



FOURBLOCK 2025 ANNUAL IMPACT REPORT

BUILDING MEANINGFUL CAREERS.
CREATING ECONOMIC MOBILITY.

ANNUAL REPORT 2025



"There isn't another transition program that can match FourBlock. Every time I see a veteran, I know they want to live a life of significance. FourBlock is helping them do that. How does it get any better than that?"

**GENERAL CHARLES KRULAK, USMC (RET.)
31ST COMMANDANT OF THE MARINE CORPS,
FOURBLOCK HONORARY CHAIRMAN**

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Letter from the Founder & CEO

As I reflect on the past year, I am grateful to the veterans and military spouses who trusted FourBlock with their transition journeys—and to the employers, donors, volunteers, and partners who made that work possible. Transitioning from military service is about more than finding a job. It requires translating experience, building new relationships, and finding renewed purpose in the civilian workforce. FourBlock exists to help bridge that gap.

This year, we expanded our reach, strengthened our programs and partnerships, and invested in the tools and systems needed to support long-term career success. As we look ahead, our commitment remains clear: to ensure every veteran and military spouse has the opportunity to build a meaningful career and continue leading with purpose.



Mike Abrams

Founder & CEO, FourBlock

MISSION & VISION

We support veterans in building meaningful civilian careers.

Our vision is a future where every veteran transitions with purpose and opportunity, enabling them to continue living a life of significance.



7,000

Alumni

15,000

Community Members

THE CHALLENGE WE ARE ADDRESSING

We offer a systems-level solution to a national challenge by connecting employers, industries, and communities with a generation of high potential talent. At the same time, we support veterans in overcoming the personal challenges during their transition, helping them reconnect with purpose and meaningful careers.

OUR STORY

15 years ago, FourBlock was founded on a simple but powerful belief: meaningful employment changes lives. Inspired by a WWII veteran who said, "A good job saved my life," our name reflects the military concept of the "Three Block War." We are the Fourth Block - the final mission and journey home, where service members transition from military service to meaningful civilian careers and continue serving their communities in new ways.



"FourBlock was there for me when I needed them the most. There's no way I would be where I am today without FourBlock."

**GUNNERY SERGEANT RALPH DEQUEBEC, USMC (RET.),
FOURBLOCK ALUMNUS & TWO-TIME PARALYMPIC GOLD
MEDALIST**

Recognized for Impact. Trusted by Veterans, Employers, and Independent Evaluators.

Our outcomes speak clearly:

We are the national benchmark for outcome-based veteran-serving philanthropy, pairing data + humanity to deliver measurable economic mobility and real human transformation.

For our Service Members

- 94%** employment rate*
- 40%** higher starting salaries
- 84%** retention at 14+ months
- 100%** confidence improvement

For Funders:

- 97%** effectiveness: gold standard in the sector
- \$44.6M** annual community impact
- \$500M+** increased earnings over 15 years
- 12X** earnings yield for every dollar donated

Confidence, Clarity, and Community are transformed into lasting economic mobility



12X

Certified Effectiveness

(of those eligible*)

\$392.4 M

**Projected 10-year Economy Mobility
for the 2025 Career Readiness
Cohorts**

Independent Verification of Extraordinary Impact

Impact Genome Rated

97%

Certified Effective
“Gold Standard”



