any job done. FourBlock provides the education and the opportunity for them to do so.

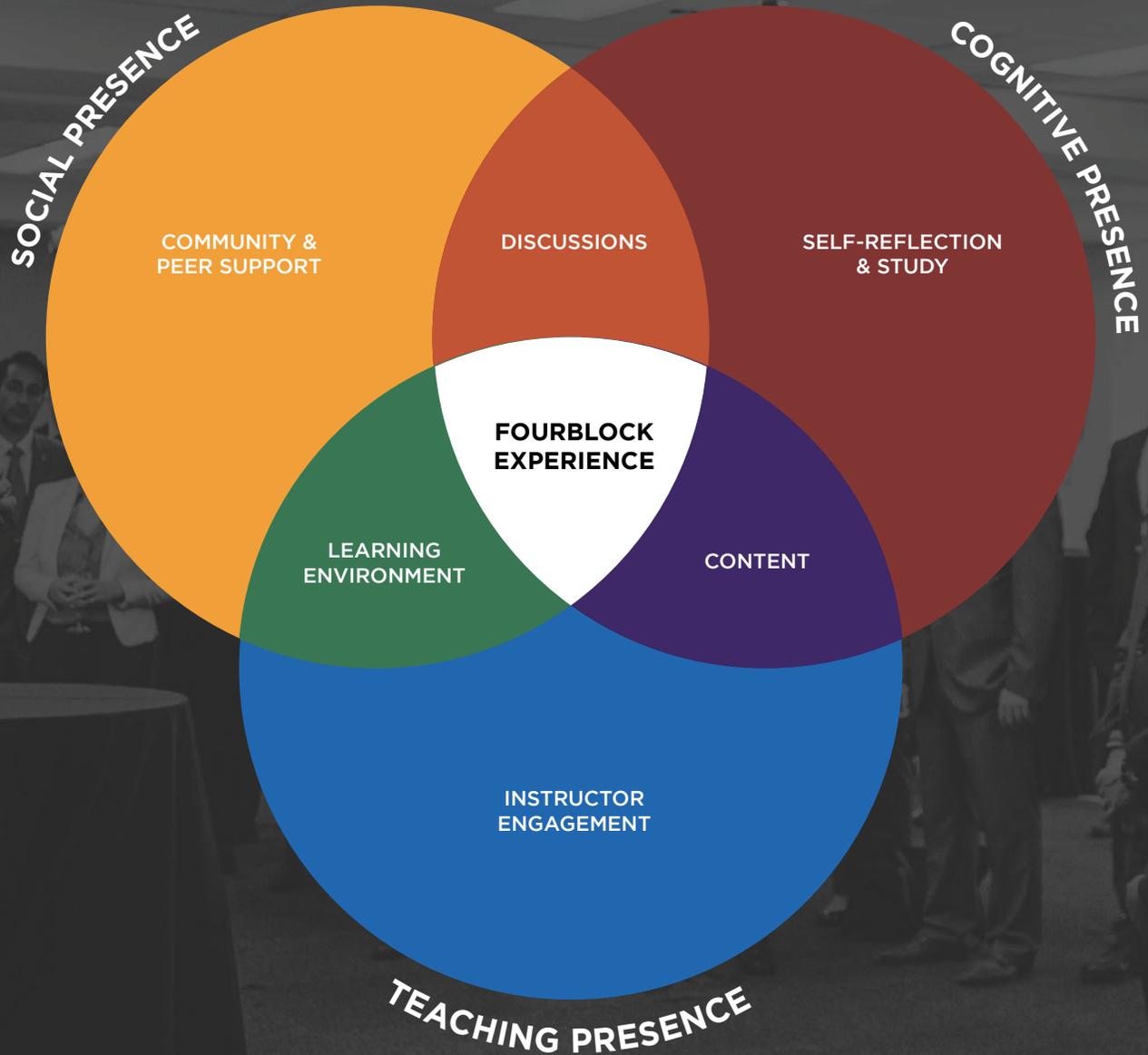


"If you are a veteran or transitioning service member who is eager about jumpstarting a career in the corporate world, this is the place to go. **With many experts and volunteers, you are guaranteed to take away many things to position yourself as a strong candidate in any job.**"

JACOB L.

