

FOURBLOCK™

— Celebrating 10 Years of —

VETERAN CAREER READINESS

— 2020 ANNUAL REPORT —



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“As a FourBlock alumni, I can personally attest to the professionalism, dedication, and commitment FourBlock has to our transitioning veterans. In my personal opinion, FourBlock’s partnership with corporate America and their volunteer force of prior service professionals are a game changing combination for veterans looking to crush their transition goals.”

OSVALDO V.

U.S. Army Veteran and FourBlock Alum

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,

As FourBlock marked its milestone 10th anniversary in 2020, we were not only able to rapidly respond to the COVID-19 pandemic and transition our Veteran Career Readiness Program in 15 metropolitan cities to a virtual environment, but we were also able to expand our services to grow our impact and meet the needs of more veterans and military spouses globally for the first time.

In fact, Fall 2020 was the largest semester of our Career Readiness Program in FourBlock history! In 2020, we welcomed more than 600 new veteran alumni to our community from 18 different cohorts across the country. These alumni are now working at companies like PwC, T-Mobile, Citi, Boeing, Microsoft, and Tesla. Our alumni continue to return to “pay it forward” and come back to FourBlock to teach, mentor, and hire the next cohort of veterans in transition.

To reach more veterans wherever they are, we launched three new regional, entirely virtual cohorts in 2020: Virtual East, Virtual Central, and Virtual West. We also partnered with national learning company Prepare 2 Launch U on the creation of a new Military Spouse Career Transition Pilot Program designed for military spouses looking to pivot into new careers or re-enter the workforce.

To help us stay connected as our community continues to grow, we launched a new online networking and community-building platform available exclusively to our community called FourBlock Connect. We also continued to reach new audiences with the FourBlock Podcast, with new episodes each week to help bridge the military-civilian divide in the workplace. In 2020, we reached 15,000 downloads of our podcast episodes.

Finally, to reflect all of these expanded services and to celebrate our 10th anniversary milestone, we also launched a brand new website and 10-year logo.

10 years ago, FourBlock started with an inaugural class of 16 veterans in New York City. Since then, we have grown to an incredible nationwide community of more than 2,500 alumni and thousands of supporters, all dedicated to helping the next generation of veterans successfully transition from military service to meaningful civilian careers.

After a decade of service, we remain as committed as ever to ensuring that veterans and military spouses have access to all the support and resources they need to begin meaningful new civilian 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 2021 and beyond to serve our returning servicemen and women in their transitions to meaningful careers.

MICHAEL ABRAMS

*Founder
FourBlock Foundation*



"Participating in FourBlock's Career Readiness Program for transitioning veterans was the single most valuable thing I did to prepare myself to transition out of the military. They helped me think through the kinds of careers that would be the best fit for me, helped me understand the most crucial parts of transitioning into one of those careers, provided mentors across numerous career fields and industry-leading companies, and provided invaluable experience networking with professionals in our targeted careers."

JASON S.

U.S. Marine Corps Veteran, FourBlock Alum

OUR MISSION

The mission of FourBlock Foundation is to equip veterans and military spouses to successfully transition to meaningful new civilian careers.



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.

