

FOURBLOCK

VETERAN CAREER READINESS

— 2021 ANNUAL REPORT —



FourBlock Foundation
Otterbourg PC
230 Park Avenue, 29th Floor
New York, NY 10169

info@fourblock.org
fourblock.org





“I transitioned to the tech industry after a 28 year career in the Navy. **I found FourBlock instrumental in helping me prepare for that transition and build the right approach to job identification, resume development and interview approach.** There are many, many organizations aimed to assist military members [to] make that leap, and FourBlock is one of the best.”

MARK M.

U.S. Navy Veteran and FourBlock Alumnus

FOURBLOCK™

Equipping veterans and military spouses to successfully transition to meaningful civilian careers.

- 03** Letter From Our Founder
- 05** Our Mission
- 08** Career Readiness Program
- 15** Employer Engagement
- 19** Inspire Games
- 20** Financials
- 22** Board of Directors
- 23** Victoria's Work Continues
- 24** FourBlock Tomorrow



LETTER FROM OUR FOUNDER

Dear Supporters,

As FourBlock marked the second half of its milestone 10th anniversary in 2021, we were able to help nearly 600 active-duty service members and veterans through our flagship Veteran Career Readiness Program (Veteran CRP) across the country. Our pre-and post-assessment survey data showed that 87% of our 2021 alumni believed new career paths or opportunities opened up as a result of participating in the FourBlock program.

Moreover, there was a 122% increase in veterans who reported being extremely confident they will find a meaningful post-military career, and 98% of civilian employer hosts strongly agreed that their experience with FourBlock helped them better understand the military community and/or how military skills can be an asset to their organization.

In addition to our Veteran CRP, FourBlock continued to grow our impact through additional programming and resources. After partnering with national learning company Prepare 2 Launch U on the creation of a new Military Spouse Career Transition Pilot Program in 2020 designed specifically for military spouses looking to pivot into new careers or re-enter the workforce, we officially launched the Military Spouse Career Readiness Program (Military Spouse CRP) in 2021, serving 44 military spouses around the world across two semesters.

To help our community members communicate their career readiness to employers, we issued more than 1,200 digital badges to Veteran and Military Spouse Career Readiness Program alumni via Credly. After launching FourBlock Connect in 2020 to help our community stay connected, we grew our membership by more than 1,000 members in 2021 for a total of 1,700+ engaged community members on the platform.

Our LinkedIn audience grew to more than 15,000 followers, and the FourBlock Podcast continued to reach new audiences and help bridge the military-civilian divide, with episodes downloaded more than 32,000 times.

Since its founding over a decade ago, FourBlock has grown to an incredible nationwide community of more than 3,000 alumni and thousands of supporters, all dedicated to helping the next generation of veterans successfully transition from military service to meaningful civilian careers.

As we look to the future, we renew our commitment to helping veterans and military spouses around the world make successful transitions into meaningful civilian careers. This work would not be possible without the generous support of organizations like the PwC Charitable Foundation, USAA, News Corp, Boeing, LinkedIn, and more.

Thank you to all of our supporters for being a part of our mission! We are humbled by your unwavering support and look forward to continuing our work alongside you in 2022.

MICHAEL ABRAMS

*Founder
FourBlock Foundation*



"I'm blown away by how amazing this program is and how well run it is. It exceeded my expectations and the instructors were phenomenal. **I feel confident in my ability to navigate the workforce and having the resources to reach out within the FourBlock community for continued assistance.**"

U.S. Army Veteran
Fall 2021 Veteran CRP Alumnus

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.