IMPACT GENOME
REGISTRY



**Charity Navigator
4-Star
Charity**

3 Consecutive Years



**Candid
Platinum
Transparency**

Six Consecutive Years



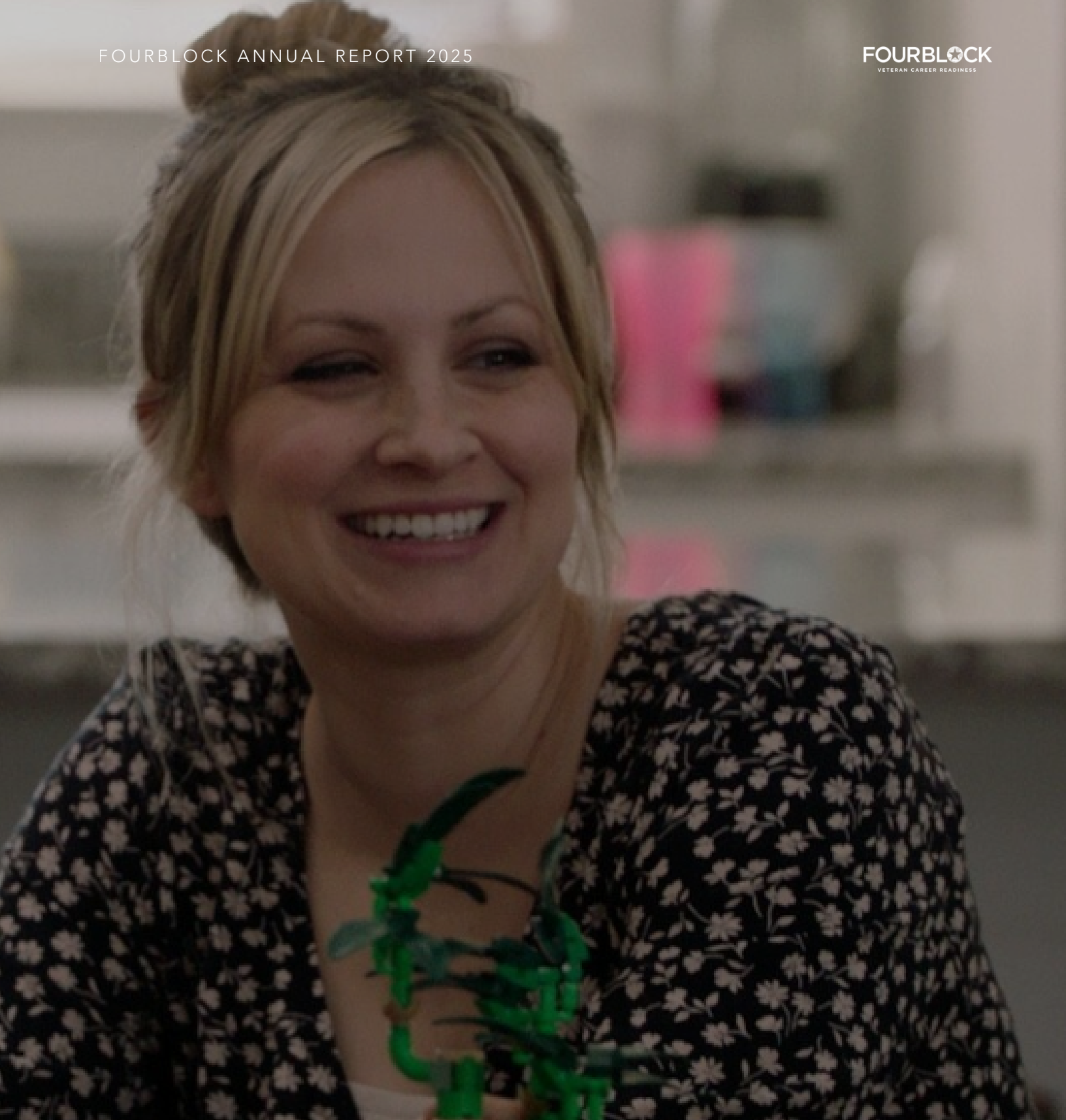
**GreatNonprofits
Top rated
Nonprofit**

8 Consecutive Years



**Best Nonprofit
to Work for**

5 Consecutive Years



"FourBlock was my hand out of deep water. Thank you for not only changing my life but saving my life."

ERIN MARTINEZ
U.S. MARINE CORPS VETERAN, FOURBLOCK ALUMNI



Relationships Create Opportunity. Impact Measures Success.

Every partnership, employer connection, and career launched contributes to three lasting outcomes: economic mobility for veterans and military spouses, workforce value for employers, and stronger communities.

430+

**Employer
Embedded events**

150

**Employer
Partners**

1500

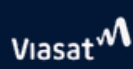
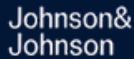
**Companies Have
Hired FourBlock
Alumni**

600

**Executive
Coaches, Mentors
& Volunteers**

7000

**Alumni of the
Veteran Career
Readiness Program**





"FourBlock's approach strongly resonates with our commitment at PwC to fostering an environment where every individual has the opportunity to grow, thrive, and achieve their full potential. By helping service members and military spouses translate their skills, experiences, and leadership into meaningful civilian careers, FourBlock creates pathways for people to succeed while strengthening the workforce communities we all serve."

**YOLANDA SEALS-COFFIELD, CHIEF PEOPLE & INCLUSION OFFICER,
PWC US**

The Challenge Isn't Talent. It's Translation.