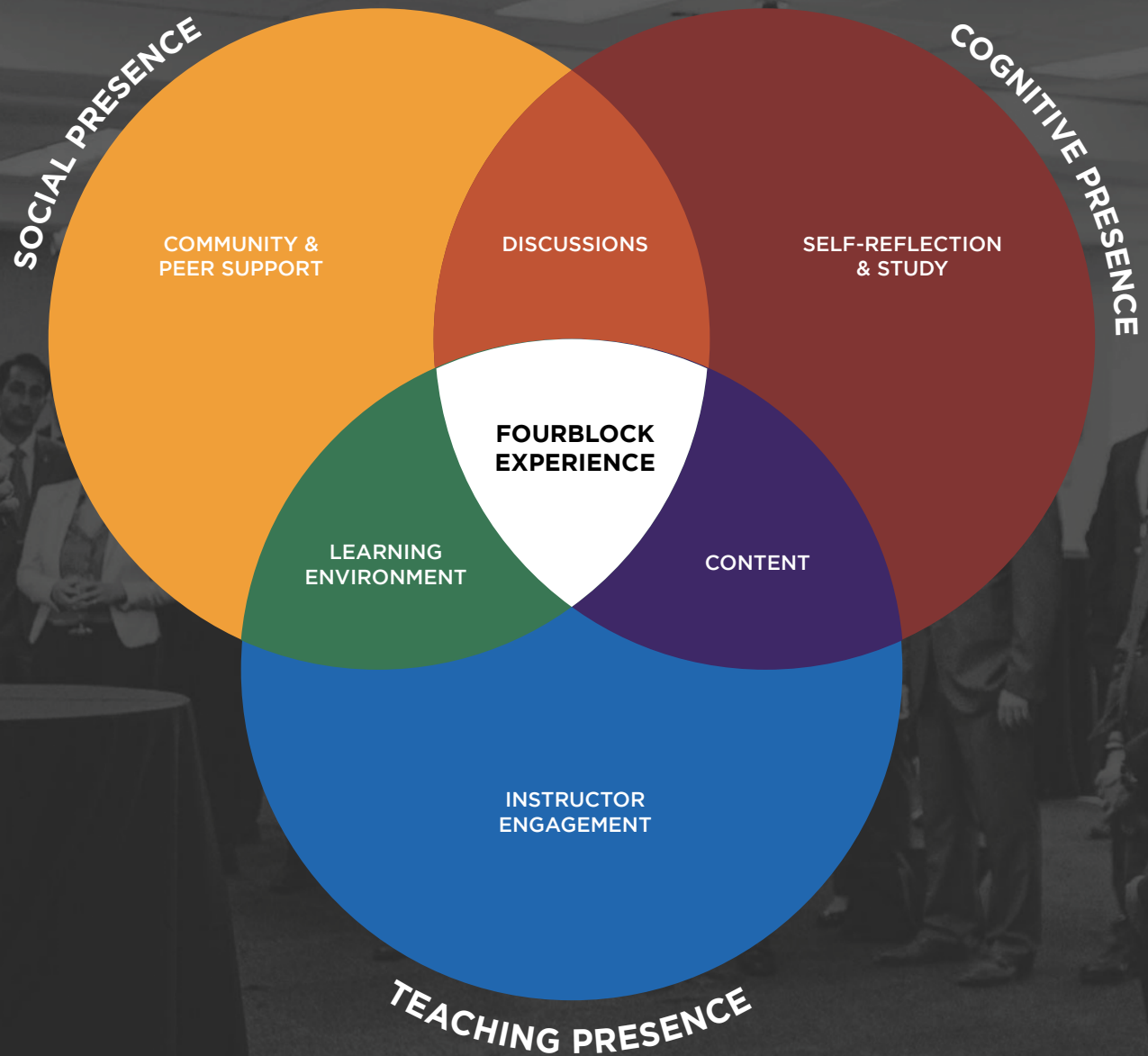


"My semester with FourBlock was transformative. I was able to work with compassionate staff members who mentored me in networking, resume writing, and corporate culture. I was also introduced to corporate sponsors who were positive and constructive in their interactions with me. "

STUART H.

U.S. Army 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 2020, thanks to our partnership with Columbia University, we 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 (virtual) 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, lectures 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.

2020: A YEAR OF EVOLUTION & IMPACT

Thanks to the support, flexibility, and adaptability of our partners, we continued to grow our engagement and presence with results that show real impact in 2020.



601

New Veterans Served in the Past Year

Through their participation in our programs, more than 600 FourBlock veterans were introduced to challenging careers at industry-leading companies such as Accenture, T-Mobile, PwC, Wells Fargo, and ADP. FourBlock alumni also went on to pursue graduate degrees, law degrees, and MBAs at top universities. The number of veterans served represents a 28% increase over the number of veterans served in 2020.



276

FourBlock Class Sessions In 18 Cohorts

In 2020, we offered 18 cohorts of our Career Readiness Program (virtually) in cities across the country, expanding our national presence into Dallas, Denver, and San Antonio.



250+

Employees at Top Companies Met With FourBlock Veterans

In 2020, 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 276 classes across the country.



3,000

Veterans are Now in the FourBlock Alumni Network

More transitioning veterans and top executives join the FourBlock community each semester. With more than 80 companies involved in 2020, we grew our prestigious national professional network while maintaining the familiarity of a local community.

