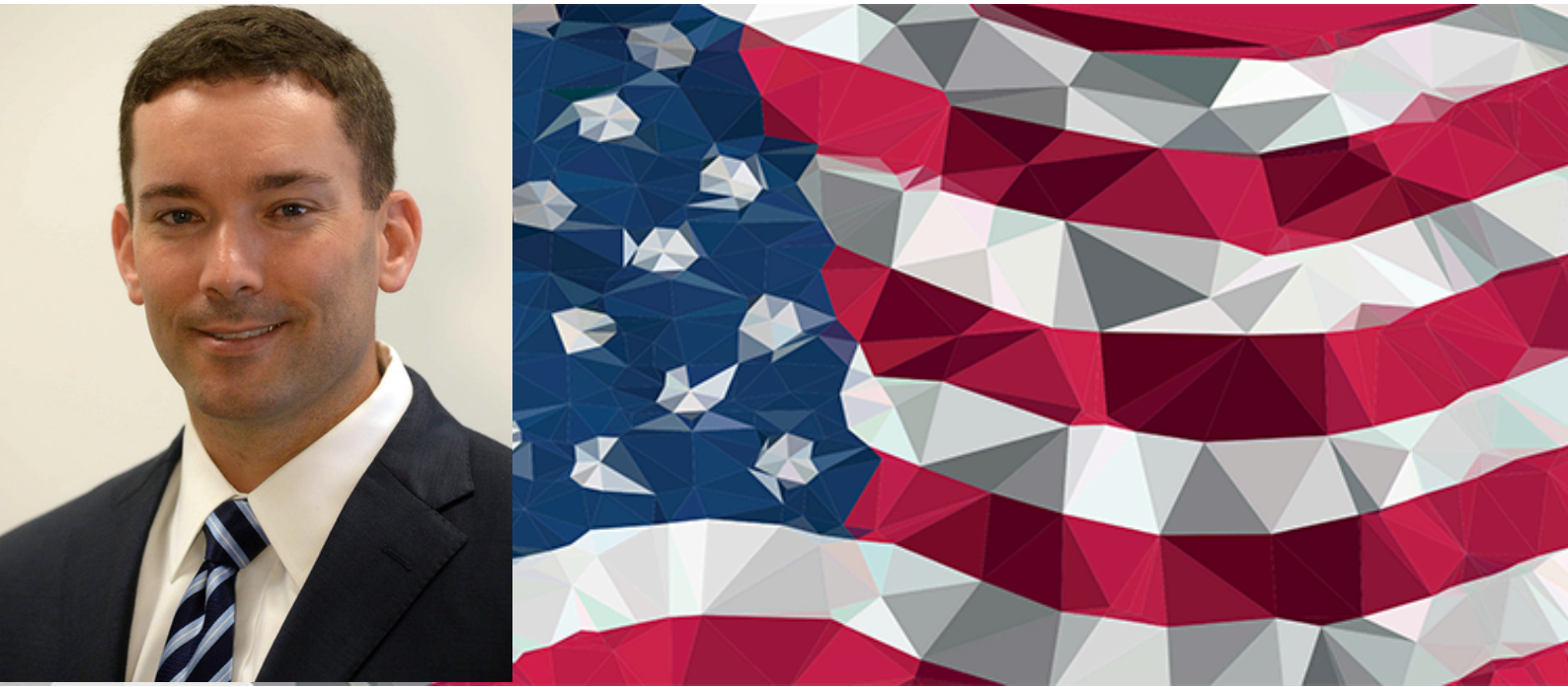


A large, circular seal is centered in the background. It features a red border with the words "ACT WITH INTEGRITY" on the left, "TRUST" on the right, and "EXCELLENCE" at the bottom. Inside the border are six circular crests representing the military branches: Army, Navy, Air Force, Marine Corps, Coast Guard, and Space Force. In the center of the seal, the word "FOURBLOCK" is written in a large, bold, sans-serif font, with the "O" replaced by a star. Below it, the tagline "VETERAN CAREER READINESS" is written in a smaller, all-caps, sans-serif font.

