



Hackbright
Academy

OUTCOMES REPORT

As of October 26, 2016,

Hackbright Academy provides women with an immersive learning experience that combines computer science fundamentals, professional software development skills, and a unique, inclusive, and supportive community.

Our goals are to educate and support our students with a strong community and professional network, one that recognizes the importance of diversity in the workplace. We want to change the ratio of women in the technology industry and empower women to achieve bold careers, increase their salaries, and be fully represented in the technology industry, one of the fastest growing sectors around the world.

“Our engineers have been trained based on curriculum desired by top companies. We are as proud of our outcome numbers as we are of the students who achieve them.” – **Sharon Wienbar, Hackbright Academy CEO**

To the Management
Hackbright Academy
San Francisco, California

Certified
Public
Accountants



Palo Alto
San Francisco
San Jose
St. Helena

INDEPENDENT ACCOUNTANT'S REPORT

We have examined management's assertions that the accompanying Outcomes Report for students graduating from February 2, 2014 through September 18, 2015 is fairly presented in accordance with the Management Statement Regarding Assertions Related to Hackbright Academy's Historical Job Outcomes and Graduation Rates. Hackbright Academy's management is responsible for the assertions. Our responsibility is to express an opinion on the assertions based on our examination.

Our examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants and, accordingly, included examining, on a test basis, evidence supporting management's assertions and performing such other procedures as we considered necessary in the circumstances. We believe that our examination provides a reasonable basis for our opinion.

In our opinion, management's assertions that the Outcomes Report for students graduating from February 2, 2014 through September 18, 2015 is presented in accordance with the Management Statement Regarding Assertions Related to Hackbright Academy's Historical Job Outcomes and Graduation Rates, are fairly stated, in all material respects.

Frank, Rimerman + Co. LLP

San Francisco, California
October 26, 2016

**MANAGEMENT STATEMENT REGARDING ASSERTIONS
RELATED TO HACKBRIGHT ACADEMY'S HISTORICAL
JOB OUTCOMES AND GRADUATION RATES**
TERMINOLOGY

We, as management of Hackbright Academy (the "Academy"), are responsible for the assertions made in preparing Hackbright Academy's Outcomes Report (the "Report") as of October 26, 2016. The Report is intended to provide users with information about historical job placement statistics and metrics for Hackbright Academy's engineering fellowships. We confirm, to the best of our knowledge and belief, the following assertions:

1. Between February 2, 2014 and September 18, 2015, the Academy enrolled 184 students. Of the 184 students who enrolled in the program, 183 students completed the program.
2. Job objectives for the 183 students graduated between February 2, 2014 and September 18, 2015 were as follows: ⁽¹⁾
 - a. 164 graduates were considered job seeking ("job seeking" is defined as actively looking for employment in a technical or tech-adjacent role following graduation).
 - b. The other 19 graduates ("non-job seeking") pursued other opportunities in the 90 days following graduation: 9 returned to previous employer, 6 were hired by the Academy, 2 went to graduate school, and 2 were not authorized to work in the United States.
3. Of the 164 total job seeking graduates, 111 graduates provided job structure data:
 - a. 87 accepted full-time salaried roles,
 - b. 12 accepted paid internships or apprenticeships,
 - c. 12 accepted paid contract work.

¹ This Report analyzes results on six graduating fellowships (First enrolling February 2, 2014 and last graduating September 18, 2015, or "Spring 2014" through "Summer 2015").

Graduates – Students who completed the program.

Job Seekers – Graduates actively looking for employment in a technical or tech-adjacent role following graduation.

Non-Job Seekers – Graduates not seeking employment, sometimes called exemptions.

Full-Time Salaried Roles – Accepted employment in technical role as a full-time salaried employee, as reported by graduate. This is a W2 employee working more than 32 hours a week.

Apprenticeship / Paid Intern (Non-Regular Employees) – Short-term work commitment of less than 6 months.

Contract Work (Non-Regular Employees) – Graduate received temporary contract work in technical role as a non-regular/non-salaried employee.



4. Of the 164 total job seeking graduates, 110 graduates provided time to first job:
 - a. 29 graduates accepted jobs within 30 days of graduation,
 - b. 31 graduates accepted jobs between 31 and 60 days after graduation,
 - c. 19 graduates accepted jobs between 61 and 90 days after graduation,
 - d. 13 graduates accepted jobs between 91 and 120 days after graduation,
 - e. 13 graduates accepted jobs between 121 and 180 days after graduation,
 - f. 5 graduates accepted jobs 180 days after graduation,

5. Based on available salary data for graduates who accepted jobs as full-time, regular employees (excluding non-regular employees i.e. apprenticeships/paid internships/contract work, and non-job seekers) as reported by the graduate; 86 graduates confirmed compensation on their first job:
 - a. Salary range of \$50,000-\$59,999 – 2 graduates,
 - b. Salary range of \$60,000-\$69,999 – 1 graduate,
 - c. Salary range of \$70,000-\$79,999 – 12 graduates,
 - d. Salary range of \$80,000-\$89,999 – 23 graduates,
 - e. Salary range of \$90,000-\$99,999 – 16 graduates,
 - f. Salary range of \$100,000-\$109,999 – 17 graduates,
 - g. Salary range of \$110,000-\$119,999 – 11 graduates,
 - h. Salary range of \$120,000-\$129,999 – 2 graduates,
 - i. Salary range of \$150,000-\$159,999 – 1 graduate,
 - j. Salary over \$160,000 – 1 graduate.