RIGHT TALENT & GREAT CAREERS

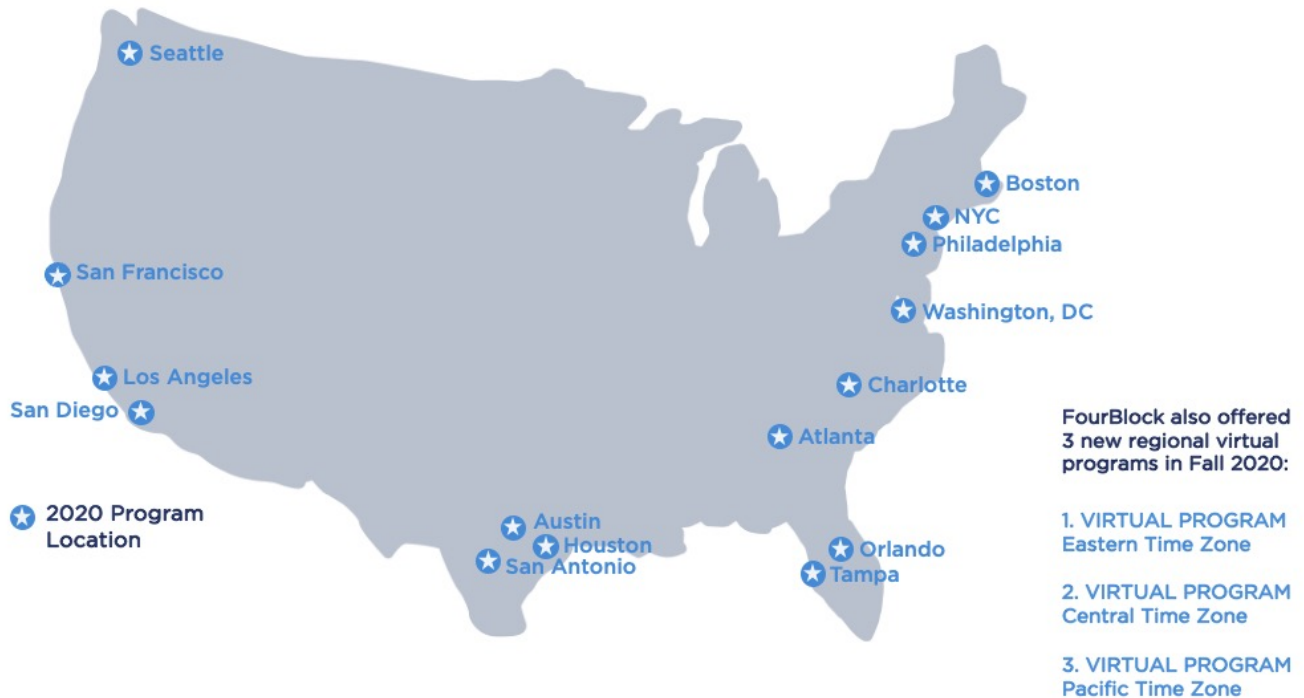
Our Veterans Come from Top Universities



Our Veterans Get Hired By Top Companies



2020: POWERED BY COMMUNITY



28 Career Readiness Instructors taught our flagship Career Readiness Program in 18 cohorts across 15 locations.

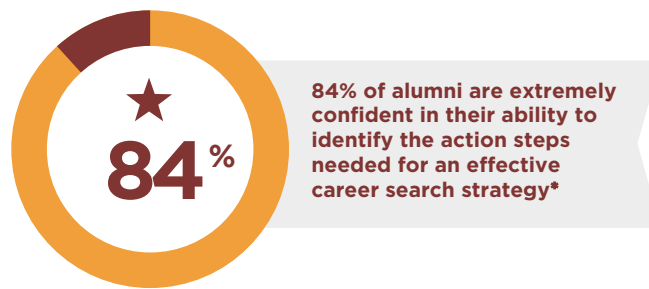
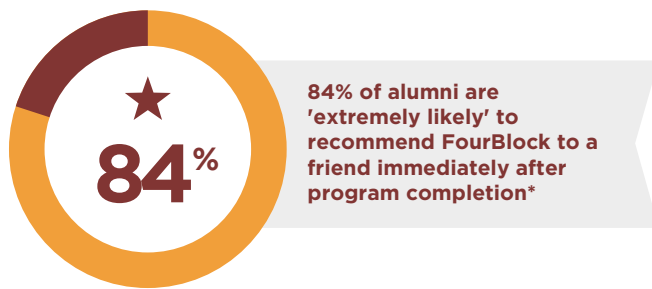


In Fall 2020, we launched three new virtual cohorts to meet more transitioning veterans wherever they are.

