

FOURBLOCK™

— 2018 ANNUAL REPORT —



FourBlock Foundation
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“FourBlock was the answer to all my questions on how to best navigate the civilian waters. The FourBlock program served me very well and I was truly inspired. My experience going through the Veteran Career Readiness Program prepared me for my military to civilian transition journey. It was the best decision I ever made!”

V. STEENVORT

*U.S. Army Veteran, FourBlock Alum
& Associate 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 2,000 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 2018, we welcomed over 500 new alumni to our community from 18 different program locations across the country. These alumni are now working at companies like PwC, T-Mobile, Citi, Boeing, Microsoft, and Tesla.

Our alumni are also beginning 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 2019 and beyond to serve our returning servicemen and women in beginning meaningful careers.

A handwritten signature in dark ink, appearing to read 'Michael Abrams', written in a cursive style.

MICHAEL ABRAMS

*Founder
FourBlock Foundation*



"I learned how to translate my service into common terms and to come out of my 'Army shell.' The instructors and alumni were more than helpful, using their personal time outside of class to mentor me. **The networking opportunities were exceptional and ended up landing me a position as a management consultant at a prestigious firm.** I learned a lot and had a successful transition—and it all started with FourBlock."

M. GREIDER

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.

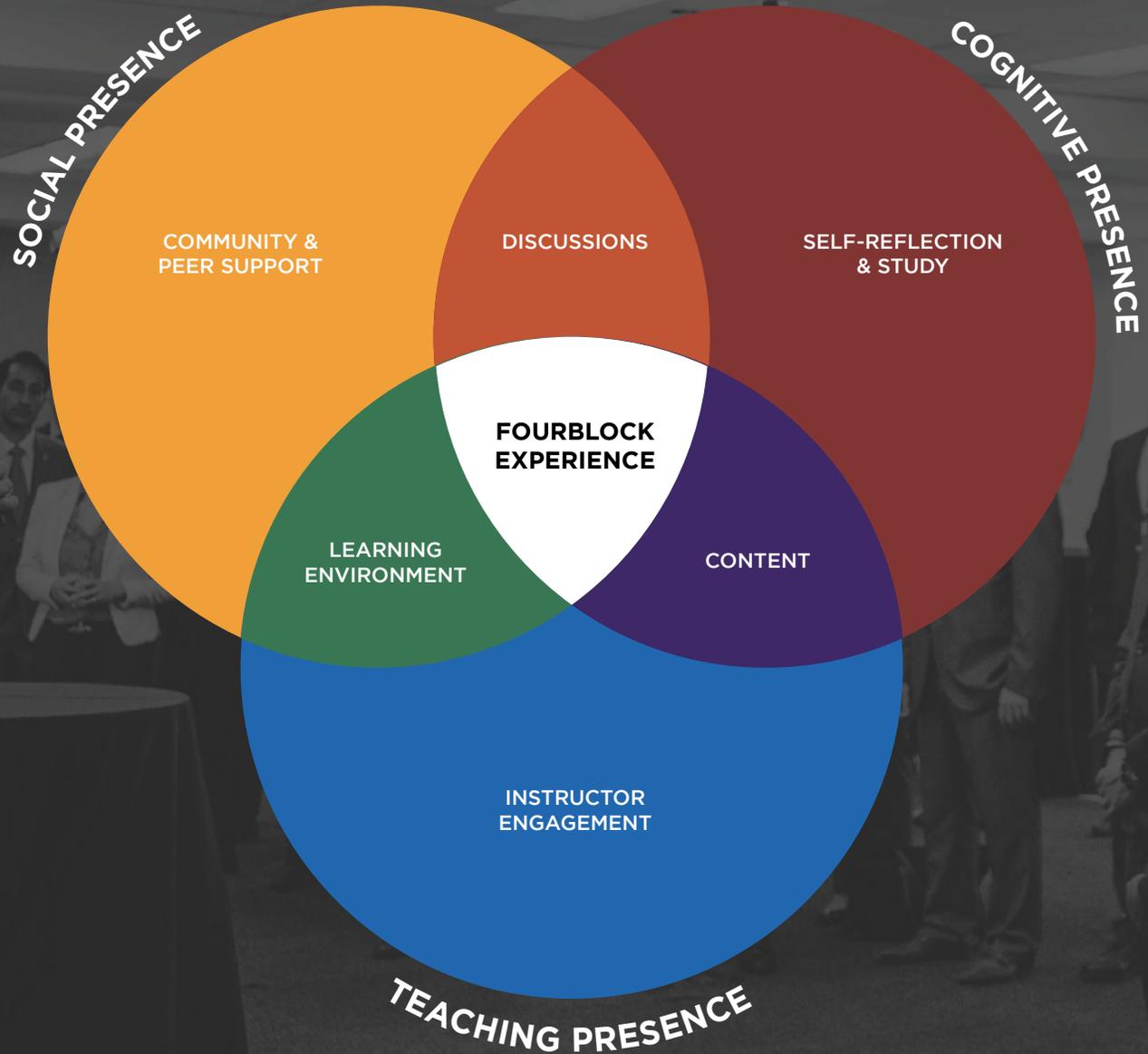


"By far, [FourBlock] is the program that has stood out and given me the most ROI. [...] I was able to get inside various corporate HQs, see firsthand the organizational climate and culture of each one and most importantly, build and exponentially expand my network outside of my military one."

