

FOURBLOCK™

— 2016 ANNUAL REPORT —

FourBlock Foundation
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“FourBlock not only prepared me to successfully leave active duty and enter a tough, competitive career market, they also networked me into influential companies. **FourBlock has made all the difference in my transition process** and I would genuinely recommend it to anyone who is up for the challenge of growing into your next professional role.”

ISAAC

Global Security Fellow, Starbucks

FOURBLOCK™

Equipping high potential veterans for great careers at our nation's best companies.

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LETTER FROM OUR FOUNDER

Dear Supporters,

It's hard to believe how much we've grown! Just a few years ago we started with a small inaugural class of sixteen motivated student veterans in New York City, who were eager to begin new and meaningful careers.

Now we're serving hundreds of veterans annually in twelve cities across the United States! Our alumni network has grown to over seven hundred veterans, who have started new careers at great companies like PwC, Google, Amazon, JPMorgan Chase, Facebook, and on Capitol Hill.

In a recent alumni survey, 80% of our respondents stated that FourBlock inspired them to pursue more challenging careers. Another 87% said that new career opportunities opened because of our program. These responses tell us that we are continuing to provide meaningful services to our veterans and ensure, despite the many challenges veterans face leaving the military and returning home, they can reach their highest potential.

I would like to give a special "thank you" to our two biggest supporters, the PwC Charitable Foundation and the Bob Woodruff Foundation, for believing in our veterans, our program, and for helping us increase our impact nationally. I would also like to thank Columbia University for investing in our curriculum and helping us continue to provide an intellectually challenging and rigorous program.

FourBlock was also recognized this past year by three independent charity rating organizations. We received the "Best in America" distinction from Independent Charities of America; "Platinum" participant status from GuideStar; and a "Top-Rated Nonprofit" from Great Nonprofits. These distinctions are evidence of the incredible hard work our team conducts on a daily basis. And finally, please look for us on the Combined Federal Campaign registry in 2017!

2016 was an incredible year for our community! Thank you to all our supporters. We simply could not accomplish our mission without you. We are looking forward to continuing to work with you in 2017 to serve our returning servicemen and women and support them in beginning new, meaningful careers.

Keep attacking,

MICHAEL ABRAMS

*Founder
FourBlock Foundation*



"I've previously attended other military-to-civilian career development classes and they just seemed to repeat the same information over and over. Four Block doesn't solely focus on resume writing. It contains a vast array of information designed to better market yourself to employers. **I highly recommend this course for any veterans looking to kickstart their entry into the civilian job market.**"

EVAN BARKER

Veteran, NYC Emergency Mgmt Dept



OUR MISSION

Our name represents a call to action to support transitioning veterans with beginning new careers that are right for them, as they discover meaningful ways of continuing their service here at home.

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.