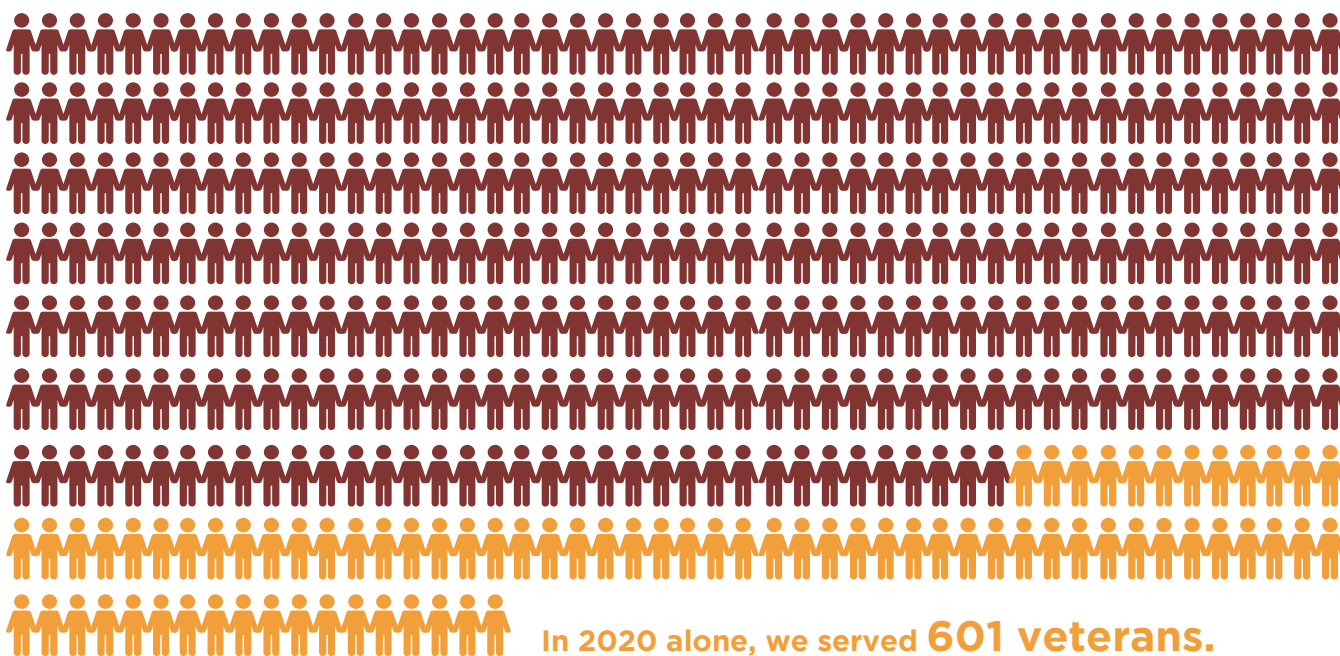


Over 250+ executives & employees from 80+ top companies engaged with our veterans.

DID YOU KNOW?



Our community has grown to nearly 3,000 alumni.



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



88% of alumni find new careers & remain employed one year after program exit*

* From 2020 alumni follow-up survey data. Our remaining alumni are finishing their senior year or have transitioned into graduate school.
** Syracuse University Study: <https://myvetadvisor.com/vetadvisorvmf-veterans-job-retention-survey-results>.

2020: 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 2020 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 16 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.



“FourBlock is a necessary good for veterans, transitioning service members, and its partners. The organization provided deep insight about the corporate world, visiting many companies across several industries. **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.**”

JACOB L.

U.S. Navy 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 2020, more companies took advantage of the 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. 80+ 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.

- **2,634** participants had enrolled in FourBlock Online across the globe by end of 2020
- T-Mobile hosted **4** FourBlock classes across **2** program locations
- More than **15** T-Mobile employee representatives educated and supported FourBlock veterans by participating in class sessions
- **92%** of student veterans said they could envision themselves working for T-Mobile after attending a session at T-Mobile offices during the Fall 2020 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 **12** different program locations hosted **19** class sessions
- In 2020, PwC awarded FourBlock with a renewed four-year grant, which will support the organization's technology infrastructure and enable the growth of the Career Readiness Program.



As a transitioning service member, I participated in every military transition assistance program I could find. I found FourBlock to be the most focused and effective program out there for exposure to vet-friendly firms in industries beyond defense contracting. I was so impressed that I've remained affiliated ever since as a coach and presenter, and the program gets better with every cohort.

Frank G.

FourBlock Alum and Career Skills Coach

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

T-Mobile

PwC Charitable Foundation

Boeing

LinkedIn

Bob Woodruff Foundation

News Corp

Comcast NBCUniversal

REGIONAL PROGRAM PARTNERS

Accenture

AIG

ADP

Boeing

Citigroup

The Coca-Cola Foundation

Cox Enterprises

CSX Transportation

First Wave

FS Investments

Google

Independence Blue Cross

JPMorgan Chase & Co.