U.S. Navy Veteran, FourBlock Alum

OUR LEARNING MODEL



Garrison, Anderson, & Archer.
The Internet and Higher Education

CAREER READINESS PROGRAM

Shaping the future, together

FourBlock is re-shaping veteran transition and career readiness by inspiring veterans to achieve more after their military service. Our community brings together high-potential veterans and top companies to provide the professional development, career exploration, and network today's veterans need to make the right career choices and to be ready for competitive careers.

In 2019, thanks to our partnership with Columbia University, we've continued to enhance our world-class professional development curriculum for veterans that is delivered in a hybrid learning model, consisting of online assignments, in-person meetings, lectures, and practical application. Over the course of a semester, our veterans are taken through lessons meant to enhance their personal and professional understanding of themselves and their careers as they make the transition to professional civilian careers.

Our Career Readiness Program is the most comprehensive professional development program available for Post-9/11 veterans.

We offer our program twice a year in major metropolitan cities across the country during each fall and spring academic semester. Our veterans join a cohort and meet once a week throughout a semester, receiving over thirty hours of in-person lectures, networking events, and practical application. Furthermore, one-on-one mentorship is provided to each veteran in order to address personal transition and career search strategies.

Each week, our cohorts visit different companies and organizations throughout their city, offering a real-world, corporate learning environment. Prior to these in-person classes, the cohorts will have participated in weekly assignments and online discussions with their instructors in order to practice and reinforce lessons, as well as share best practices with each other. During the class, lecturers are given by senior executives from leading industries in that city, allowing veterans to learn from today's leaders how the week's lesson applies in the real-world. Furthermore, exposure to companies and the guest lecturers allow veterans to discover how their interests might align with an industry they may never have considered previously. After each lecture, the remainder of each meeting is devoted to practical application, such as networking events, resume workshops, and mock interviews, all involving professionals from the host company.

2019: A YEAR OF IMPACT

Thanks to the support of our partners, we continued to grow our engagement and presence with results that show real impact.



468

New Veterans Served in the Past Year

Through their participation in our programs, FourBlock veterans were introduced to challenging careers at industry-leading companies such as Accenture, T-Mobile, PwC, Wells Fargo, and Amazon. FourBlock alumni also went on to pursue graduate degrees, law degrees, and MBAs at top universities.



278

FourBlock Classes Offered in 19 Programs

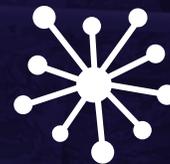
In 2019, we offered 19 cohorts of our Career Readiness Program in cities across the country, expanding our national presence into Dallas, Denver, and San Antonio.



350+

Employees at Top Companies Met with FourBlock Veterans

In 2019, we worked with our partners to provide the most impactful career readiness education possible. We assembled industry leaders at companies such as Comcast NBCUniversal, LinkedIn, Accenture, T-Mobile, and more to teach 275+ classes across the country.



2400+

Veterans are Now in the FourBlock Alumni Network

More transitioning veterans and top executives join the FourBlock community each semester. With 75+ companies involved in 2019, we grew our prestigious national professional network while maintaining the familiarity of a local community.

RIGHT TALENT & GREAT CAREERS

Our Veterans Come from Top Universities



Our Veterans Get Hired By Top Companies



2019: POWERED BY COMMUNITY



22 Career Readiness Instructors taught our flagship Career Readiness Program in 19 cohorts across 17 locations.



With support from USAA, we launched our first program in San Antonio in Fall 2019.

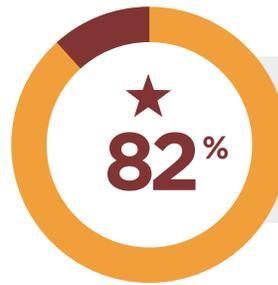


Over **350 executives & employees** from **75+ top companies** engaged with our veterans.

DID YOU KNOW?

