



GRAD Report – 2022 Part 1

Outcomes for students who graduated between 1/1/22 – 6/30/22

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II. Graduate Results Advertising Directive (GRAD)

Galvanize is committed to helping prospective students discern the return on their tuition investment. That's why we created **Graduate Results Advertising Directive (GRAD)**, a student outcomes reporting standard that openly discloses our schools' data collection and advertising practices. You can find a detailed description of GRAD standards used to compile this report by [clicking here](#).

We adhered strictly to GRAD in our production and publication of this 2022 Part 1 GRAD Report, which publicly discloses data on the success of job-seeking students who graduated from our schools between January 1st, 2022 and June 30th, 2022.

GRAD is built on the following four principles:

1. **Accountability** - Alongside the legal reporting mandates that are required of Galvanize in each jurisdiction where it operates, Galvanize is committed to adhering to the additional compliance standards as set forth in GRAD.
2. **Transparency** - GRAD Reports must include (i) employment data for all graduates who confirm their intention to obtain an in-field job upon graduation, (ii) the percentage of Job-Seeking Graduates reporting data, and (iii) a complete numeration of Enrolled Students and the rate at which those students graduate on-time.
3. **Honesty** - All student outcomes-related advertisements and claims made by Galvanize will be consistent with the rules defined in GRAD to represent accurate, student-friendly data to the public.
4. **Authentication** - GRAD Reports must be reviewed and verified by a certified third-party auditor prior to publication. This auditor must confirm that there is evidence for the claims made in the GRAD Report. GRAD Reports shall include the third-party auditor's details and their findings.

V. Hack Reactor by Galvanize – Overall Results



80.4%

Success Rate
(within 180 days of graduation)

\$95,000

Compensation Rate
(88% grads reported)

\$35,680

Median Compensation Increase

Campus Snapshot

This table provides results for the Intermediate Full-time Coding Bootcamp (Hack Reactor Software Engineering Online Immersive).

Campus	Job-Seeking Graduates	Graduation Rate (on-time)	Success Rate (within 180 days of graduation)	Compensation Rate (median annual salary)	Salaries Reported (percentage of grads)
Intermediate Full-time (Pacific)	166	73.7%	78.3%	\$100,000	85.4%
Intermediate Full-time (Central)	19	87.0%	84.2%	\$90,000	87.5%
Intermediate Full-time (Eastern)	68	75.3%	82.3%	\$90,750	92.9%
Intermediate Part-time	70	56.8%	82.8%	\$96,000	87.9%

Company Placement



VII. Deep Dive

This section provides a deeper dive into the outcomes of our Graduates on a program-by-campus basis. Please note that the Beginner Full-time Coding Bootcamp (Hack Reactor Software Engineering with JavaScript and Python) did not run during this Reporting Period. For each campus-program deep dive, the blue boxes indicate the most prominent figures.

[Deep Dive Begins on Next Page]

Intermediate Full-time Coding Bootcamp (Hack Reactor Software Engineering Online Immersive - Pacific Time)

Program Length: 12 Weeks Enrolled Students: 236

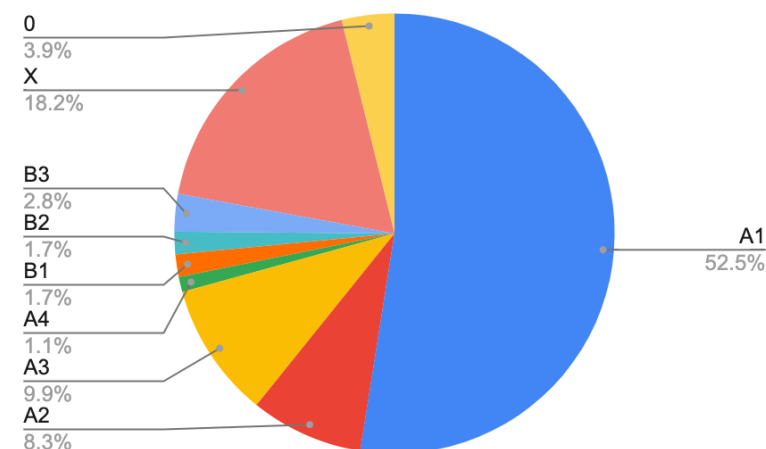
Graduation Rate	Percentage	Graduates
On-Time Graduation Rate	73.73%	174
Late Graduation Rate	76.69%	181

Graduate Composition	Percentage	Graduates
Job-Seeking Graduates	91.71%	166
Non-Job-Seeking Graduates	4.42%	8
Non-Responsive Graduates	3.87%	7

Graduate Success Rate (at 180 Days after Graduation)	78.31%
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Outcomes Results at 180 Days	Percentage	Graduates
A1 - Full-time in-field offer	52.49%	95
A2 - Full-time in-field apprenticeship, internship, or contract offer	8.29%	15
A3 - Short-term in-field contract, part-time offer, freelance, or unknown length	9.94%	18
A4 - Started a new company or venture after graduation	1.10%	2
B1 - Out-of-field offer	1.66%	3
B2 - Not seeking a job in order to continue education	1.66%	3
B3 - Not seeking a job for health, family, work authorization, or personal reasons	2.76%	5
X - Still seeking an in-field job	18.23%	33
0 - Non-responsive	3.87%	7
Hired by School	9.64%	16