D. SOTOAMAYA

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 2018, 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.

2018: A YEAR OF IMPACT

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



491

**Veterans Served
in the Past Year**

Thanks to our programs, our veterans were introduced to challenging careers at industry-leading companies such as Accenture, T-Mobile, PwC, Coca-Cola, and Amazon. FourBlock alumni also went on to pursue graduate degrees, law degrees, and MBAs at top universities.



260

**FourBlock Classes
Were Offered in 18 Cities**

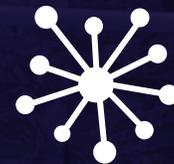
In the span of three years, we went from offering our programs in five cities to over 20. With a greater presence, we inspired 80% of alumni to pursue more challenging careers and opened up new career paths for over 87%.



420

**Executives at Top Companies
Met with FourBlock Veterans**

Last year, we worked to provide the most effective career education by assembling industry leaders at Facebook, Comcast NBCUniversal, LinkedIn, Booz Allen Hamilton, T-Mobile, SunTrust, and more to teach over 280 classes across the country.



2020+

**Veterans are Now in the
FourBlock Alumni Network**

More high-potential veterans and top executives join FourBlock each semester. With 60 top companies involved in 2018, 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



2018: POWERED BY COMMUNITY



32 associate instructors have joined our team, and alumni are teaching in 15 cities



With support from Wells Fargo, we brought our program to veterans in Charlotte, NC.



Over 300 guest lecturers from top companies engaged with our veterans, including:

Steve Cannon, President & CEO, AMB Group

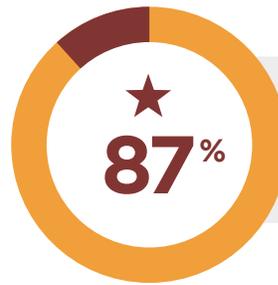
John Tien, Managing Director, Citigroup

Lena Trudeau, CEO, U.Group

DID YOU KNOW?