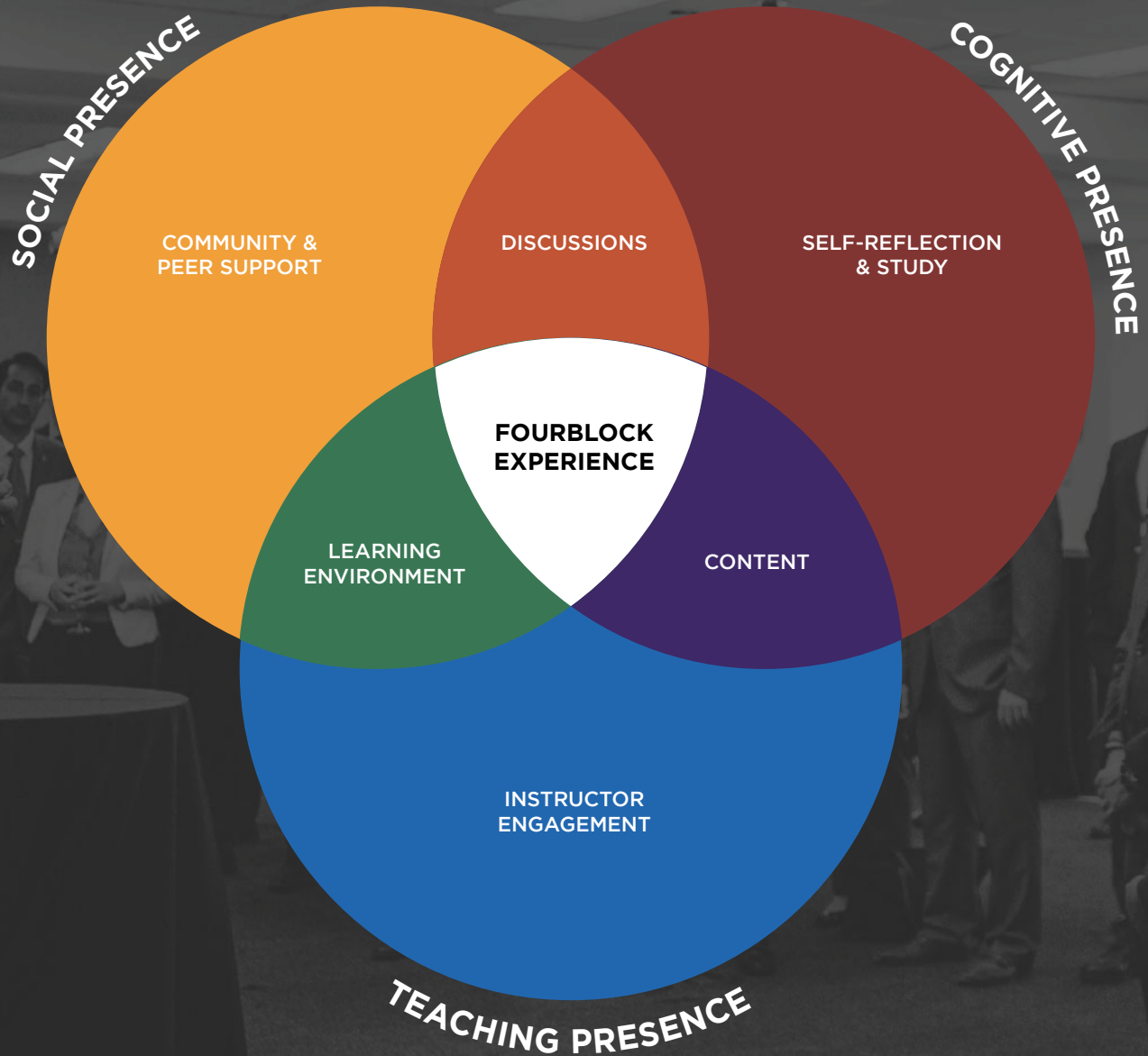
FourBlock exists to enable veterans to successfully navigate this fourth and final block. We’ve learned that veterans are more than able to get any job done. FourBlock provides the education and the opportunity for them to do so.



"Going into the program I felt an extreme lack of confidence about my future post-military career, but now I feel much more confident and understand some of what to expect moving forward... **Out of all the other programs I've participated in, FourBlock has by far been the most effective program in preparing me for increasing my confidence and giving me the tools to be successful in my military transition.**"

U.S. Army Veteran
Fall 2021 Veteran CRP Alumnus

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 2021, 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 both virtually and 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 connect with different companies and organizations, offering a real-world corporate learning environment. Prior to these in-person or virtual 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 speakers 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.

2021: A YEAR OF IMPACT

Thanks to the dedication and support of our corporate partners, we continued to grow our engagement and expand our programming with results that show real impact in 2021.



600+ New Veterans and Military Spouses Served in the Past Year

Through their participation in our programs, 596 FourBlock veterans connected with employer representatives at industry-leading companies such as Accenture, T-Mobile, PwC, Wells Fargo, and ADP. In 2021, 44 military spouses completed our newly launched Military Spouse Career Readiness Program, created in collaboration with our partners at Prepare 2 Launch U.



354 Veteran CRP Sessions In 18 Cohorts

In 2021, we offered 18 cohorts of our Career Readiness Program during the Spring 2021, Summer 2021, and Fall 2021 semesters, expanding our national presence by offering regional virtual cohorts that served veterans across the country and some active-duty service members stationed around the world.



250+ Employees at Top Companies Met With FourBlock Veterans

In 2021, 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, and more to teach 354 classes across the country.



