

FOURBLOCK

VETERAN CAREER READINESS

— 2022 ANNUAL REPORT —



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

info@fourblock.org
fourblock.org





“FourBlock helped me tremendously as I prepared for my career after military service... **While still in FourBlock, I was able to land a position with Amazon using many of the skills and knowledge I learned throughout the course.** I couldn't be any more thankful for the opportunity to learn from industry leading companies and excellent coaches.”

DREW B.

U.S. Army Veteran and 2022 FourBlock Alumnus

FOURBLOCK™

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

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LETTER FROM OUR FOUNDER

Dear Supporters,

This year, we were able to help prepare more than 600 active-duty service members and veterans to successfully transition to meaningful civilian careers through our flagship Veteran Career Readiness Program (Veteran CRP) across the country.

The data speaks volumes about the program's impact this year: pre-and post-assessment survey data for the year showed that 89% of our 2022 alumni believed new career paths or opportunities opened up as a result of participating in the FourBlock program. Moreover, there was a 85% increase in veterans who reported being extremely confident they will find a meaningful post-military career after completing program.

To continue to help bridge the military-civilian divide in the workplace in 2022, 74 different companies hosted session of our Veteran CRP across the country, and hundreds of hiring managers and corporate leaders built relationships with our transitioning service members and veterans. When surveyed, 86% 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.

To better serve the unique needs of military spouses looking to restart their careers, further their career progress, or pivot to new careers, we served 41 military spouses across two semesters of our Military Spouse Career Readiness Program in partnership with Prepare to Launch U.

To help our community stay connected and find new career opportunities, we grew membership of our FourBlock Connect platform by nearly 900 members in 2022 for a total of more than 2,500, where current program participants can connect with program alumni and employers and find mentors, and employers can share new job opportunities with a screened pool of veteran talent ready to thrive in the civilian workforce.

To help more military-connected community members find us wherever they are, we grew our LinkedIn audience to more than 22,000 followers, and continued to reach new audiences with episodes of the FourBlock Podcast downloaded nearly 48,000 times.

As we reflect on all that we were able to accomplish together in 2022 and look ahead to 2023, I am filled with immense gratitude and pride seeing this incredible nationwide community grow to more than 3,500 alumni and thousands of supporters dedicated to helping the next generation of veterans successfully transition from military service to 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 many more.

We are humbled by your unwavering support and look forward to continuing our work alongside you in 2023!

A handwritten signature in black ink, appearing to read 'Michael Abrams'.

MICHAEL ABRAMS

*Founder
FourBlock Foundation*



"I cannot imagine my military transition without FourBlock. This program connected me with great mentors, coaches, and company representatives. **Most importantly, I able to connect with people in my FourBlock cohort that were in the same situation as me. We became connected and cheered each other on!** I still keep in touch with my FourBlock coaches and they are always there for me. I wish this program was mandatory!"

Robert C.

U.S. Air Force Veteran and Spring 2022 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.