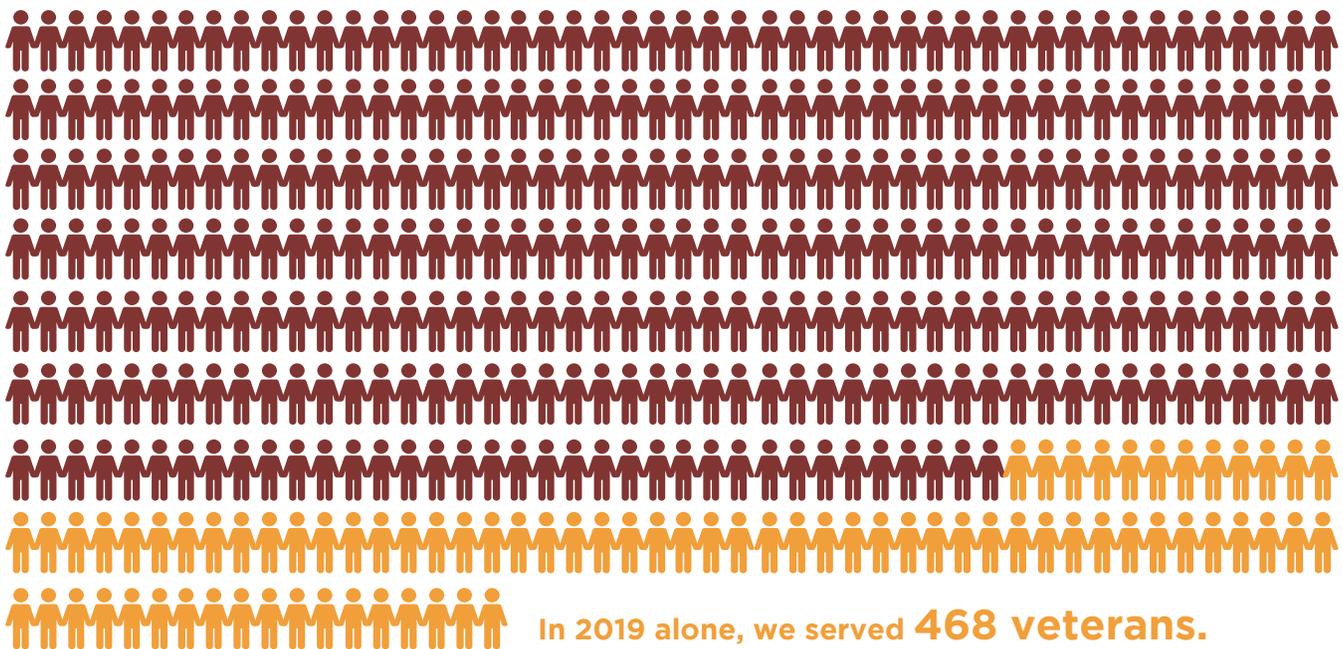


90% of alumni are 'extremely likely' to recommend FourBlock to a friend immediately after program completion*



82% of alumni are satisfied with their career strategy

Our community has grown to over 2400 alumni.



57% of veterans stay at their first job more than 12 months (national average)**



83% of FourBlock alumni find new careers & remain employed one year after program exit*

* From 2019 alumni follow-up survey data. Our remaining alumni are finishing their senior year or have transitioned into graduate school.
** Syracuse University Study: <http://myvetadvisor.com/vetadvisorvmf-veterans-job-retention-survey-results/>.

2019: RECOGNIZED FOR OUR IMPACT



Best in America Seal of Excellence

Fewer than 2,500 nonprofits have received the “Best in America” Seal of Excellence by Independent Charities of America. FourBlock is one of the .0025% out of the one million charities currently operating in America to meet the ICA standards.



Guidestar Platinum Rating

FourBlock is one of the first nonprofits to be awarded a GuideStar Platinum rating. With this rating, we are proud to say that our progress and results show actual and significant impact in the veteran community. These are the real metrics that matter for veterans.



CFC Approval

To earn this approval, FourBlock completed the CFC’s rigorous application process, which requires organizations to provide services in 15 states over a three-year period. The privilege is shared by less than 2,000 national and international nonprofits worldwide.



GreatNonprofits Top-Rated

GreatNonprofits is a crowd-sourced and publicly reviewed nonprofit rater. To earn the 2018 Top-Rated award, at least 10 reviewers had to write a review of our services within ten months, with a 3.5-star average rating. We received 47 reviews with an average of 5 stars.



BBB Accredited Charity

In order to earn this accreditation, FourBlock underwent an extensive review process, resulting in BBB’s determination that the foundation meets all 20 of its Standards for Charitable Accountability. These standards evaluate an organization’s finances, governance, effectiveness measuring, and fundraising information.



“This is a great organization, which helps give military veterans additional tools to assist them in their transition into corporate America. **As an alum it gave me a tremendous advantage and confidence as I moved out of the military culture and into corporate environment.**”

JOSE F.