3,000 Veterans are Now in the FourBlock Alumni Network

More transitioning veterans join the FourBlock community each semester. With more than 80 companies involved in 2021, we grew our prestigious national professional network while maintaining the familiarity of a local community.

RIGHT TALENT & GREAT CAREERS

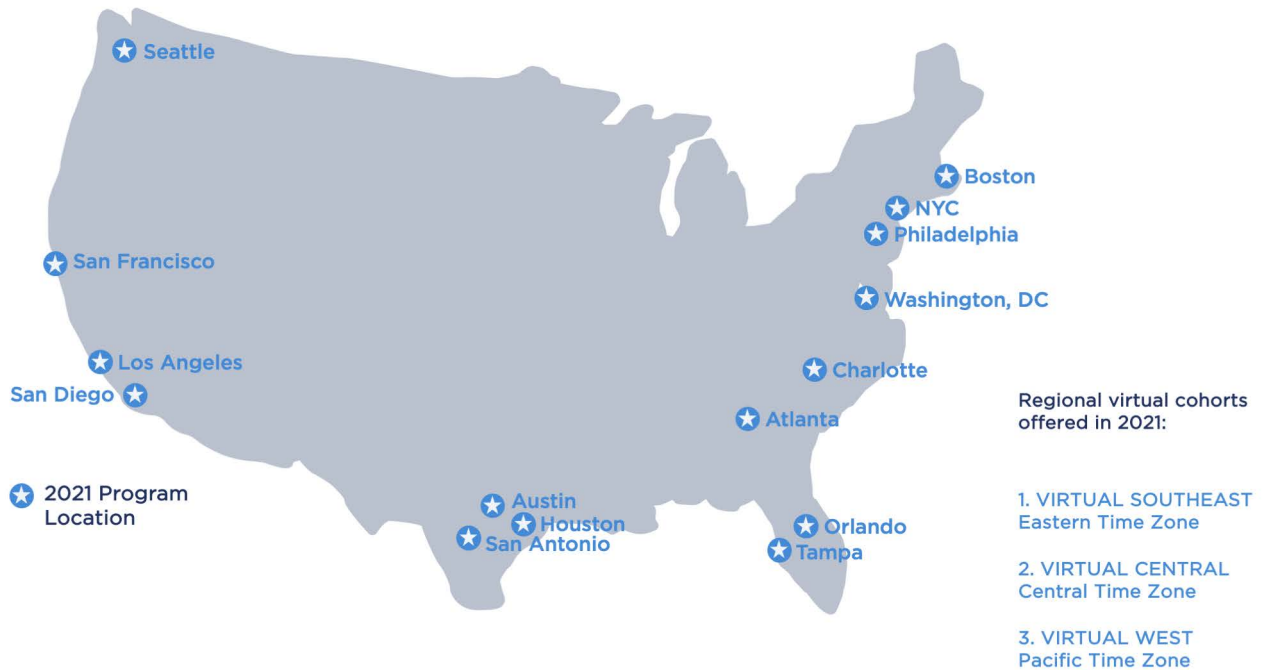
Our Veterans Come from Top Universities



Our Veterans Get Hired By Top Companies



2021: POWERED BY COMMUNITY



30 Career Readiness Instructors taught our flagship Career Readiness Program in 18 cohorts across the country.

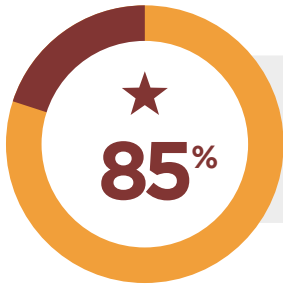


In 2021, we continued to offer three regional, virtual cohorts to meet more transitioning veterans wherever they are.

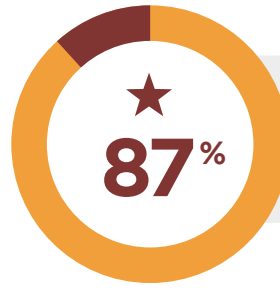


Over 250+ executives & employees from 80+ top companies engaged with our veterans.

DID YOU KNOW?