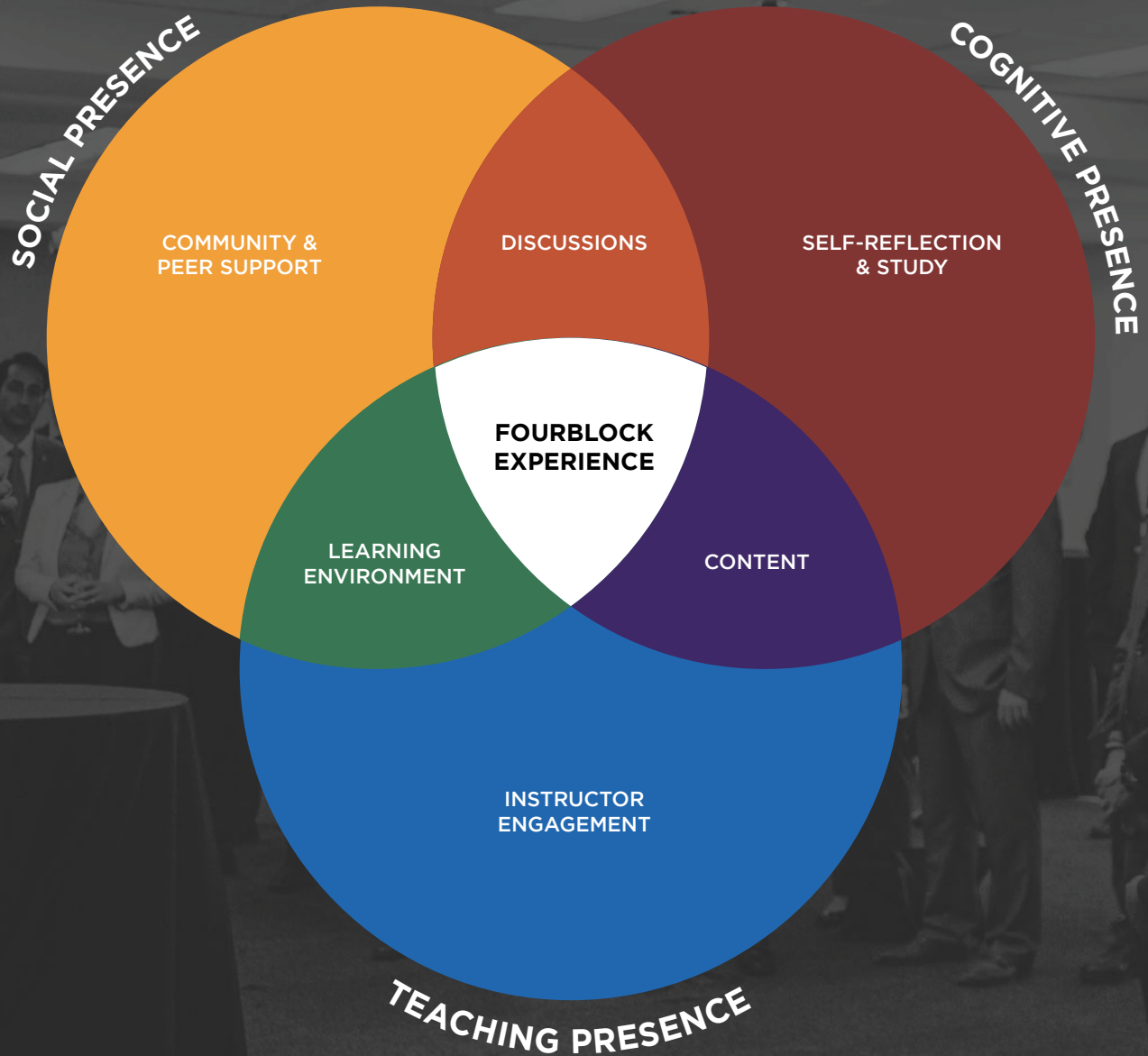


"FourBlock helped de-mystify the corporate world for me. **I'm now working at an amazing firm doing work that is both challenging and rewarding. It's amazing to be on a high-performing team again.**"

Ryan G.

U.S. Army Veteran and Spring 2022 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 2022, 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.

2022: A YEAR OF IMPACT

Thanks to the dedication of our corporate partners and supporters, we continued to grow our engagement and expand our programming with results that show real impact in 2022.



600+ New Veterans and Military Spouses Served

Through their participation in our programs, 608 FourBlock veterans connected with employer representatives at industry-leung companies such as Boeing, Comcast NBCUniversal, LinkedIn, Lockheed Martin, PwC, USAA, and many more. In 2022, 41 military spouses completed our Military Spouse Career Readiness Program in partnership with Prepare 2 Launch U.



