

FOURBLOCK™

— 2023 ANNUAL REPORT —



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

645-405-6217
info@fourblock.org
fourblock.org





LETTER FROM OUR FOUNDER

Dear Supporters,

As we reflect on the past year, I am thrilled to share that we have successfully prepared over 700 active-duty service members and veterans for meaningful civilian careers through our flagship Veteran Career Readiness Program (Veteran CRP) nationwide. The impact of our program this year is truly remarkable. According to our pre- and post-assessment surveys, 92% of our 2023 alumni reported securing full-time positions or internships in their desired industries after completing the program. Additionally, we saw a 105% increase in veterans expressing confidence in their ability to find fulfilling post-military careers, rising from 37% before the program to 75% feeling extremely confident after. In our ongoing efforts to bridge the military-civilian divide, we partnered with 100+ companies to host 770 individual class sessions of the Veteran CRP throughout the year. This collaboration allowed hundreds of hiring managers and corporate leaders to connect with transitioning service members and veterans. Notably, the average starting salary for our alumni was an impressive \$100,837. Recognizing the unique challenges faced by military spouses, we also served 50+ individuals through our Military Spouse Career Readiness Program in collaboration with Prepare to Launch U. This initiative aims to support spouses looking to restart their careers, advance professionally, or pivot into new fields. To foster connections and career opportunities within our community, we expanded our FourBlock Connect platform, enabling current participants to engage with alumni and employers, find mentors, and access job openings tailored for veteran talent ready to excel in civilian roles. Our outreach efforts continued to grow as well, with our LinkedIn audience expanding significantly and new episodes of the FourBlock Podcast reaching thousands of listeners. Looking ahead to 2024, I am filled with gratitude and pride as our community now boasts over 4,500 alumni and countless supporters committed to helping veterans' transition successfully into civilian life. We are excited about the upcoming year as we plan to introduce career pathway events and further expand our Military Spouse programming. None of this would be possible without the generous support of organizations such as PwC, Coca-Cola, T-Mobile, Boeing, ADP, USAA, Wells Fargo, and many others. We are deeply appreciative of your unwavering support and look forward to continuing this important work together in 2024!

MICHAEL ABRAMS

*Founder
FourBlock Foundation*

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.