FOURBLOCK ANNUAL REPORT 2024



Dear Supporters,

As we reflect on 2024, I am proud to share another year of growth and impact in support of FourBlock's mission to help service members, veterans, and military spouses transition into meaningful civilian careers.

In 2024, FourBlock served 918 veterans nationwide through our Career Readiness Program, expanding access to professional development, employer connections, and career opportunities across communities and virtual regions throughout the country. At the heart of FourBlock's work is the belief that career transition is about more than finding a job. It is about finding purpose, belonging, and a meaningful next mission.

Through partnerships with employers including Wells Fargo, Coca-Cola, Amazon, PwC, USAA, and others, veterans connect with organizations seeking their leadership, skills, and experience. Looking ahead, FourBlock remains committed to building an employer-connected career mobility ecosystem that creates pathways for veterans and military spouses to thrive.

With gratitude,

A handwritten signature in blue ink that reads "Mike".

Michael Abrams

Founder, FourBlock



***“FourBlock was there for me
when I needed them the most.
There’s no way I would be
where I am today without
FourBlock.”***



RALPH DEQUEBEC

Gunnery Sergeant, USMC, 2-time Paralympic Gold Medalist

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.

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.

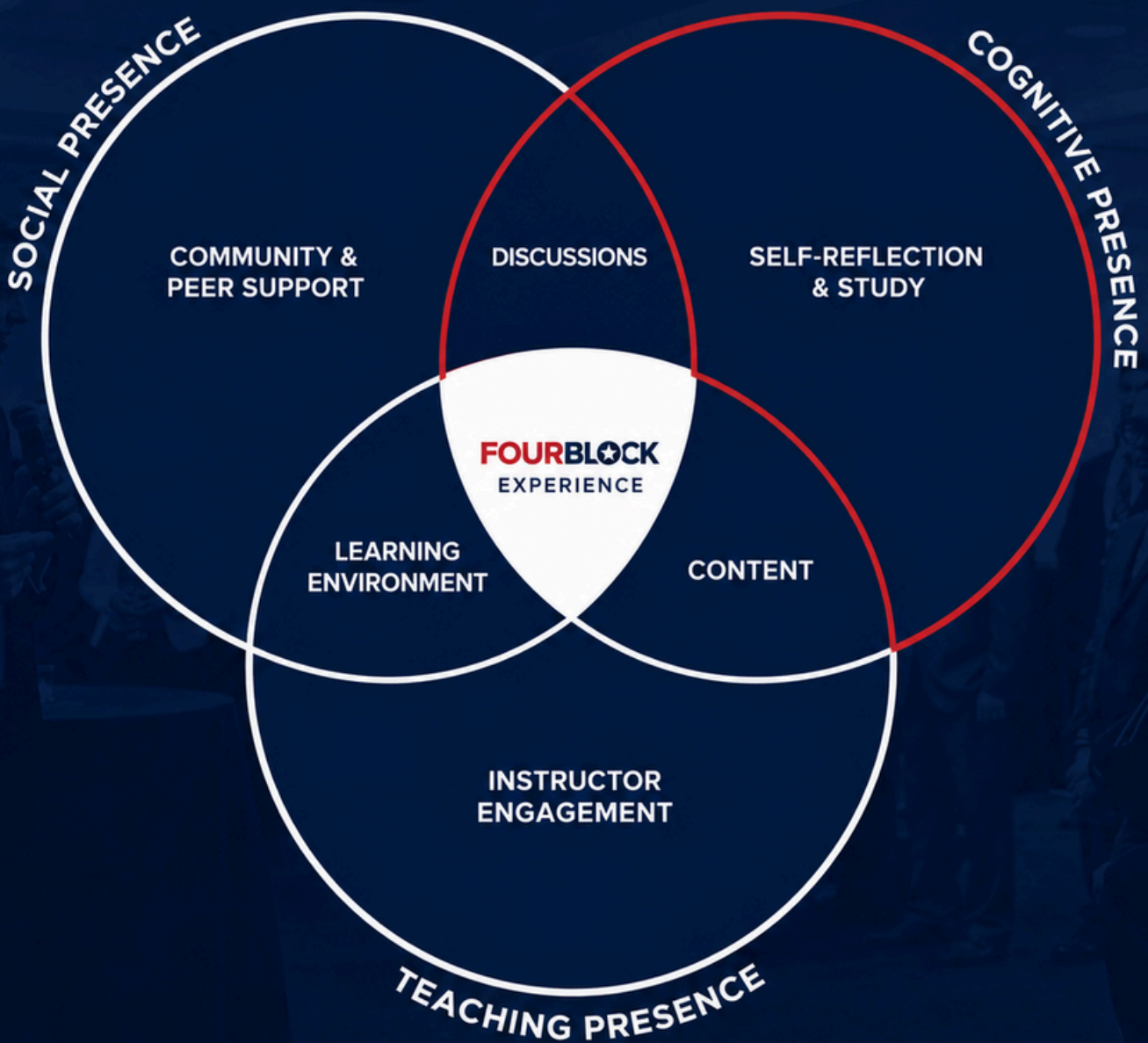
Our Career Readiness Program is the most comprehensive professional development program available for Post-9/11 veterans.