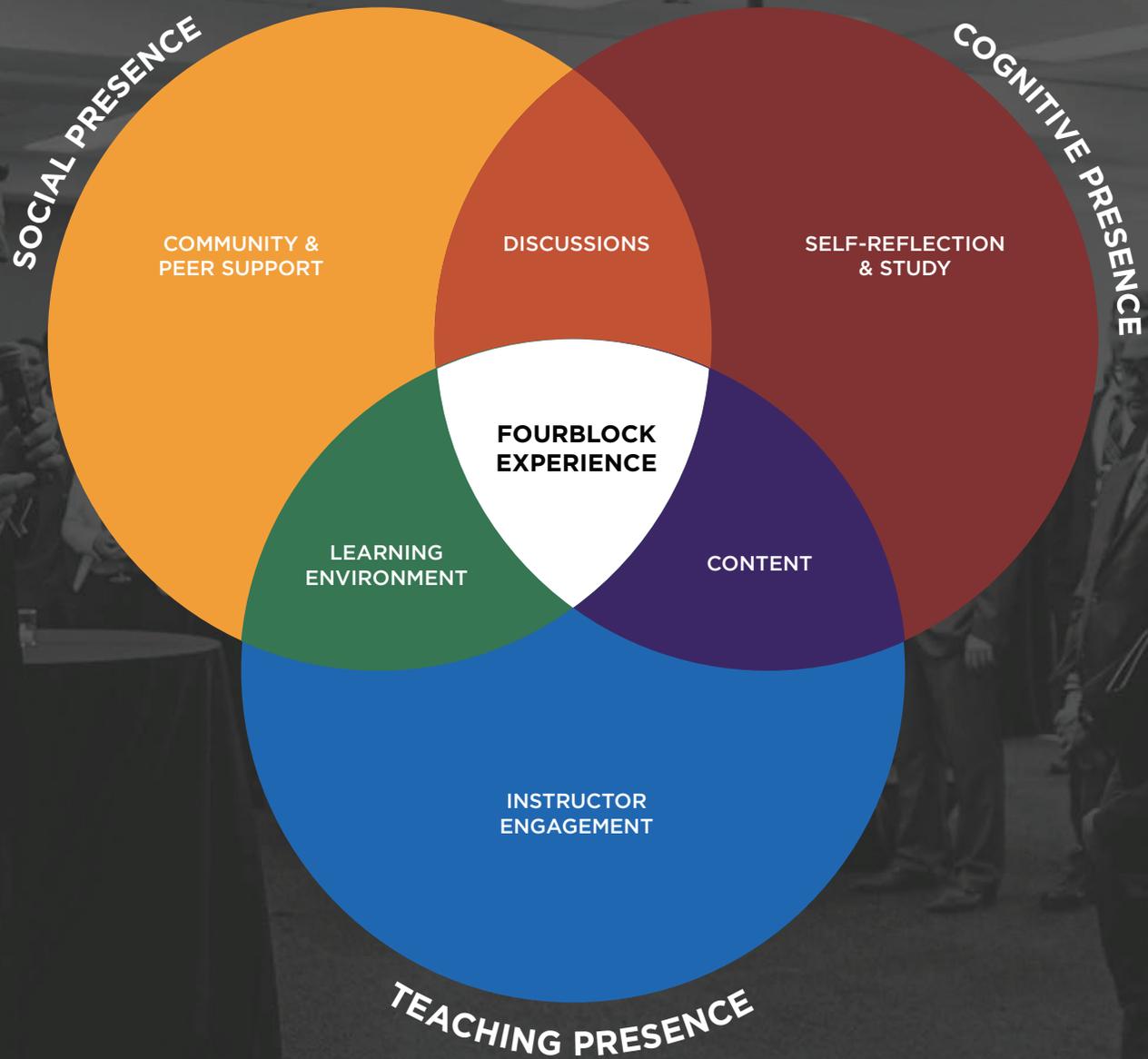


“This reminds me of a **more refined and properly executed version of the Army’s separation program**. The in-person night classes have been helpful in ramping me up for the expectations of civilian career networking. It has been time well spent and I highly recommend this to any veteran.”

JASON

Account Strategist, Google

OUR LEARNING MODEL



CAREER READINESS PROGRAM

Shaping the future, together.

FourBlock is re-shaping veteran transition and veteran 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 that today's veterans need to make the right career choices and to be ready for competitive careers.

In 2016, thanks to our partnership with Columbia University, we have developed a 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.

2016: A YEAR OF INSPIRATION

Thanks to our partners, we nearly doubled our engagement and presence with results that show real impact.



We served more than 300 veterans.

Thanks to our programs, our veterans were introduced to challenging careers at industry-leading companies such as Google, Facebook, PwC, JPMorgan Chase, and Amazon. FourBlock alumni also went on to pursue graduate degrees, law degrees, and MBAs at top universities.



We offered 150 classes in 12 cities.

In the span of a year, we went from offering our programs in five cities to twelve. With a greater presence, we inspired 80% of alumni to pursue more challenging careers and opened up new career paths for over 87%.



We met over 350 executives at top companies.

In 2016, we worked to provide the most effective career education by assembling industry leaders at Google, Facebook, Amazon, LinkedIn, Coca-Cola, PwC, Deloitte, and more to teach over 150 classes across the country.



We grew our national professional network.