Lockheed Martin

Mission Hire Me

Northrop Grumman

Oracle

QBE America

Raytheon

Redhorse Corporation

Tableau Foundation

Truist

USAA

Verizon

Vertex Pharmaceuticals

Wells Fargo

ZipRecruiter

WHAT OUR PARTNERS SAY

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



“I thought the virtual environment was great, as it allowed the ability to network “in-person” and provided a great atmosphere for our veterans to feel comfortable when asking questions.”



“FourBlock has been an incredible partner and is a great avenue for veterans to learn about Corporate America and network as they prepare for their next career.”



“Great work, keep it up! FourBlock coaches some outstanding veterans who will go on to be highly successful in any environment. Looking forward to our continued partnership!”

FINANCIALS

88%

88% of all expenses in 2020 went directly towards serving our veterans

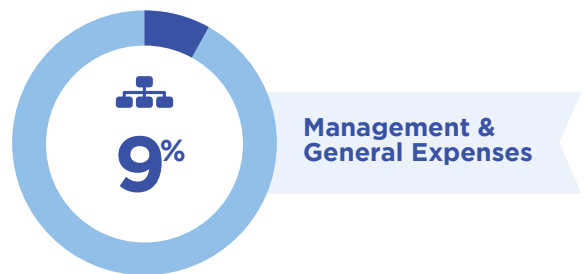
**INVESTING IN FOURBLOCK
IS AN INVESTMENT IN A
NEW GENERATION OF VETERANS**

2020 FINANCIALS

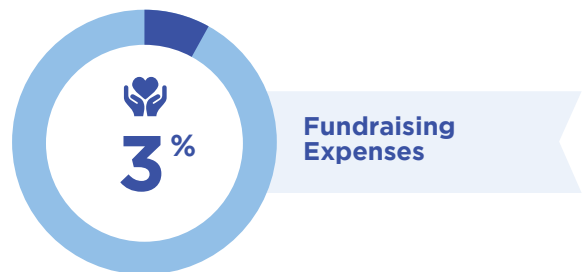
Support & Revenues	
Contributions	\$509,029
Grants	\$1,650,797
Contributions In-kind	\$230,550
Total Support & Revenues	\$2,390,376



Expenses	
Program Services	\$1,837,250
Management & General	\$189,026
Fundraising	\$68,119
Total Expenses	\$2,094,395



Assets	
Change in Net Assets	\$295,981
Net Assets, Beginning of Year	\$2,317,192
Net Assets, End of Year	\$2,613,173



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.



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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 Service Award was established in 2016. In 2019, the award was given to Marsh McLennan during our Year End Celebration in NYC. In 2020, we made the decision not to hold an end-of-year celebration in response to COVID-19, and therefore did not name a 2020 award recipient. We look forward to recognizing a new award recipient in 2021.

FOURBLOCK TOMORROW



New Resources

In 2020, nearly 650 alumni and community members joined FourBlock Connect, a networking and community-building platform exclusive to FourBlock students, alumni, team, NLC members, and employer partners. In 2021, we will continue to grow the platform to help our community members make new connections and build relationships that will help them find or excel in meaningful new careers.

In 2021, we will also continue to grow The FourBlock Podcast, bringing on new guests and exploring new stories that will help to increase understanding and bridge the military-civilian divide in the workplace.



New Virtual Learning Environment

In the fall of 2020, we launched three regional, virtual Career Readiness Program cohorts serving three different time zones. Thanks to our sponsors and our returning alumni, we will continue to grow our program across the country in 2021 and expand our virtual programming to meet more veterans wherever they are with the resources and support needed to make a successful transition.



New Community Engagement

In 2021, we will continue to engage with the National Leadership Council (NLC) on a variety of topics relevant to our growth & impact, and to provide a new way for our alumni to give back to our community.

In 2020, we formalized our Career Readiness Skills Coaching program, working with more than 150 coaches, many of whom were FourBlock alumni who returned to help the next group of veterans make a successful transition.



New Programs

In 2020, we partnered with learning company Prepare 2 Launch U on the creation of a new Military Spouse Career Transition Pilot Program designed for military spouses looking to pivot into new careers or re-enter the workforce. In 2021, we will officially launch the program and include military spouses in our mission.



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 2021.

FOURBLOCK™