Compensation Results at 180 Days	
Graduate Compensation Rate (Median, In-Field)	\$100,000
Graduates Reporting Compensation	85.38% (111 Graduates)
Percent Part-Time Hourly	0.90%
Avg. Days to Offer	67.60



Intermediate Full-time Coding Bootcamp (Hack Reactor Software Engineering Online Immersive - Central Time)

Program Length: 12 Weeks Enrolled Students: 23

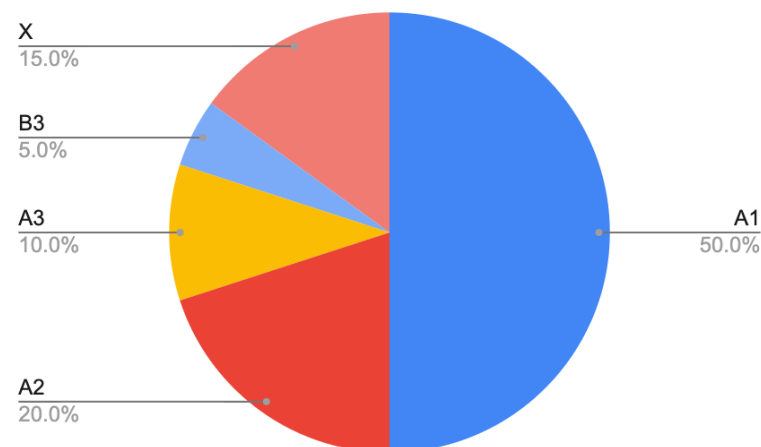
Graduation Rate	Percentage	Graduates
On-Time Graduation Rate	86.96%	20
Late Graduation Rate	86.96%	20

Graduate Composition	Percentage	Graduates
Job-Seeking Graduates	95.00%	19
Non-Job-Seeking Graduates	5.00%	1
Non-Responsive Graduates	0.00%	0

Compensation Results at 180 Days	
Graduate Compensation Rate (Median, In-Field)	\$90,000
Graduates Reporting Compensation	87.50% (14 Graduates)
Percent Part-Time Hourly	0.00%
Avg. Days to Offer	58.07

Graduate Success Rate (at 180 Days after Graduation)	84.21%
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Outcomes Results at 180 Days	Percentage	Graduates
A1 - Full-time in-field offer	50.00%	10
A2 - Full-time in-field apprenticeship, internship, or contract offer	20.00%	4
A3 - Short-term in-field contract, part-time offer, freelance, or unknown length	10.00%	2
A4 - Started a new company or venture after graduation	0.00%	0
B1 - Out-of-field offer	0.00%	0
B2 - Not seeking a job in order to continue education	0.00%	0
B3 - Not seeking a job for health, family, work authorization, or personal reasons	5.00%	1
X - Still seeking an in-field job	15.00%	3
0 - Non-responsive	0.00%	0
Hired by School	5.26%	1



Intermediate Full-time Coding Bootcamp (Hack Reactor Software Engineering Online Immersive - Eastern Time)

Program Length: 12 Weeks Enrolled Students: 93

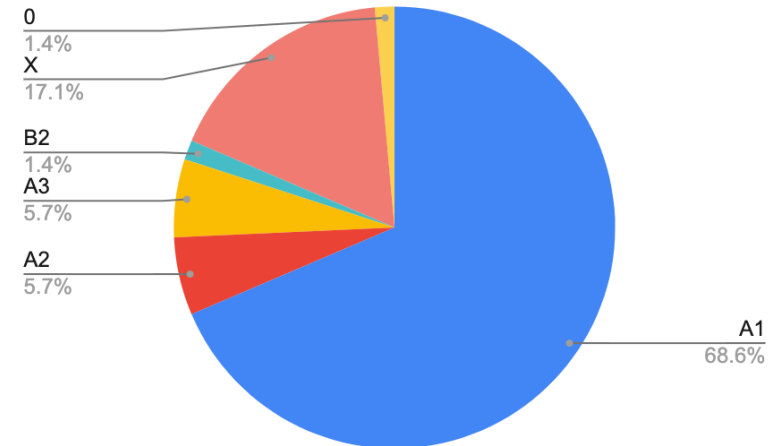
Graduation Rate	Percentage	Graduates
On-Time Graduation Rate	75.27%	70
Late Graduation Rate	75.27%	70

Graduate Composition	Percentage	Graduates
Job-Seeking Graduates	97.14%	68
Non-Job-Seeking Graduates	1.43%	1
Non-Responsive Graduates	1.43%	1