FourBlock is an employer-embedded and connection workforce mobility ecosystem



EMPLOYER ECOSYSTEM

1,500+ employers have hired our alumni. Strong employer engagement drives real career outcomes.



CAREER READINESS

Employer-driven training and coaching that builds confidence, clarity, and in-demand skills.



PROFESSIONAL RELATIONSHIPS

Meaningful connections with employers, peers, mentors, and alumni create opportunity and long-term success.



INDUSTRY INTELLIGENCE

Real-time insights on industry trends, skills demand, and emerging career opportunities to keep talent ahead.



WORKFORCE DATA

Data-informed decisions that measure outcomes, improve programs, and drive impact.



TECHNOLOGY

Innovative tools and platforms that enhance the participant experience and strengthen employer engagement.



VOLUNTEER COACHES

700+ expert coaches and mentors donate their time and experience to guide and empower talent.



INDUSTRY PATHWAYS

Direct connections to high-growth industries and in-demand roles that align skills to employer needs.



True success lies not in what we achieve alone, but in
the connections we build and the support we offer
along the way."

AJ FRANK, VETERAN, FOURBLOCK ALUMNI, USAA

Career Readiness Program

Opportunity begins with direction. The Career Readiness Program is an employer-connected transition experience that builds confidence, expands professional networks, and prepares military-connected talent for long-term economic mobility.

In 2025, FourBlock helped 1016 veterans and military spouses gain that direction through 38 career readiness cohorts delivered across 19 markets nationwide.

1016
Participants in
2025

38
In Person &
Virtual

19
Markets
Nationwide

In-Person Cohorts

Atlanta	National Capital Region
Boston	New York
Charlotte	San Antonio
Colorado	Seattle
	Tampa

Virtual Cohorts

Central	Northeast
Dallas/Fort Worth	Philadelphia
Global	Southeast
Mid-Atlantic	Texas
Midwest	West

94%

Employment
rate



40%

Salary Lift

84%

Retention 14+
months



Military Spouse Career Readiness Program

Empowering Military Spouses to Build Meaningful, Portable Careers.

The Military Spouse Career Readiness Program helps military spouses build confidence, strengthen professional skills, expand their networks, and successfully navigate career transitions despite the challenges of military life.

In 2025, FourBlock enrolled 77 military spouses across three program terms, equipping them with career readiness training, coaching, mentorship, and employer connections to pursue meaningful civilian careers wherever military service takes them.

77

Participants Enrolled
in 2025

3

Program
Terms

In partnership with



**PREPARE TO
LAUNCH U**

72%

Extremely Confident
in Their Career
Direction

9.6 / 10

Likelihood to
Recommend
FourBlock

4.85 / 5

Overall Program
Experience





"My FourBlock experience really was a game changer
for my life outside the military."

Patrick Kearney, Veteran, FourBlock Alumni

PATRICK KEARNEY, VETERAN, FOURBLOCK ALUMNI

Industry Pathways Events

Career Exploration Meets Industry Connection. The Industry Pathways series brings together employers, industry leaders, and subject matter experts to help veterans and military spouses explore high-growth career fields, understand workforce trends, and build meaningful professional connections.

In 2025, FourBlock hosted seven Industry Pathways events across five sectors, connecting more than 700 participants with over 20 employer partners and expert speakers who shared industry insights, career advice, and hiring opportunities.