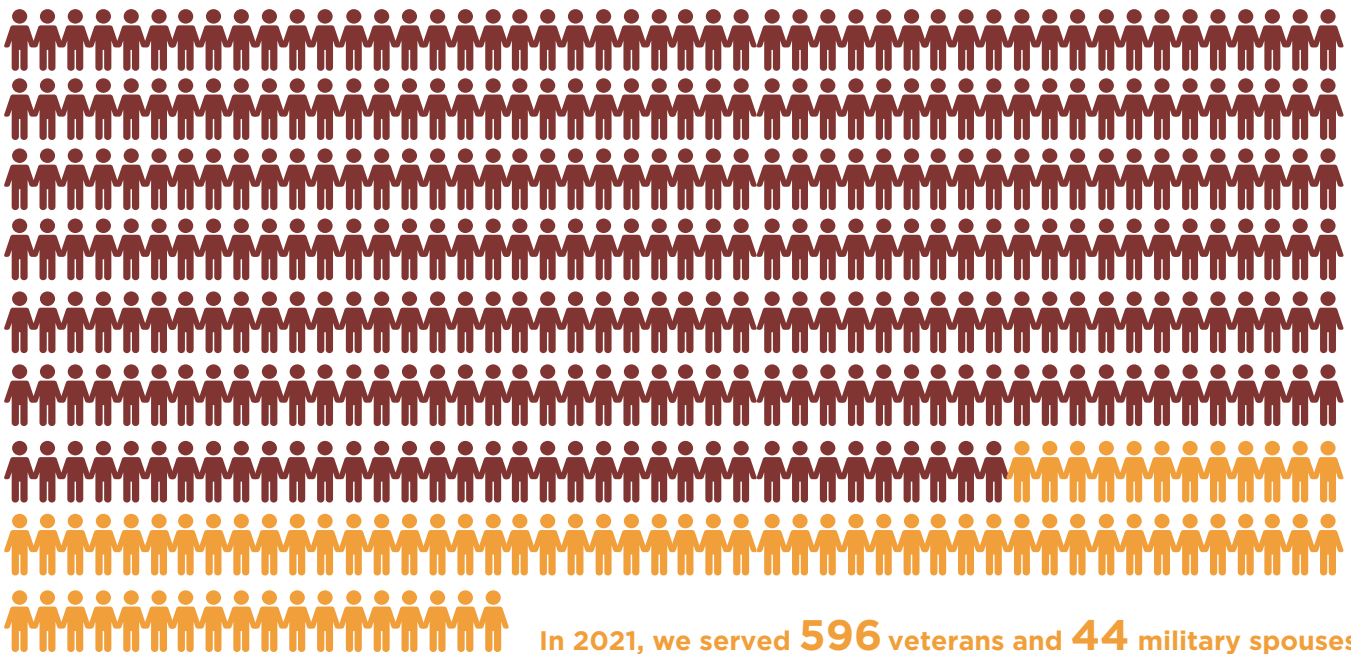


85% of Veteran CRP alumni are likely to recommend FourBlock to a friend immediately after program completion*



87% of Veteran CRP believe new career paths or opportunities opened up as a result of participating in the FourBlock program*

Our community has grown to more than **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 2021 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/vetadvisorivmf-veterans-job-retention-survey-results>.

2021: RECOGNIZED FOR OUR IMPACT



Guidestar Platinum Rating

FourBlock was 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 2021 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 14 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.



“I can’t thank you enough for creating a specific course tailored to the unique needs of military spouses. We are a different beast than veterans and this course addresses those needs directly. **I would say this course is life-changing and I will recommend it to all career-minded military spouses in my network.**”

Military Spouse

Fall 2021 Military Spouse CRP Alumna

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 2021, 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 PwC Relationship

Through a multi-year grant, PwC helped FourBlock reach more veterans across the country in 2021. Our partnership has continued to grow from top-down support to grassroots involvement across the country.

- PwC volunteers in **13** different program locations hosted **21** class sessions
- More than **300** participating active-duty service members and veterans were educated and supported by PwC employee representatives at PwC-hosted FourBlock sessions in 2021.
- More than **70** PwC employee volunteers participated in FourBlock Veteran Career Readiness Program sessions in 2021.
- Eight FourBlock Veteran Career Readiness Program alumni were hired for internships or full-time roles by PwC in 2021.

EMPLOYER ENGAGEMENT



1. SPONSOR

Our company sponsors make it possible for FourBlock to continue serving members of the military community through our Veteran and Military Spouse Career Readiness Programs, providing financial support in one or multiple cohorts across the country and investing in the futures of our nation's transitioning veterans and military spouses.

2. HOST

Companies host class sessions for our Veteran Career Readiness Program in-person at their corporate offices or virtually over Zoom. Hosting gives companies the opportunity to connect their employees to the local community and give back in a meaningful way.



3. HIRE

Companies are working with FourBlock as their principal partner in attracting, hiring, retaining, and maximizing the potential of high-performing military veteran employees. Partnering with FourBlock allows companies to bring a consistent pipeline of veteran talent from across the nation and expose qualified veterans across the country to the company's brand, mission, and thought leadership.