6. Based on confirmed salary data from job seeking graduates who accepted jobs as full-time, regular employees (excluding non-regular employees i.e. apprenticeships/paid internships/contract work, and non-job seekers), the average annual salary is \$92,917. The median is \$90,000. The average hourly wage for non-regular employees (i.e. apprenticeships/paid internships/contract work) is \$38/hr or \$79,158 annualized.

Timeline to Job – The number of days from graduation to date an offer letter is accepted or a job is started, as reported by student.

Salary – Annual base compensation. Does not include equity or bonus.

VETTED DATA

This Report continues our tradition of releasing data on job outcomes. Our previous Report covered our first five graduating engineering fellowship cohorts (“Summer 2012” through “Fall 2013”). This updated Outcomes Report covers the next six graduating engineering fellowships (February 2, 2014 through September 18, 2015, or “Spring 2014” through “Summer 2015”).



Hackbright Academy is licensed to operate in the State of California by the [Bureau for Private Postsecondary Education](#) (BPPE). Approval means the institution is in compliance with the minimum operating standards contained in the Private Postsecondary Education Act and the California Code of Regulations.



Frank, Rimerman + Co. LLP
certified public accountants

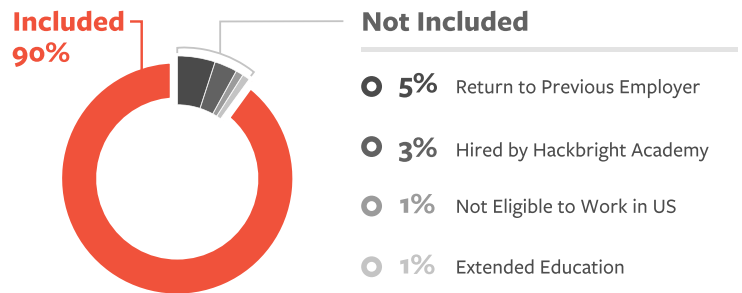
Third-Party Examination: The examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants.

OUTCOMES REPORT



Who's Included in our Job Outcomes?

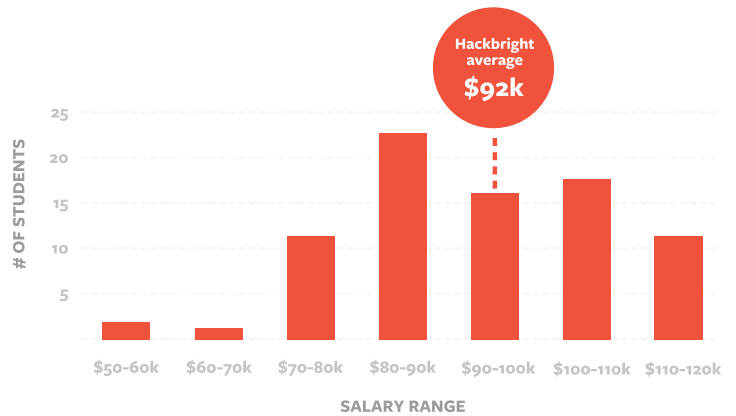
Our outcomes are based on an analysis of the 184 Hackbright graduates who completed the program between February 2014 and September 2015. Our **graduation rate** is based on an analysis of 184 graduates. Of the 184 graduates, 90% or 164 graduates are considered job seeking.



Average First Job Salary

The **average salary** is based on self-reporting by 86 graduates. The exact average salary was \$92,917.

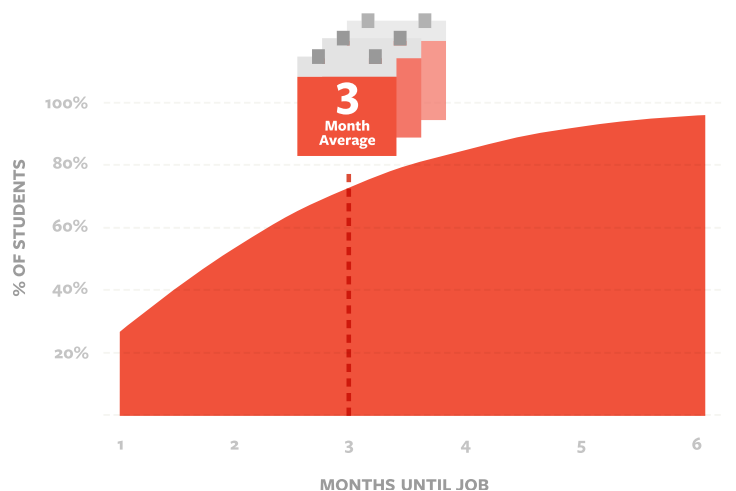
Based on available full-time salary data for graduates who accepted jobs, graduates reported:



Time to First Job

We introduce students to a network of teams at leading companies looking to hire qualified engineers.

Time to first job is based on self-reporting by 110 graduates. Of the total job seeking graduates, graduates provided the following time to first job:





Hackbright Academy

By

A handwritten signature in black ink, appearing to read "Sharon", written over a horizontal line.

Sharon Wienbar, CEO

10/26/16

Date