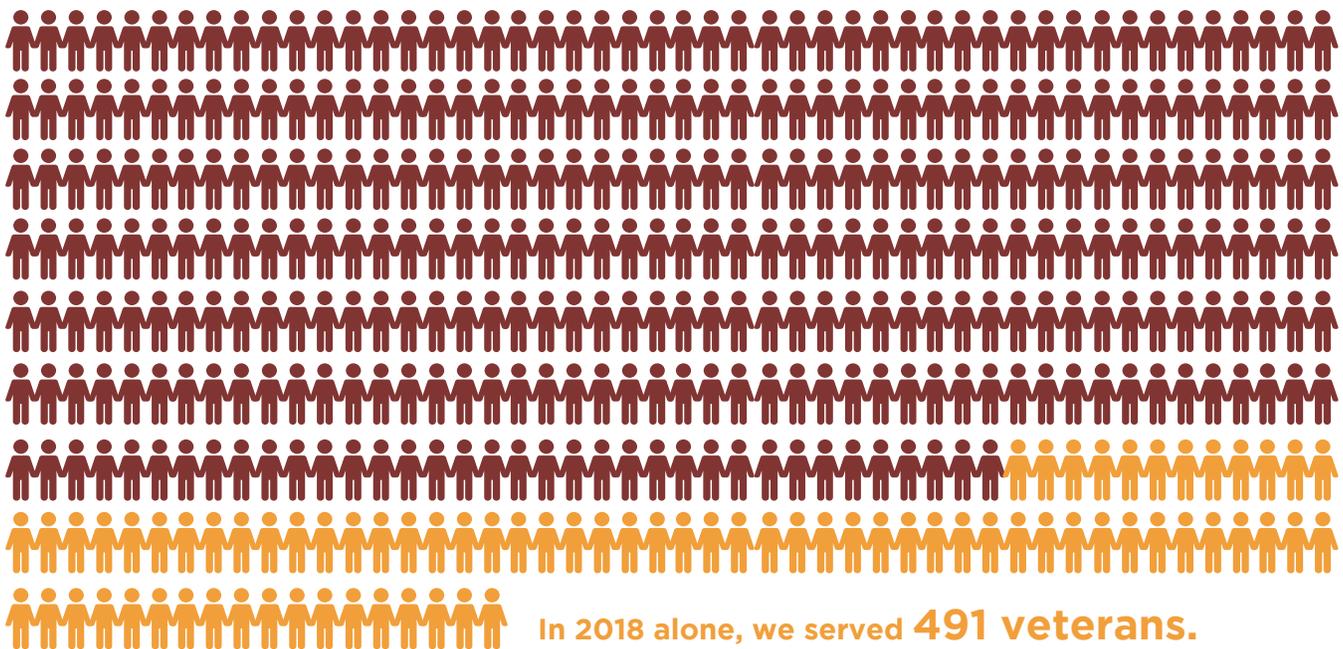


Over 80% of our veterans were inspired to pursue more challenging careers*



Over 87% of our veterans say new career paths opened up*

Our community has grown to over 2020 alumni.



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



Over **65%** of veterans leave their first job in the first year



77% of FourBlock alumni **STAY** with their first employer beyond 12 months

2018: RECOGNIZED FOR OUR IMPACT



Call of Duty Endowment

To earn the coveted Seal in 2018, FourBlock successfully met the Endowment's extensive criteria. This included a thorough assessment of the foundation's number of job placements made, average cost per placement, average starting salary, and six-month retention rate.



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.



“The FourBlock program impacted my transition into a civilian career in an enormous way. It directly addressed the major struggles many transitioning service members encounter, and it personally resolved my own. [...] **By exposing me to potential employers and allowing me to build a strong network, this program directly addressed what I needed the most.**”

J. ROSADO

U.S. Army 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 2018, 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. 60 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 program and marketing our Career Readiness Program across all T-Mobile channels.

- FourBlock Online was released in **Nov. 2018**, hosted by Columbia University
- T-Mobile stores in 7 different cities hosted **13** classes
- A T-Mobile brand team of **10+ employees traveled the country** to host FourBlock classes
- T-Mobile **CEO John Legere** introduced FourBlock to the nation with its Military ONE wireless plan
- T-Mobile EVP Jon Freier sent a training video to **all T-Mobile employees** about how to share FourBlock with military customers
- The T-Mobile Diversity & Inclusion team created a **white-glove hiring experience** for FourBlock candidates



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 offices in **10** different cities hosted **25** classes
- Nationwide, over **120** PwC employees volunteered over **500** hours with FourBlock
- **PwC NYC Tax** and **D.C. Metro Advisory Leaders** participated as guest lecturers
- PwC Washington Metro volunteers supported our **Walter Reed** and **Capitol Hill** programs
- PwC Digital is developing a mobile app pro bono to support our alumni and increase our reach to the larger military community



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



PROGRAM PARTNERS

Accenture

AIG

Amazon

BCG

CBS

Citigroup

Coca-Cola

Cognizant

Comcast

Council on Foreign Relations

Deloitte

Expedia

National Football League

NBCUniversal

QBE America

Samsung

Slalom

Starbucks

Starr Companies

State Street Bank

T-Mobile

UPS

Wellington Investments

Wells Fargo

WHAT OUR PARTNERS SAY

We conducted a nationwide survey of our corporate participants. Below are some featured responses to the question, “What would you say is the greatest value that FourBlock provides to you and your organization?”



“A means to help veterans with a specific purpose. There are dozens of charities that ‘help’ veterans, but in very general ways. This is a **specific and tangible result** that requires the veteran put in time to get the result.”

DAVID CONNORS

Senior Financial Associate, RBC Wealth Management



“FourBlock is a great organization, and that is easily visible by how passionate the students and alumni are and how they have **developed a true community.**”

KATE KRIVITZKY

Recruiter, Global Business, Google



RECOVERING WARRIOR PROGRAM

Recovering Warriors at Walter Reed

FourBlock is the only nonprofit command sponsored by the U.S. Marine Corps Wounded Warrior Regiment and the U.S. Navy Wounded Warrior – Safe Harbor program 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 Warriors Are More Than Capable

Severely wounded service members are more than able to pursue any career paths 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 is to support these heroes in the pursuit of their dreams once they return home. During the 2018 Winter Paralympics, out of 18 veterans on Team USA, two were FourBlock alumni.