U.S. National Guard Veteran, FourBlock Alum

EMPLOYER ENGAGEMENT

Companies want to find the right veterans. Veterans want to find the right careers. FourBlock bridges this gap.

Joining Forces to Win the Fourth Block

In 2019, more companies took advantage of the FourBlock opportunity to participate in a meaningful, results-oriented career development and transition program that has a significant impact on the lives of transitioning veterans and their families. 75+ companies partnered to participate in delivering a substantive program to their local veteran community. In return, those corporations that have embraced a strategic relationship with FourBlock are benefiting from a consistent pipeline of veteran talent as well as opportunities for their employees to engage with members of the local community in a meaningful way. Thanks to this targeted, high-touch, end-to-end model, we are seeing our veterans and corporate partners organically determine their fit, avoiding the expensive costs of hiring, on-boarding, and lost innovation potential.



Our T-Mobile Relationship

T-Mobile partnered with FourBlock through a multi-year grant to reach more veterans than ever by creating a free online transition course as well as marketing our Career Readiness Program across T-Mobile channels.

- **1,085** participants enrolled in FourBlock Online across the globe
- T-Mobile hosted **10** FourBlock classes across **7** program locations
- More than **30** T-Mobile employee representatives educated and supported FourBlock veterans by participating in class sessions
- **97%** of student veterans said they could envision themselves working for T-Mobile after attending a session at T-Mobile offices during the Fall 2019 semester



Our PwC Relationship

Through a multi-year grant, PwC helped FourBlock reach veterans in the key markets of Atlanta and Washington, D.C. Our relationship has since grown from top-down support to grassroots involvement across the country.

- PwC volunteers in **10** different cities hosted **15** classes
- PwC Digital partnered with us to develop a mobile app, pro bono, to support our alumni and increase our reach to the larger military community
- PwC hired **4** FourBlock alumni in 2019.



FourBlock has proven results in supporting veterans transitioning into civilian careers and excels at providing tangible and relevant ways for "Corporate" employees to volunteer & engage in supporting veterans.

JOSHUA HARTLEY

Manager, PwC

Associate Instructor, FourBlock

EMPLOYER ENGAGEMENT



1. SPONSOR

Companies are sponsoring Career Readiness Programs in specific cities. Further, if they so wish, our strategic partners have the opportunity to sponsor our veteran programs in a mutually agreed upon city.



2. HOST

Companies are hosting classes and networking events at their corporate offices. Oftentimes, those same companies have benefited so much that they have asked to host more classes and events in additional cities.



3. HIRE

Companies are seeing their relationship with FourBlock as their principal partner in attracting, hiring, retaining, and maximizing the potential of high-performing military veteran employees.



EMPLOYER ENGAGEMENT

Shaping the future, together

NATIONAL PARTNERS

PwC Charitable Foundation

T-Mobile

LinkedIn

USAA

Walter Reed National Military Medical Center

News Corp

REGIONAL PROGRAM PARTNERS

Accenture

AIG

ADP

AmerisourceBergen

CBS

Citigroup

Comcast NBCUniversal

Cox Enterprises

FS Investments

Google

JP Morgan Chase & Co

Lockheed Martin

QBE America

Qualcomm

New York Life

Palo Alto Networks

Slalom

Tableau Foundation

Truist

Wells Fargo

WHAT OUR PARTNERS SAY

After each class, we conduct a survey of our corporate participants. Below are some featured responses to these surveys.



“The thing that stood out to me the most was that the veterans had **great communication skills and composure**. These are valuable skills that can be useful in any position.”



“The FourBlock program **continues to get better** every year!”



“FourBlock is a wonderful opportunity for these vets and the products produced are amazing. We at LFG look forward to our engagement with them for we know they will put into action what we share and apply it to their own journey. I wish I had FourBlock when I transitioned to the civilian sector. **It is a powerful tool that changes lives.**”



INSPIRE GAMES

In 2019, in partnership with Marsh & McLennan Companies, we hosted the fifth annual Inspire Games, a hockey event held with the New York City insurance industry. As a result of the event, we raised more than \$115,000 for our veterans, including Marine veteran Ralph DeQuebec, a FourBlock alumnus who won a gold medal during the 2018 Winter Paralympics as part of the U.S. National Sled Hockey Team. Ralph has remained an integral part of Team USA, which has since won the World Para Ice Hockey Championships.