Featured Industry Sectors

Advanced Technology: Cybersecurity, AI, Cloud, Data

Industrial Base & Defense: Manufacturing, Engineering, Aerospace

Infrastructure & Movement: Construction, Transportation, Logistics

Finance & Markets: Banking, Financial Services, Insurance

Health & Civil Systems: Healthcare, Public Service, Life Sciences

20
Employer
Partners

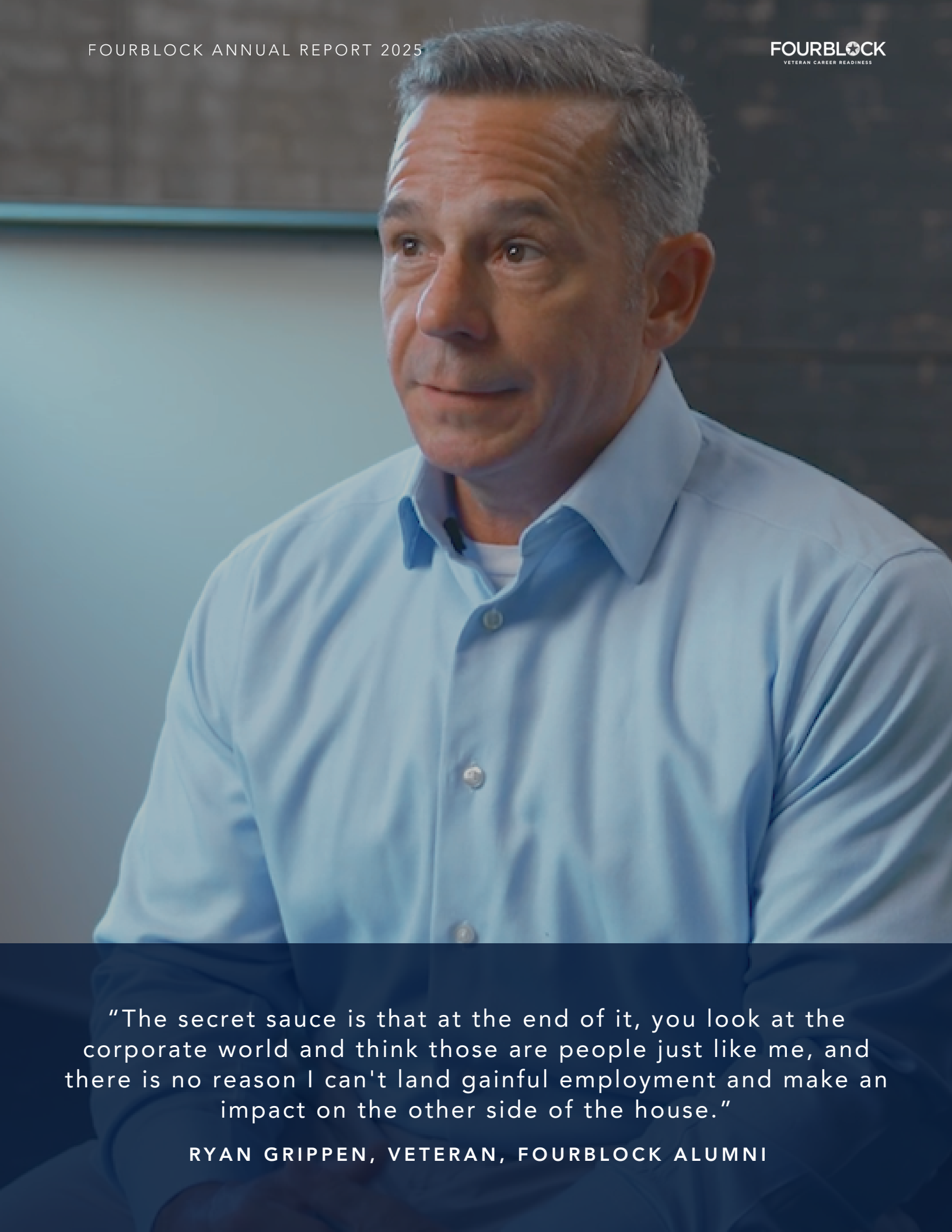
5
Industry
Sectors

7
Events
Delivered



700
Participants
Engaged





"The secret sauce is that at the end of it, you look at the corporate world and think those are people just like me, and there is no reason I can't land gainful employment and make an impact on the other side of the house."

RYAN GRIPPEN, VETERAN, FOURBLOCK ALUMNI

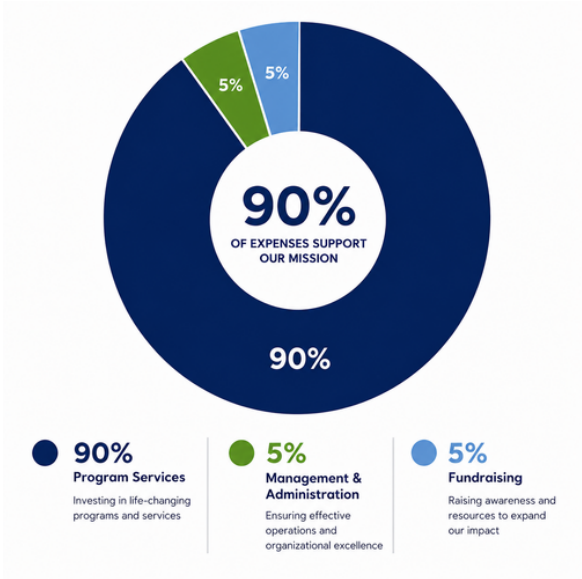
2025 Financials

Building a Strong Foundation for Long-Term Impact

90% of every dollar was spent directly serving our veterans and military spouses.