300+ Veteran CRP Sessions in 2022

In 2022, we offered 14 cohorts of our Veteran Career Readiness Program during both the Spring 2022 and Fall 2022 semesters, continuing to expand our national presence by offering regional virtual cohorts that served veterans across the country and active-duty service members stationed around the world.



500+

Employees at Top Companies Met With FourBlock Veterans

In 2022, we worked with our partners to provide the most impactful career readiness education possible. We assembled leaders at companies such as Boeing, Comcast NBCUniversal, LinkedIn, Lockheed Martin, PwC, and more to host hundreds of sessions across the country.



3,500+

Veterans are Now in the FourBlock Alumni Network

More transitioning veterans join the FourBlock community each semester. With more than 70 companies involved in 2022, 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



2022: POWERED BY COMMUNITY

Veteran Career Readiness Program Locations



41 Career Readiness Instructors taught our flagship Career Readiness Program in 14 cohorts across two semesters.

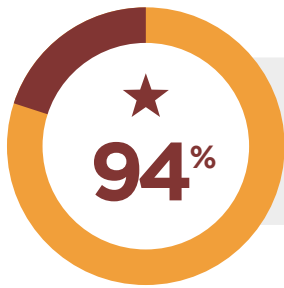


In 2022, we expanded our virtual offerings to five regional, virtual cohorts to reach more veterans wherever they are.

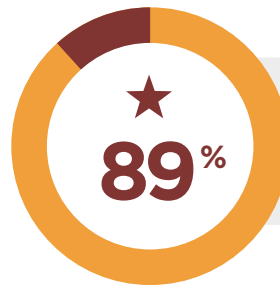


Over 500+ executives & employees from 70+ top companies engaged with our veterans.

DID YOU KNOW?