Top sponsors for the 2019 event included Marsh & McLennan Companies, AIG, CNA, FM Global, and Liberty Mutual.



FINANCIALS

85%

85% of all expenses in 2019 went directly towards serving our veterans

**INVESTING IN FOURBLOCK
IS AN INVESTMENT IN A
NEW GENERATION OF VETERANS**

2019 FINANCIALS

Support & Revenues	
Contributions	\$486,589
Grants	\$429,700
Contributions In-kind	\$2,146,869
Total Support & Revenues	\$3,063,158



Expenses	
Program Services	\$1,945,427
Management & General	\$152,436
Fundraising	\$203,745
Total Expenses	\$2,301,608



Assets	
Change in Net Assets	\$761,550
Net Assets, Beginning of Year	\$1,555,642
Net Assets, End of Year	\$2,317,192



BBB STANDARDS

We have met BBB's 20 Standards for Charitable Accountability and have officially been named a BBB Accredited Charity Seal Holder.

BOARD OF DIRECTORS



GENERAL CHARLES KRULAK
- **Honorary Chairman** -
Commandant, USMC (Ret.)



BILL MURRAY
- **Chairman** -
Colonel, USMC (Ret.)



MISSY OWENS
- **Vice Chairwoman** -
*Director of Public Affairs & Government
Relations, Coca-Cola Company*



RICK MINERS
- **Treasurer** -
Author & Entrepreneur



RICHARD STEHL
- **Secretary** -
Chairman, Otterbourg P.C.



DARREN SUMTER
- **Director** -
Key Account Manager, LinkedIn



JO ANN ROSS
- **Director** -
President & Chief Advertising Revenue Officer, CBS



LINDSEY POLLAK
- **Director** -
NYT Bestselling Author



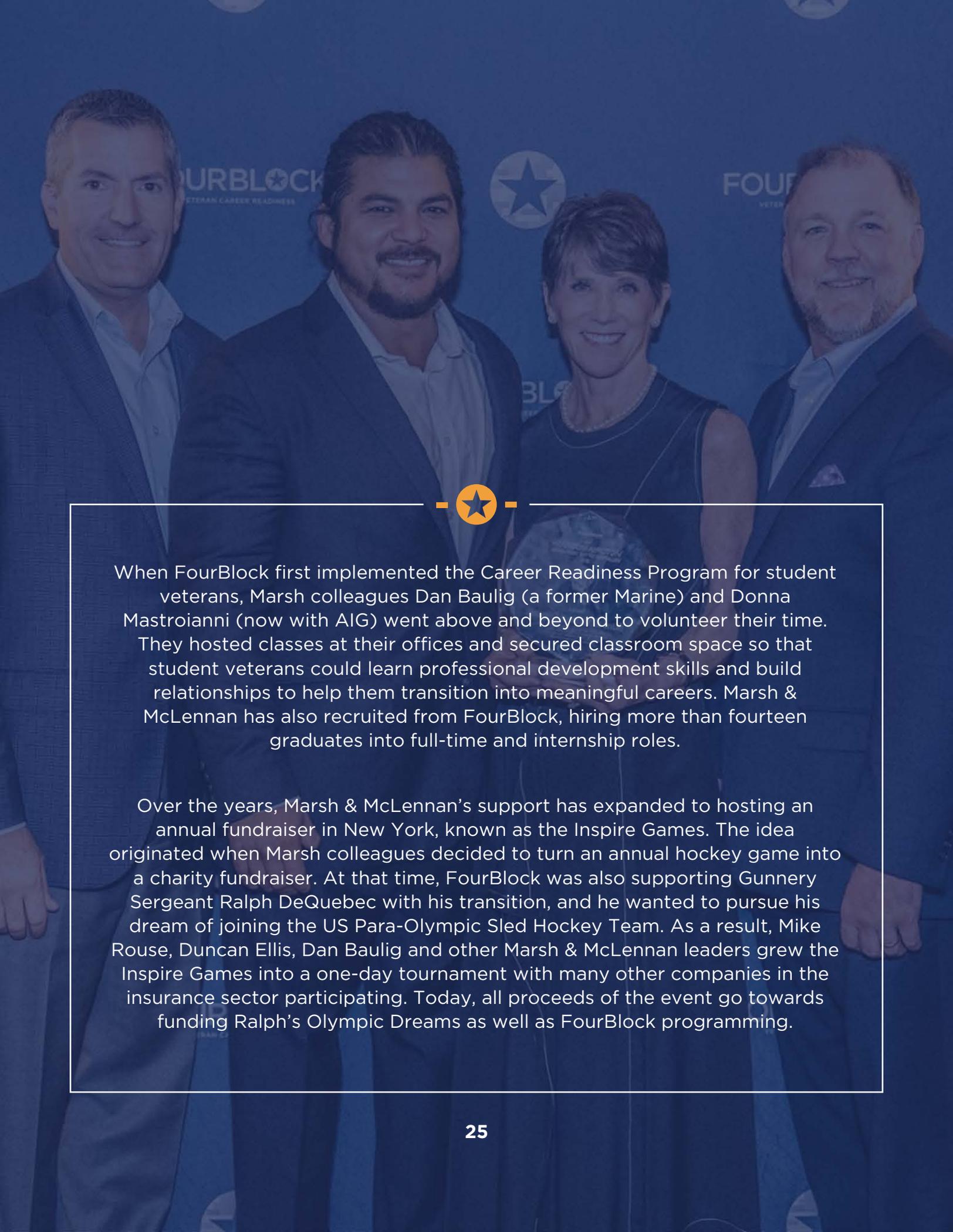
MICHAEL ABRAMS
- **Founder** -
Chairman Emeritus