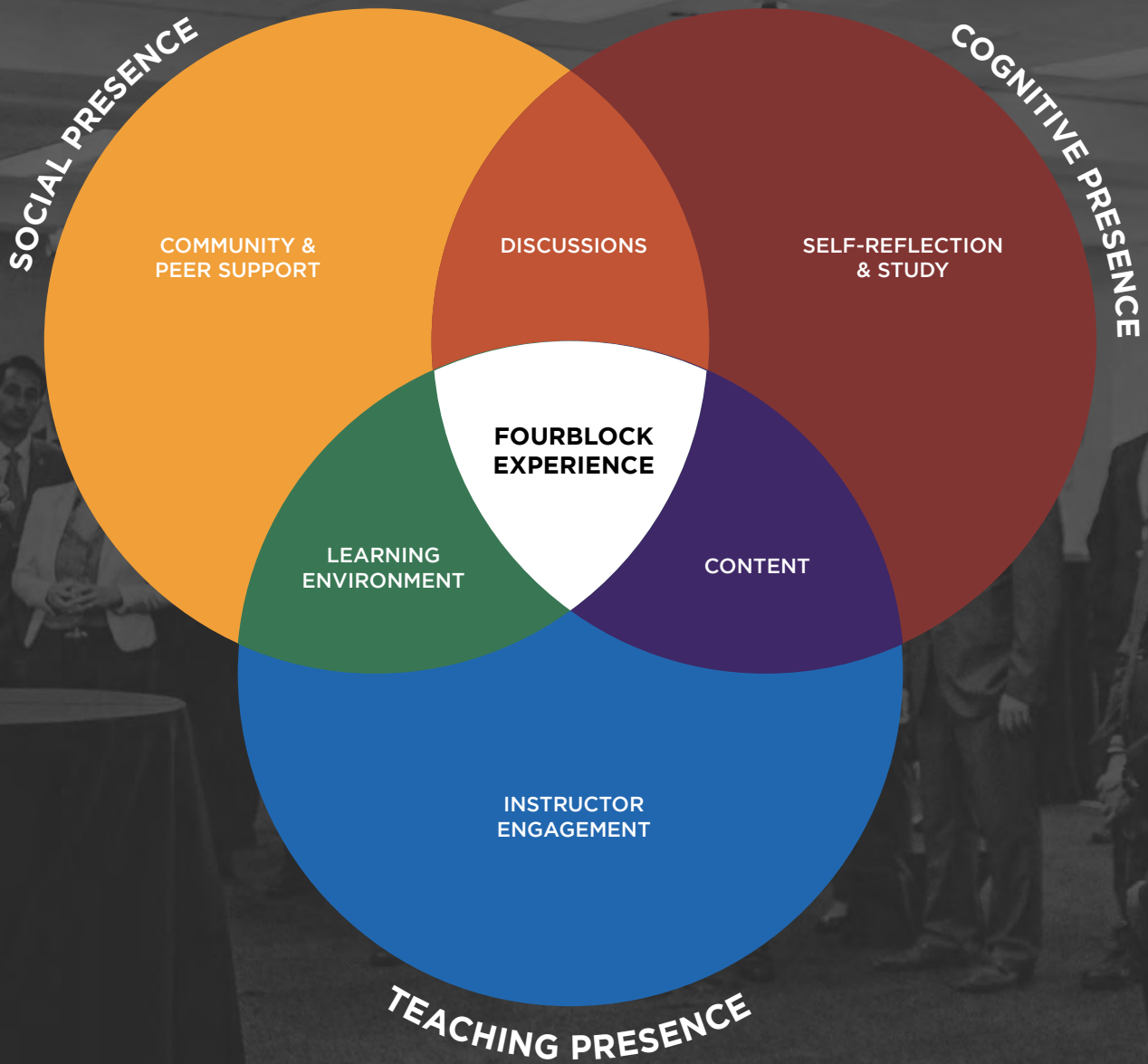


But what happens after the Third Block?

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.

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, 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.

Military Spouse Career Readiness Program

The Military Spouse Career Readiness Program is a comprehensive, 10-week program that serves military spouses looking to return to work after a gap in employment or pivot into new careers. It features live video coaching, flexible online learning modules, and all the instruction, tools, and inspiration a military spouse will need to navigate her or his way to a meaningful career. Military spouses who complete the program also have access to an expanded community of FourBlock alumni, employers, and instructors for additional networking and mentorship.

OUR IMPACT

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



700 Veterans
50 Spouses
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%.



92% Employed
\$100,837 Average Salary

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.



4500+
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.

OUR PARTNERS

Our Veterans Come from Top Universities



Our Veterans Get Hired By Top Companies



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



**Charitable
Foundation** inc

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



vant 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

OUR COMMUNITY



35 of cohorts offered in 2023 in 14 cities/locations and 6 virtual regions



37 of CRIs who led our cohorts in 2023

1,614 of volunteers from # of companies who hosted in 2023



212 of coaches in 2023



“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

FINANCIALS

84%

84% of all expenses in 2023 went directly towards serving our veterans

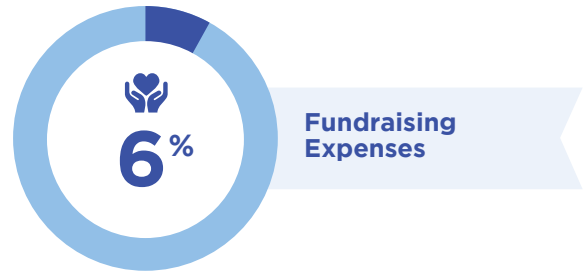
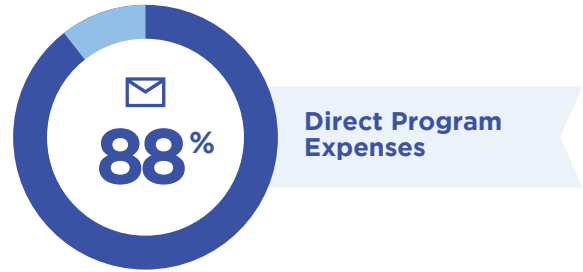
**INVESTING IN FOURBLOCK
IS AN INVESTMENT IN A
NEW GENERATION OF VETERANS**

2023 FINANCIALS

Support & Revenues	
Contributions	\$99,492
Grants	\$1,185,938
Contributions In-kind	\$519,869
Other Revenue	\$6462
Net Assets Released from Restriction	\$1,836,575
Total Support & Revenues	\$3,383,336

Expenses	
Program Services	\$2,873,040
Management & General	\$211,168
Fundraising	\$187,200
Total Expenses	\$3,271,408

Assets	
Change in Net Assets	\$1,459,647
Net Assets, Beginning of Year	\$4,565,693
Net Assets, End of Year	\$3,106,046



BBB STANDARDS

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



FOURBLOCK TOMORROW

Looking Forward: Expanding Our Impact in 2024 and Beyond

As we reflect on the past year's accomplishments, we are energized by the opportunities ahead to deepen FourBlock's mission and expand our reach. In 2024, we are poised for significant growth in the number of veterans and military spouses we serve nationwide. With every new program location, partnership, and connection, we are building pathways for more transitioning service members to find meaningful careers and contribute to their communities.

Our focus remains steadfast: delivering programs that produce results. With a proven career-readiness model and a supportive nationwide network, we are committed to achieving and sustaining a 90%+ employment rate for veterans who complete our program. This success not only impacts individual participants but also strengthens the companies and communities they join, proving that veterans bring unparalleled value to the civilian workforce.

The road ahead is full of potential, and we are excited to collaborate with our partners, alumni, and supporters to create even greater opportunities for veterans and their families. Together, we will continue bridging the military-civilian divide and inspiring a future where every veteran thrives in a career that aligns with their purpose.

FOURBLOCK™