EMPLOYER ENGAGEMENT

Shaping the future, together

NATIONAL PARTNERS

PwC Charitable Foundation

Comcast NBCUniversal

Boeing

LinkedIn

News Corp

Tableau Foundation

Jefferies

REGIONAL PROGRAM PARTNERS

Accenture

ADP

AIG

Blackstone Charitable Foundation

Citi

Citizens Bank

The Coca-Cola Foundation

Cox Enterprises

Delta Air Lines

Forrester

FS Investments

Google

Independence Blue Cross

Lockheed Martin

Maxar Foundation Northrop Grumman

Oracle

QBE America

Raytheon

SMBC

T-Mobile

Truist

USAA

Verizon

Wells Fargo

American Veterans Group

The New York Knicks

First Wave

A+E Networks

The Wawa Foundation

Guggenheim Partners

Guidehouse

The Hamlin Family

Foundation

The Rallye Motor Company

WHAT OUR PARTNERS SAY

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



“I really enjoyed this opportunity to help give back to fellow veterans. I hope that I can continue and really appreciate what FourBlock is doing to assist and helping veterans prepare for their transition into civilian life.”



“I LOVE FourBlock and what it offers to our veterans. I wish I would’ve had an opportunity to attend a course as such prior to transitioning. I feel these men and women will be ready to face the challenges in the civilian world after they complete this course.”



“I really enjoyed this meeting. When my husband got out of the Navy years ago, this type of service would have been SO helpful! Thank you for the opportunity to share and give back.”



INSPIRE GAMES

In 2021, in partnership with Marsh & McLennan Companies, we hosted the sixth 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 2021 event included Marsh & McLennan Companies, AIG, CNA, FM Global, Liberty Mutual, and Starr Companies.



FINANCIALS

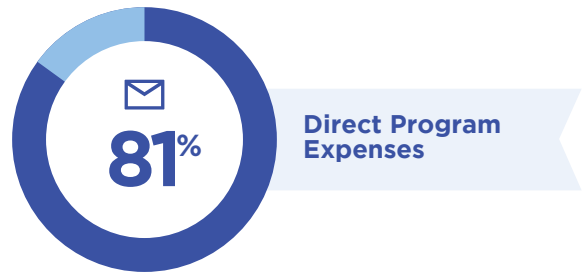
81%

81% of all expenses in 2021 went directly towards serving our veterans

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

2021 FINANCIALS

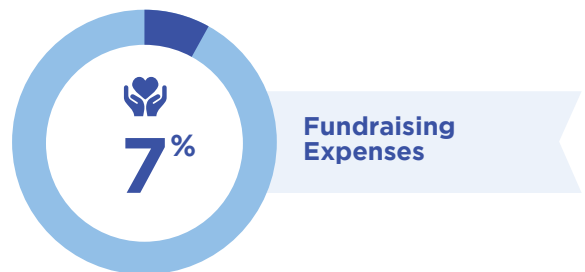
Support & Revenues	
Contributions	\$331,131
Grants	\$1,144,911
Contributions In-kind	\$1,069,750
Other revenue	\$4,847
Total Support & Revenues	\$2,550,639



Expenses	
Program Services	\$2,439,039
Management & General	\$349,547
Fundraising	\$218,267
Total Expenses	\$3,006,853



Assets	
Change in Net Assets	\$456,214
Net Assets, Beginning of Year	\$2,613,173
Net Assets, End of Year	\$2,156,959



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 Service Award was established in 2016. In 2021, the award was given to Damien Bertolo for his continued commitment and dedication to supporting veterans in transition. In his time on the FourBlock team from 2015-2018, Damien served as New York City Program Director, Operations Director, and a Career Readiness Instructor, playing an integral role in FourBlock's growth and supporting veterans at the local and national levels.

FOURBLOCK TOMORROW



Expanded Resources

In 2021, more than 1,000 new alumni and community members joined FourBlock Connect, our networking and community-building platform exclusive to FourBlock students, alumni, team, and employer partners. In 2022, 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 2022, 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.



Growing Virtual Learning Environment

In 2021, we continued to offer 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 2022 and expand our virtual programming to meet more veterans wherever they are with the resources and support needed to make a successful transition.



Expanded Community Engagement

In 2022, we will continue to find new and expanded ways for our alumni and supporter community to stay engaged give back to our community.

In 2021, we continued to grow 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 2021, we officially launched the Military Spouse Career Readiness Program in partnership with Prepare 2 Launch U, designed for military spouses looking to pivot into new careers or re-enter the workforce. In 2022, we will expand the program to serve more military spouses around the world.



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 2022.

FOURBLOCK™