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.

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 LEARNING MODEL



ABOUT US

Thanks to our partners, we expanded our services for both Veterans and our employer organizations.



918 Veterans Served Nationwide

Thanks to our programs, our veterans were introduced to challenging careers at industry-leading companies such as Wells Fargo, Vertex Pharmaceuticals, Zoom, Wellington Management, Amazon, PwC, USAA, FourBlock alumni also went on to pursue graduate degrees, law degrees, and MBAs at top universities.



20+ Communities and Virtual Regions Served

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



6000+ 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

Shaping the future, together

NATIONAL PARTNERS

Coca-Cola

amazon

pwc

USAA

WELLS
FARGO

PROGRAM PARTNERS

Accenture

AIG

BCG

CBS

Citigroup

Cognizant

Comcast

Deloitte

Expedia

National Football League

NBCUniversal

QBE

America Samsung

Slalom

Starbucks

Starr Companies

State Street Bank

T-Mobile

UPS

Wellington

Vertex

Zoom

OUR COMMUNITY

COHORT LOCATIONS



OUR NETWORK OF SUPPORT



40 cohorts offered in 2024 in **10** cities/locations and **8** virtual regions



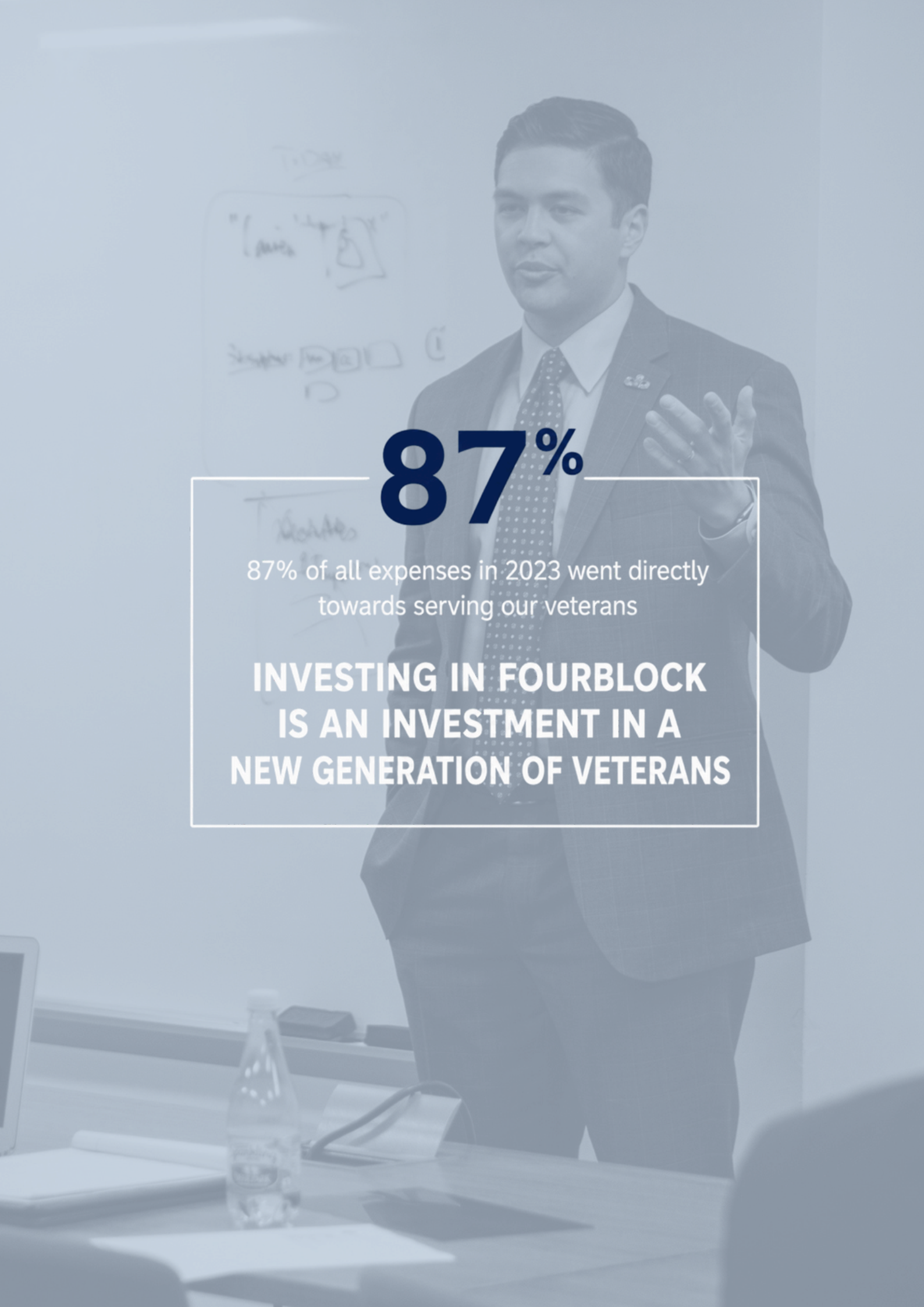
45 CRIs who led our cohorts in 2024



1800+ volunteers from # of companies who hosted in 2024



250+ coaches in 2024

A man in a dark suit, white shirt, and patterned tie is standing and speaking. He is gesturing with his right hand. In the background, there is a whiteboard with some handwritten notes and diagrams. The entire image has a light blue overlay.

87%

87% of all expenses in 2023 went directly
towards serving our veterans

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

2024 FINANCIALS

2024

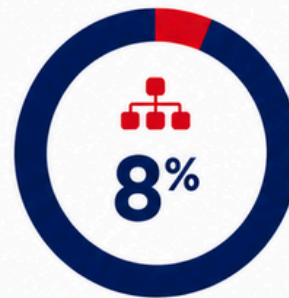
SUPPORT & REVENUES	
Contributions	\$994,492
Grants	\$1,086,088
Contributions In-Kind	\$320,800
Other Revenue	\$6,402
Net Assets Released from Restriction	\$1,836,575
TOTAL SUPPORT & REVENUES	\$4,244,357

EXPENSES	
Program Services	\$4,008,586
Management & General	\$361,000
Fundraising	\$218,128
TOTAL EXPENSES	\$4,587,714

ASSETS	
Change in Net Assets	\$1,432,647
Net Assets, Beginning of Year	\$1,673,623
NET ASSETS, END OF YEAR	\$3,106,046



**DIRECT PROGRAM
EXPENSES**



**MANAGEMENT &
GENERAL EXPENSES**



**FUNDRAISING
EXPENSES**



BBB STANDARDS

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