VICTORIA'S WORK CONTINUES

At times, we cross paths with the uncommon friend whose legacy shines just as bright, if not brighter, than those of our veterans. Victoria McGrath was such a person, working hard to support veteran transition as a key FourBlock volunteer in Boston. In March 2016, Victoria passed away, leaving behind a legacy of determination, humility, kindness, and empathy. In a society that abundantly supports our troops but often lacks true understanding, Victoria's voice was one that contained rare empathy, which comforted and motivated many.

In her memory, and to ensure her work continues, the Victoria McGrath Volunteer of the Year Award was established in 2016. In 2019, it was awarded to Marsh & McLennan Companies during our Year End Celebration in NYC. Marsh & McLennan has been a tremendous supporter of FourBlock for nearly a decade.



When FourBlock first implemented the Career Readiness Program for student veterans, Marsh colleagues Dan Baulig (a former Marine) and Donna Mastroianni (now with AIG) went above and beyond to volunteer their time. They hosted classes at their offices and secured classroom space so that student veterans could learn professional development skills and build relationships to help them transition into meaningful careers. Marsh & McLennan has also recruited from FourBlock, hiring more than fourteen graduates into full-time and internship roles.

Over the years, Marsh & McLennan's support has expanded to hosting an annual fundraiser in New York, known as the Inspire Games. The idea originated when Marsh colleagues decided to turn an annual hockey game into a charity fundraiser. At that time, FourBlock was also supporting Gunnery Sergeant Ralph DeQuebec with his transition, and he wanted to pursue his dream of joining the US Para-Olympic Sled Hockey Team. As a result, Mike Rouse, Duncan Ellis, Dan Baulig and other Marsh & McLennan leaders grew the Inspire Games into a one-day tournament with many other companies in the insurance sector participating. Today, all proceeds of the event go towards funding Ralph's Olympic Dreams as well as FourBlock programming.

FOURBLOCK TOMORROW



New Tools

In 2020, we plan to launch FourBlock Connect, a networking and community-building platform exclusive to FourBlock students, alumni, team, NLC members, and employer partners.

We are also in the process of developing a podcast to examine the veteran career transition process and the military-civilian divide in the workplace.



New Partnerships

To strengthen our program offerings and develop new entry points into different industries, we will be growing our partnerships with more organizations across the country in 2020.



New Cities

In the fall of 2019, we launched our first Career Readiness Program in San Antonio. Thanks to our sponsors and our returning alumni, we will continue to grow our program across the United States in 2020, with plans to launch in Houston, Orlando, and Tampa.



New Community Engagement

In 2020, we plan to form a National Leadership Council of alumni and other partners who will advise the FourBlock Board of Directors and national staff on a variety of topics and issues relevant to the organization's growth and impact and provide a new way for our alumni to give back to the FourBlock community.

FOURBLOCK™