More high potential veterans and top executives join FourBlock each semester. With over 70 top companies involved in 2016 and FourBlock alumni giving back in record numbers, we gained the prestige of a national professional network with the familiarity of a local community.

RIGHT TALENT & GREAT CAREERS

Our Veterans Come From Top Universities

Arizona State University	Georgia Tech University	Seattle University
Baruch College	Harvard University	Seton Hall
Bellevue College	John Jay College	Stanford University
Boston University	Johns Hopkins University	St. John's University
Brooklyn College	Northeastern University	University of California Berkeley
Columbia University	Northwestern University	University of Chicago
Emory University	NY Institute of Technology	University of Maryland
Florida State University	New York University	University of Massachusetts
Fordham University	Pace University	University of Michigan
Georgetown University	Pacific Lutheran University	University of Pennsylvania
George Washington University	Rutgers University	University of Washington

Our Veterans Get Hired By Top Companies

1-800 Flowers	Facebook	Office of Director of Intelligence
Accenture	Federal Reserve	Oliver Wyman
AIG	Bank of New York	Pfizer
Amazon	First Data	PricewaterhouseCoopers
Apple	Goldman Sachs	Prudential
AT&T	Google	St. John's Riverside Hospital
Bank of America	Guggenheim Partners	Starr Companies
Barclay's	Johnson & Johnson	State Street Bank
Bloomberg	JPMorgan Chase & Co	USAID
Bob Woodruff Foundation	Marsh & McLennan Companies	US Dept of Homeland Security
Booz Allen Hamilton	MetLife	US Dept of Justice
CBS	Morgan Stanley	US Dept of State
CVS	NASA	US Dept of Veterans Affairs
Center for Talent Innovation	NBCUniversal	Various Members of Congress
Citi Group	NYU Langone Medical Center	Various State Governments
Defense Intelligence Agency	National Football League	Walt Disney Company
Deloitte	Northwestern Mutual	Wellington Management
Deutsche Bank	NYC Dept of Transportation	The White House
Drexel Hamilton	NYSE Euronext	YMCA

2016: POWERED BY COMMUNITY

Veteran transition is a journey. Our program provides the professional development, career exploration, and networking access veterans need to begin new careers and the community to support it all.



Twelve associate instructors joined our team and alumni are teaching in six cities



Two alumni helped launch our San Francisco program



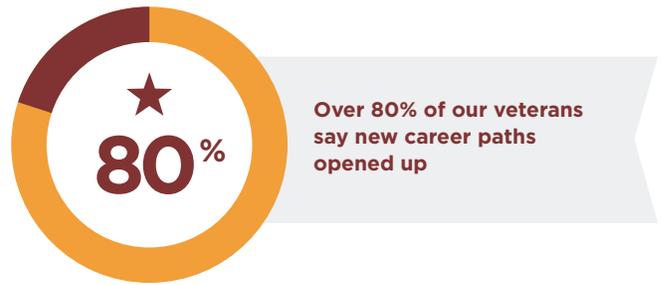
Over 70 companies provided guest lectures, including:

Chris Crace, Veterans Advocacy Leader, PwC

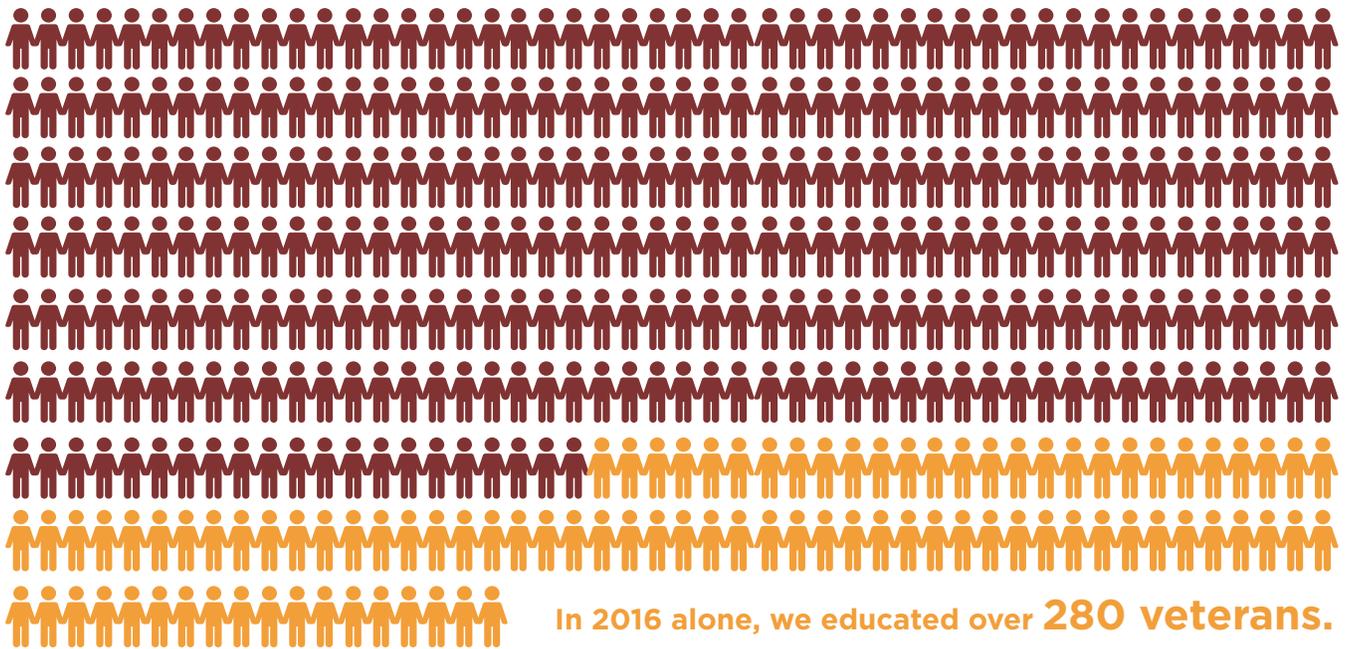
Tim Denman, National Account Executive, CareerBuilder

Colby Williamson, Recruiting Manager, Amazon

DID YOU KNOW?



Our community has grown to over 700 alumni.



*From our 2016 FourBlock Alumni Survey. Our remaining alumni are still finishing their senior year or have transitioned directly into graduate school.

2016: RECOGNIZED FOR OUR IMPACT

We have been awarded top nonprofit ratings and are the only nonprofit at Walter Reed National Military Medical Center to have established programs with the United States Navy and United States Marine Corps commands.



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.



Great NonProfits Top-Rated

Great Nonprofits is a crowd-sourced and publicly reviewed nonprofit rater. To earn the 2016 Top-Rated award, at least 10 reviewers had to write a review of our services within ten months, with an average of 3.5 stars rating. We received 29 reviews with an average of 5 stars.



“I couldn’t be happier to have such a great opportunity to work for a Fortune 7 company and there is no doubt in my mind that **none of this would be remotely possible without FourBlock.** Every step I took in this process was a result of something that i learned from the program. I can’t thank you guys enough for everything you did to get me here.”

NICK

Category Analyst, CVS

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 2016, 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. Over 70 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 joined FourBlock in expanding into two key markets: Atlanta and Washington, D.C. However, what started as top-down support has resulted in **grassroots involvement throughout the country.**

- PwC offices in **8** different cities hosted over **30** classes
- Nation-wide, over **110** PwC employees volunteered over **500** hours with FourBlock
- PwC NYC Tax and Washington Metro Advisory Leaders participated as guest lecturers
- PwC Seattle employees raised an additional **\$2,200** for FourBlock during #PwCGives
- PwC Washington Metro volunteers supported our **Walter Reed** and **Capitol Hill** programs

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.

Thanks to a large multi-year grant, PwC, the world's leading professional services firm, worked with FourBlock to launch our Career Readiness Program in two brand new cities: Atlanta and Washington, DC. The result has been organic employee engagement in twelve cities.

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.