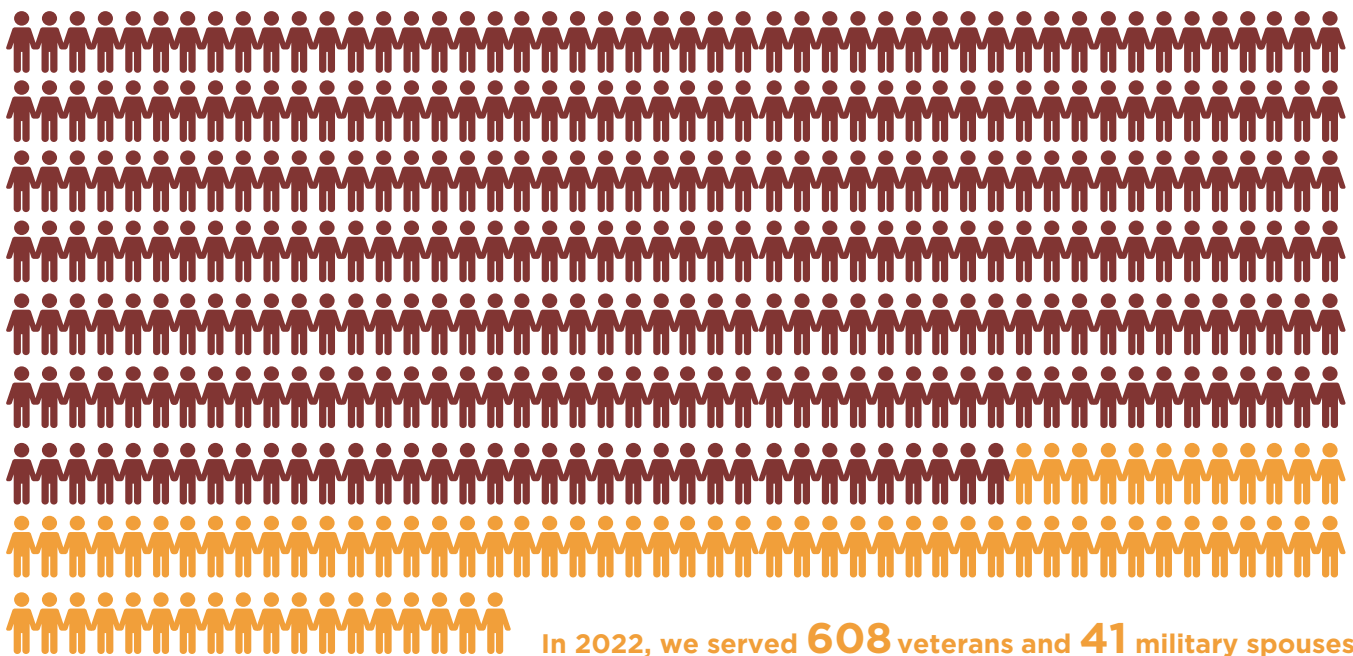


94% of Veteran CRP alumni said they would recommend FourBlock to a friend or colleague immediately after program completion*



89% of 2022 alumni agreed new career paths or opportunities opened up as a result of participating in the FourBlock program*

Our community has grown to more than **3,500** alumni.



In 2022, we served **608** veterans and **41** military spouses.



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



87% of 2022 alumni found new careers within 6 months of program completion*

*From 2022 alumni follow-up survey data. Other remaining alumni are finishing their senior year or have transitioned into graduate school. ** Syracuse University Study: <https://myvetadvisor.com/vetadvisorvmf-veterans-job-retention-survey-results>.

2022: RECOGNIZED FOR OUR IMPACT



Candid Platinum Transparency Rating

FourBlock was one of the first nonprofits to be awarded a GuideStar (now Candid) 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 2022 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 18 reviews that were all 5-stars.



BBB Accredited Charity

In order to earn this accreditation, FourBlock underwent an extensive review process, resulting in BBB's determination that the foundation meets all 20 of its Standards for Charitable Accountability. These standards evaluate an organization's finances, governance, effectiveness measuring, and fundraising information.



“FourBlock provides a dynamic and interactive network of professionals to engage with on an easy to navigate platform. Just a few moments online and I can connect with industries through meet and greets, direct connections, and through training opportunities in key technologies... **Finally, and my most favorite, working with FourBlock has fostered a sense of confidence in myself I have never experienced before!**”

Jennifer K.

Fall 2022 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 2022, companies continued to leverage 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. 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 helped FourBlock reach more veterans across the country in 2022. Our partnership has continued to grow from top-down support to grassroots involvement across the country.

- PwC volunteers in **12** different program locations hosted **22** class sessions
- More than **400** participating active-duty service members and veterans were educated and supported by PwC employee representatives at PwC-hosted FourBlock sessions in 2022.
- More than **70** PwC employee volunteers participated in FourBlock Veteran Career Readiness Program sessions in 2022.
- Seven FourBlock Veteran Career Readiness Program alumni were hired for internships or full-time roles by PwC in 2022.

EMPLOYER ENGAGEMENT



Our Lockheed Martin Relationship

Lockheed Martin has been an invaluable partner to FourBlock since 2018, demonstrating an unwavering commitment to aiding transitioning service members and veterans on their post-military career journeys through its generous support of FourBlock's Veteran Career Readiness Program across the country.

- In 2022, Lockheed Martin awarded FourBlock with **\$165,000** in total grant funding.
- **\$15,000** was given by Lockheed Martin Aeronautics to support the growth of FourBlock's Washington, D.C. Career Readiness Program
- **\$150,000** was given by Lockheed Martin Enterprise Operations to help FourBlock serve **80** additional transitioning service members and veterans through the Career Readiness Program across the country and around the globe.
- In 2022, Lockheed Martin hired **five** FourBlock alumni for full-time roles or internships, and has hired **19** alumni to date.