Support & Revenue	Amount
Contributions	\$1.53M
Grants	\$1.35M
Investments	\$69K
Total Revenue	\$2.96M

Investment in Mission	Amount
Program Investment	\$3.03M
Management & Administration	\$152K
Fundraising	\$174K



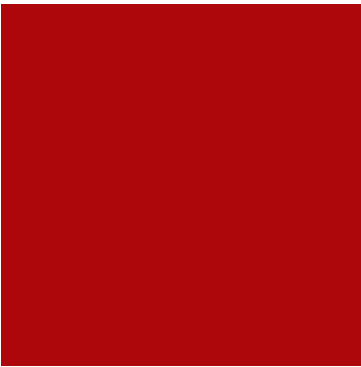
Every dollar entrusted to FourBlock is invested in expanding career opportunity, strengthening employer partnerships, and increasing economic mobility for transitioning service members, veterans, and military spouses.





The challenge is no longer just getting a job. It's finding the right job. One that leads to long-term growth, stability, and leadership. Without that alignment, veterans don't just lose income. They lose momentum. Confidence. And opportunity. That's why FourBlock exists.

Michael Abrams, Founder & CEO, FourBlock



FourBlock Board of Directors



General Charles Krulak

31st Commandant, USMC (ret.),
Honorary Chairman



Michael Abrams

Founder & CEO



Darren Sumter

Chair



Tony Verducci

Director



Kevin Gallagher

Treasurer



Richard Stehl

Secretary



Chris Pink

Director



Jo Ann Ross

Director



Chris Thompson

Director



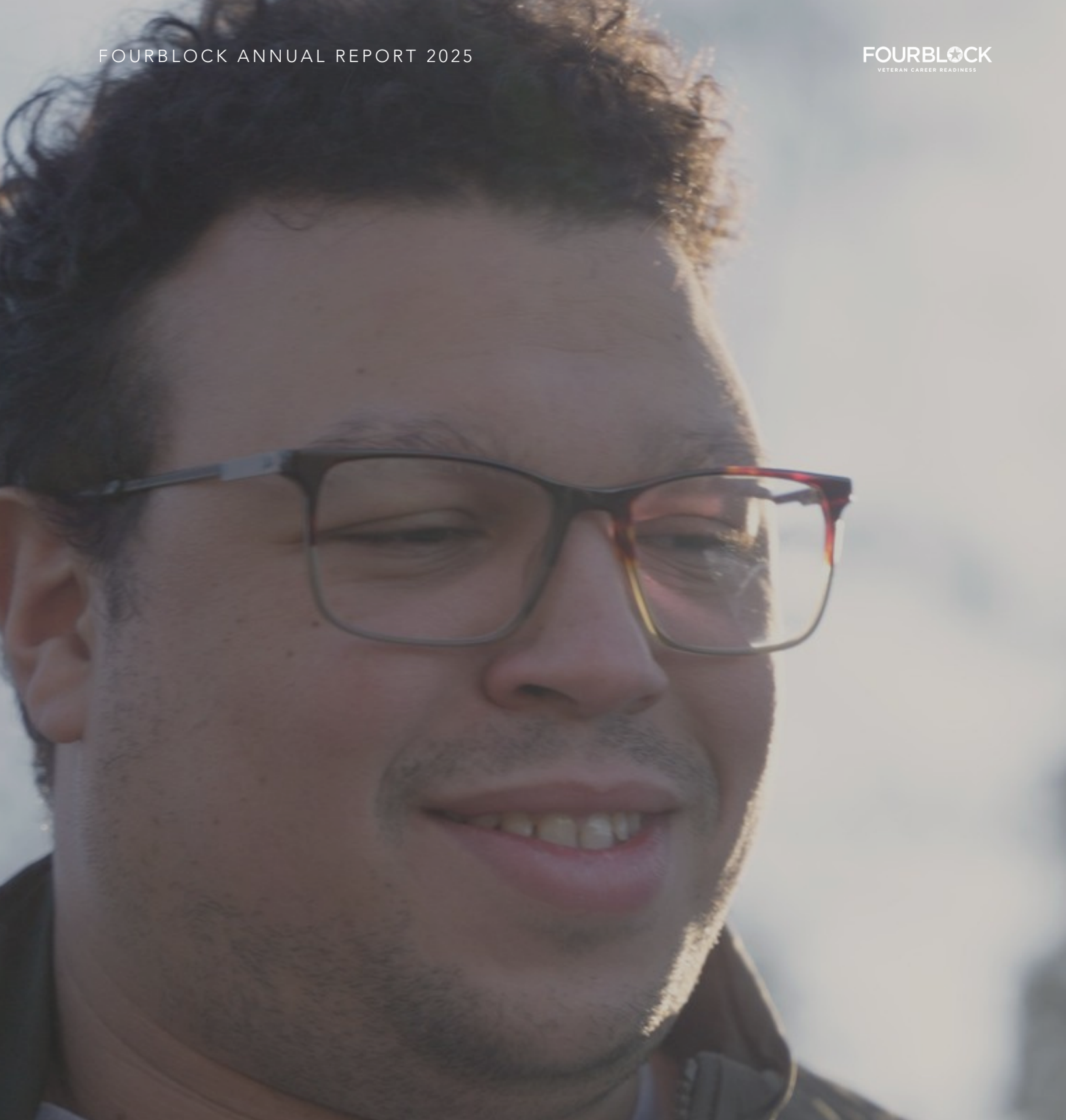
Peter Sinensky

Director



Bill Murray

Director



"FourBlock gives you the best opportunity for a
better life outside the military."

ANGEL RODRIGUEZ, U.S. MARINE CORPS VETERAN,
FOURBLOCK ALUMNI, BOEING