JPMorgan Chase hosted FourBlock NYC fall and spring programs. Veterans spent two weeks hosted by JPMorgan, followed by eight more weeks at companies such as Citigroup, LinkedIn, Deloitte, TimeWarner, and Google.



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.

Amazon has hosted several networking and hiring events for FourBlock alumni. For example, senior executives and hiring managers from each department at Amazon flew out from Seattle to meet over 75 FourBlock NYC alumni. By the end of the day, Amazon extended offers to 12 of our veterans.



EMPLOYER ENGAGEMENT

Shaping the future, together



While we work to equip our veterans, our corporate partners actively inspire and educate them, enabling all parties to find the right fit for each other. We are grateful for another year of growing these partnerships, building more paths to new opportunities, and shaping a new generation of veterans as they enter the civilian workforce.

Program Partners

Accenture	Goldman Sachs
ACE Group	Google
AIG	JPMorgan Chase
Amazon	Knot Standard
Ayco	Marsh & McLennan Companies
Bob Woodruff Foundation	MetLife
CBS	Microsoft
Citigroup	National Football League
Coca-Cola	NBCUniversal
Comcast	News Corp
Corvus360	PricewaterhouseCoopers
Council on Foreign Relations	Provectus Biopharmaceuticals
CRC Insurance Services	QBE America
Deloitte	Quattro Securities
Expedia	Starbucks
Facebook	Starr Companies
Fidelity	State Street Bank
FM Global	T-Mobile
GE	Wellington Investments

*Statistics from VetAdvisor & Syracuse University's Institute for Veterans and Military Families Veteran Job Retention Survey; and 2016 FourBlock Alumni Survey

WHAT OUR PARTNERS SAY

Last year, we conducted a nation-wide survey of our corporate participants. Below are featured responses to the question, “What would you say is the greatest value that FourBlock provides to you and your organization?”



“**Access to the right military talent** that has the skills to communicate their abilities to employers, hiring managers, and senior leaders who do not have any military experience.”



“The opportunity for veterans at our organization to **give back and connect with the community.**”



“**The ability to grow relationships with veterans in my own office**, as well as provide visibility to our [veterans group], and have non-veterans ask questions and get involved.”



“FourBlock offers a world class program that transforms veterans and develops them to their full potential. **I have worked with a lot of veteran organizations that are much bigger who never produce results like FourBlock!** Thank you for the impact you have on connecting veterans to meaningful careers.”

COLBY WILLIAMSON

Military Recruiting Manager, Amazon



“FourBlock helps **better prepare veterans to be leaders** at every level in respective industries they chose to join.”

MICHAEL DONOGHUE

Partner, PricewaterhouseCoopers



“FourBlock is **our competitive advantage.**”

DAN BAULIG

Senior VP, Marsh & McLennan Co.



RECOVERING WARRIOR PROGRAM

FourBlock is the established mentorship program for all wounded, injured, and ill Marines and Sailors at the Walter Reed National Military Medical Center.

Recovering Warriors Are More Than Capable

Severely wounded service members are more than able to pursue any career path that they choose. Despite significant physical and psychological injuries, they are able to attend and graduate from prominent universities, start their own businesses, compete at the highest levels of national athletics, and even become professional race car drivers. These returning warriors are just getting started! They have so much more to offer their local communities after leaving military service and it is our mission to support these heroes in the pursuit of their dreams once they return home.

Recovering Warriors At Walter Reed

FourBlock is **the only nonprofit that is command-sponsored** by the U.S. Marine Corps Wounded Warrior Regiment and the U.S. Navy Wounded Warrior - Safe Harbor programs at Walter Reed National Military Medical Center in Bethesda, MD. We work with the leadership to prepare and support severely wounded, recovering Marines, Sailors, and their families for life after the military. After being assigned a service member by his or her unit's command at Walter Reed, FourBlock works one-on-one with the Marine or Sailor and their family to craft and execute a personalized plan for their successful transition out of the military. Our relationships with service members may last several years as some have endured 10+ surgeries and lengthy rehabilitation periods before retiring from active service and transitioning into the civilian world.