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

National Philanthropic Trust

Boeing

Lockheed Martin

LinkedIn

Comcast NBCUniversal

Tableau Foundation

News Corp

USAA

REGIONAL PROGRAM PARTNERS

ADP

Blackstone Charitable Foundation

The Coca-Cola Foundation

Delta Air Lines

Wells Fargo

Google

Justamere Foundation

Raytheon Technologies

Workday

American Veterans Group

Accenture

AIG

Uber

QBE North America

Booz Allen Hamilton

General Dynamics Information Technology

SMBC

Spectrum

Vertex Pharmaceuticals

Arthur M. Blank Family Foundation

CSX Transportation

Forrester

Hanover Insurance Group

L'Oreal

Societe Generale

Verizon x Call for Fire

Citizens Bank

Day & Zimmermann

FS Investments

Independence Blue Cross

Wellington Management

KPMG

Qualcomm

WHAT OUR PARTNERS SAY

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



“The [FourBlock] sessions are well attended and give us an opportunity to showcase our company while also providing content to help veterans transition to their next career. Totally a win-win for our organization.”



“A well organized event. Content provided was beneficial and useful to assist veterans. The agenda flowed very well and facilitators were involved and communicative. Wish I would have known about FourBlock when I transferred out of the military.”



“Keep up the good work. Always great to engage with FourBlock veterans, you select the best of the best to the training program.”



INSPIRE GAMES

In partnership with Marsh & McLennan Companies in 2022, we hosted the seventh annual Inspire Games, a hockey event held with the New York City insurance industry. As a result of the event, we raised more than \$150,000 for our veterans, including Marine veteran and FourBlock alumnus Ralph DeQuebec, a member of the 2021 World Champion U.S. National Sled Hockey Team who most recently took home the gold with Team USA at the 2022 Paralympic Winter Games in Beijing in March 2022.

Platinum sponsors for the 2022 event included Marsh, AIG, Allianz, Ascot, CNA, FM Global, Guy Carpenter, The Hartford, Liberty Mutual, RT Specialty, and Starr Companies.

FINANCIALS

82%

82% of all expenses in 2022 went directly towards serving our veterans and military spouses

**INVESTING IN FOURBLOCK
IS AN INVESTMENT IN A NEW
GENERATION OF MILITARY TALENT**

2022 FINANCIALS

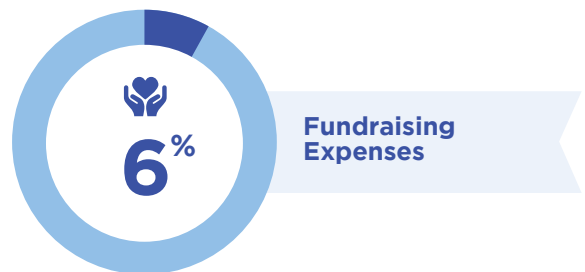
Support & Revenues	
Contributions	\$158,013
Grants	\$4,030,124
Contributions In-kind	\$1,283,940
Other revenue	\$362,571
Total Support & Revenues	\$5,834,648



Expenses	
Program Services	\$2,802,446
Management & General	\$419,629
Fundraising	\$203,839
Total Expenses	\$3,425,914



Assets	
Change in Net Assets	\$2,408,734
Net Assets, Beginning of Year	\$2,156,959
Net Assets, End of Year	\$4,565,693



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

FOURBLOCK TOMORROW



Expanded Resources

In 2022, nearly 900 new community members joined FourBlock Connect, our networking and community-building platform exclusive to FourBlock students, alumni, team, and employer partners. In 2023, 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 2023, 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 2022, we expanded our virtual cohort offerings to five regional, virtual Career Readiness Program cohorts serving multiple time zones. Thanks to our sponsors and our returning alumni, we will continue to grow our program across the country in 2023 and expand our virtual programming to reach more veterans with the resources and support needed to make a successful transition.



Expanded Community Engagement

In 2023, we will continue to find new and expanded ways for our alumni and supporter community to stay engaged give back to our community.

In 2022, 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.



Expanded Programs

In 2022, we continued to grow our 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 2023, 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 2023.

FOURBLOCK™