Looking Ahead Building the Future of Career Mobility

A career is more than a first job. It's a lifetime of growth, relationships, opportunity, and economic mobility.

FourBlock is building the next generation of career mobility infrastructure through AI-powered technology, employer partnerships, workforce intelligence, and industry engagement—creating stronger talent pipelines and expanding opportunity for the military-connected community.

Our Career Mobility Ecosystem

FourBlock Career Transition Tools – AI-powered career intelligence

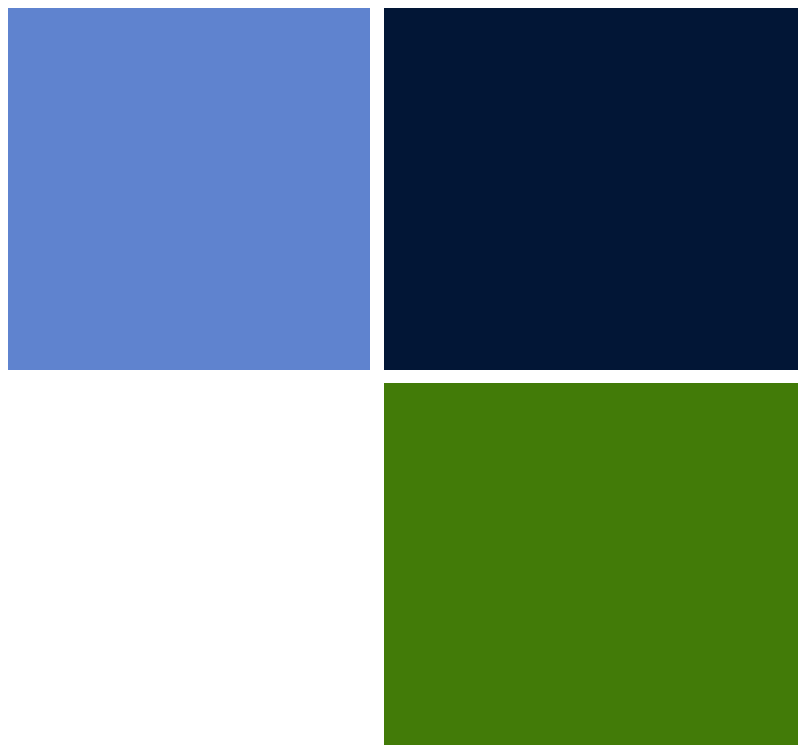
Industry Pathways – Employer-led career exploration

Future Force – Workforce solutions for employers

Workforce Intelligence – Data that drives better outcomes

Research & Impact – 3rd Party validated impact metrics

Together, these initiatives are shaping the future of veteran career success.





Thank You for Investing in Possibility

Every career launched, every relationship built, and every opportunity created is possible because of the generosity of our volunteers, employer partners, donors, foundations, coaches, and supporters.

Together, we are helping veterans and military spouses build meaningful careers while strengthening the workforce and the communities we serve. Thank you for being part of the FourBlock mission.

www.fourblock.org
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