Recovering Warrior Career Readiness

In 2018, we continued our Career Readiness Program at Walter Reed National Military Medical Center. The program was offered in addition to our established mentorship program and provided wounded Marines and Sailors access to the same world-class curriculum offered in FourBlock cities across the country. Each week, classes were led by guest speakers from various top companies, such as Accenture and Lincoln Financial.

230 +

Engagements with wounded, injured, and ill Marines and Sailors to date



Successfully continued Career Readiness Program for all recovering patients and spouses



“FourBlock was by far the single most beneficial thing I did during my transition. Where others were telling me or just showing me what to do, FourBlock immersed me from day one and walked alongside me. They taught me how to navigate my transition. Even when I had a job offer but was concerned about salary, [FourBlock] took time to walk me through my approach. Were it not for FourBlock, I would not be anywhere near where I am today. **[FourBlock] epitomizes the values and provides the support that veterans should be seeking as they prepare for transition.** I am a true advocate for FourBlock. I can't recommend it enough.”

FEMALE NAVY VETERAN

Navy Wounded Warrior - Safe Harbor



INSPIRE GAMES

In 2018, we hosted the fourth annual Inspire Games, a hockey event held with the New York City insurance industry. As a result of the event, we raised close to \$200,000 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 event were CNA, Marsh & McLennan Companies, Ironshore, Starr Companies, Chubb, FM Global, XL Catlin, Liberty Mutual, Zurich, and JetBlue.



FINANCIALS

84%

84% of all expenses in 2018 went directly towards serving our veterans

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

2018 FINANCIALS

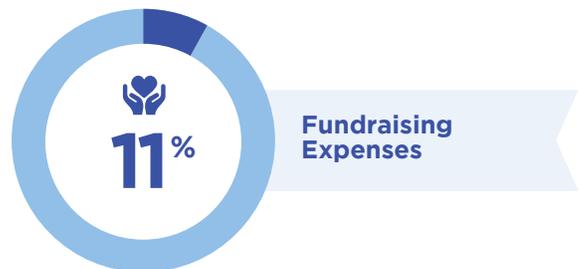
Support & Revenues	
Contributions	\$800,986
Grants	\$1,134,250
Contributions In-kind	\$750,000
Total Support & Revenues	\$2,685,236



Expenses	
Program Services	\$1,565,827
Management & General	\$93,348
Fundraising	\$205,181
Total Expenses	\$1,864,356



Assets	
Change in Net Assets	\$820,880
Net Assets, Beginning of Year	\$734,762
Net Assets, End of Year	\$1,555,642



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 2018, it was awarded to David Nava during our Year End Celebration in NYC. David, a U.S. Navy veteran, volunteered countless hours to improve FourBlock's Salesforce processes.



“I began preparing for my military transition five years prior to my retirement date. Despite spending thousands of hours planning my post-military career strategy, I struggled to find my path. My decision to mentor transitioning service members and veterans was born of the frustration and stress I experienced during my search for a second career. I wanted to lessen their burden by helping them through this tumultuous process. It began simply, across desktops and over lunches, and grew in scope as I leveraged social media to connect with my brothers and sisters in arms across the country. What unifies and defines us as a military community is our culture of service. In leaving the military, I’m extremely grateful for the opportunity to continue to serve something greater than myself by supporting this community.”

DAVID NAVA

*U.S. Navy Veteran
FourBlock Salesforce Technical Team Lead*

FOURBLOCK TOMORROW



New Tools

In 2019, in partnership with T-Mobile and Columbia University, we'll be launching a second Massive Open Online Course (MOOC), which will provide additional, free resources to the military community.

Also, with support from PwC, we'll launch FourBlock Compass, a community-focused app aimed at improving the experience for our current students, alumni, and corporate partners



New Partnerships

To strengthen our program offerings and develop new entry points into different industries, we will be growing our partnerships with more organizations, including Boeing, Booz Allen Hamilton, and Google.



New Cities

In 2018, we launched our flagship Career Readiness Program in five new cities: Austin, Charlotte, Dallas, Denver, and San Diego. Thanks to our sponsors and our returning alumni, we will expand into additional cities in 2019, including Houston, Orlando, and San Antonio.



New Moments

We are once again partnering with Marsh & McLennan Companies to host our fifth annual Inspire Games in May 2018, benefitting FourBlock alumnus and Paralympic gold medalist Ralph DeQuebec. We will also be awarding the fourth Victoria McGrath Volunteer of the Year Award during our flagship fundraising gala to honor our veterans and volunteers.

FOURBLOCK™