Recovering Warrior Success

We have mentored and supported the successful transition of over one hundred and fifty severely wounded Marines and Sailors. Many of these recovering warriors have gone on to higher education, started small businesses and begun various new careers. Despite significant injuries and seemingly impossible limitations, these veterans have shown that they are more than able!

50+

Engagements with
wounded, injured,
and ill Marines and Sailors



Mentorship program for all
wounded Marines and Sailors
at Walter Reed



“I will forever be indebted to FourBlock and my mentor for helping me transition successfully into the next chapter of my family life **as a father who can pick up and hold his children.**”

FOURBLOCK ALUMNI

US Marine Corps Wounded Warrior Regiment

RECOVERING WARRIOR PROGRAM



MARCH

Marine Gunnery Sergeant Ralph DeQuebec, a double-amputee and FourBlock Alum, is named co-captain of the U.S. Developmental Sled Hockey Team.



MAY

Marsh & McLennan Co. partnered with us to host the second annual INSPIRE Games in NYC, bringing together the insurance industry to raise nearly \$90,000 in support.



DECEMBER

After his official retirement from the Marine Corps, Ralph, his wife, and dog moved to Colorado to train with Team USA in order to make his Winter 2018 Paralympics Games a reality.



“My FourBlock mentor has been a great help to me, transforming the transition process from a stressful maze into an exciting journey. **FourBlock truly understands the specific needs of veterans,** and I am grateful for their assistance.”

FOURBLOCK ALUMNI

US Navy Wounded Warrior Safe Harbor

FINANCIALS

85%

85% of all expenses since 2013 go directly towards serving our veterans

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

2016 FINANCIALS

Total Support & Revenues	
Contributions	\$177,424
Grants	\$530,000
Total Support & Revenues	\$707,424

Expenses	
Program Services	\$307,747
Management & General	\$34,408
Fundraising	\$18,584
Total Expenses	\$360,739

Assets	
Change in Net Assets	\$346,685
Net Assets, Beginning of Year	\$377,828
Net Assets, End of Year	\$723,828



GUIDESTAR STANDARDS

We have been audited by an independent CPA and our finances, impact, and effectiveness have met Guidestar Platinum Standards.

BOARD OF DIRECTORS



BILL MURRAY
- Chairman -
Colonel, USMC (Ret)



CHRIS VASILIOU
- Vice Chairman -
Former CEO, Radius Travel



RICK MINERS
- Treasurer -
Author & Entrepreneur



MISSY OWENS
- Director -
*Director of Public Affairs & Diplomatic
Relations, Coca-Cola Company*



DARREN SUMTER
- Director -
Key Accounts Manager, LinkedIn



RICHARD STEHL
- Director -
Chairman, Otterbourg P.C.



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 even what many veterans have achieved. 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 is abundant in support for 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 and awarded to Christian Lima, a FourBlock Boston Alum, in October at Northeastern University, her alma mater.

FOURBLOCK TOMORROW



New Tools

This year, thanks to our rapid growth, we adopted Salesforce as our CRM tool. In 2017, we will be working with PwC and Columbia University media teams to produce new videos and offer online webinars to FourBlock veterans. Our alumni will also be given the opportunity to take world-class education programs, thanks to Bloomberg Institute and the Securities Industry and Financial Markets Association.



New Partnerships

We will be growing our partnerships with more organizations, such as News Corp, to strengthen our program offerings and to develop new entry points into different industries. We will also be working to become the career education arm for several veteran organizations such as HillVets and VETLANTA.



New Cities

This year, we launched our flagship Career Readiness Program in Albany, Chicago, Philadelphia, Phoenix, and San Francisco. Thanks to our sponsors and our returning alumni, we have plans to expand into additional cities in 2017, including Los Angeles, San Diego, and Tampa.



New Moments

We are partnering once again with Marsh & McLennan Companies to host our third annual INSPIRE Games in NYC, with over 300 fans expected to attend. We will be awarding the second Victoria McGrath Volunteer of the Year Award and hold a fundraising gala in NYC to honor our veterans and volunteers.

FOURBLOCK™