Graduate Success Rate (at 180 Days after Graduation)	82.35%
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Outcomes Results at 180 Days	Percentage	Graduates
A1 - Full-time in-field offer	68.57%	48
A2 - Full-time in-field apprenticeship, internship, or contract offer	5.71%	4
A3 - Short-term in-field contract, part-time offer, freelance, or unknown length	5.71%	4
A4 - Started a new company or venture after graduation	0.00%	0
B1 - Out-of-field offer	0.00%	0
B2 - Not seeking a job in order to continue education	1.43%	1
B3 - Not seeking a job for health, family, work authorization, or personal reasons	0.00%	0
X - Still seeking an in-field job	17.14%	12
0 - Non-responsive	1.43%	1
Hired by School	4.41%	3

Compensation Results at 180 Days	
Graduate Compensation Rate (Median, In-Field)	\$90,750
Graduates Reporting Compensation	92.86% (52 Graduates)
Percent Part-Time Hourly	1.92%
Avg. Days to Offer	69.52



Intermediate Part-time Coding Bootcamp (Hack Reactor Software Engineering Online Immersive)

Program Length: 37 Weeks Enrolled Students: 132

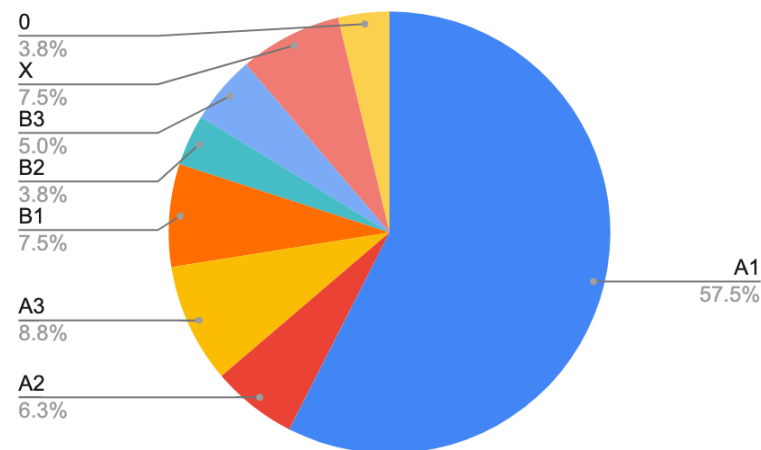
Graduation Rate	Percentage	Graduates
On-Time Graduation Rate	56.82%	75
Late Graduation Rate	60.61%	80

Graduate Composition	Percentage	Graduates
Job-Seeking Graduates	87.50%	70
Non-Job-Seeking Graduates	8.75%	7
Non-Responsive Graduates	3.75%	3

Graduate Success Rate	82.85%
(at 180 Days after Graduation)	

Outcomes Results at 180 Days	Percentage	Graduates
A1 - Full-time in-field offer	57.50%	46
A2 - Full-time in-field apprenticeship, internship, or contract offer	6.25%	5
A3 - Short-term in-field contract, part-time offer, freelance, or unknown length	8.75%	7
A4 - Started a new company or venture after graduation	0.00%	0
B1 - Out-of-field offer	7.50%	6
B2 - Not seeking a job in order to continue education	3.75%	3
B3 - Not seeking a job for health, family, work authorization, or personal reasons	5.00%	4
X - Still seeking an in-field job	7.50%	6
0 - Non-responsive	3.75%	3
Hired by School	8.57%	6

Compensation Results at 180 Days	
Graduate Compensation Rate (Median, In-Field)	\$96,000
Graduates Reporting Compensation	87.93% (51 Graduates)
Percent Part-Time Hourly	0.00%
Avg. Days to Offer	54.47



Galvanize, Inc.

***Independent Accountants' Report on
Applying Agreed-Upon Procedures***

Reporting period January 1, 2022 through June 30, 2022

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**Independent Accountants' Report
on Applying Agreed-Upon Procedures**

To Management
Galvanize, Inc.
Denver, Colorado

We have performed the agreed-upon procedures enumerated below on the Publishable Graduation Rate, the Publishable Success Rate, the Publishable Compensation Rate, and the Average Days Until Offer of Galvanize, Inc. (the "Company") for the six-month period from January 1, 2022 through June 30, 2022. Galvanize, Inc.'s management is responsible for the Company's Publishable Graduation Rate, the Publishable Success Rate, the Publishable Compensation Rate, and the Average Days Until Offer.

The Company has agreed to and acknowledged that the procedures performed are appropriate to meet the intended purpose of its Publishable Graduation Rate, the Publishable Success Rate, the Publishable Compensation Rate, and the Average Days Until Offer for the six-month period from January 1, 2022 through June 30, 2022. This report may not be suitable for any other purpose. The procedures performed may not address all the items of interest to a user of this report and may not meet the needs of all users of this report and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes.

Definitions:

- A. **Graduation Rate** – The Graduation Rate represents the percentage of enrolled students who become graduates by graduating from the original cohort they enrolled in (on-time).
- B. **Success Rate** – The Success Rate is composed of students who are classified under outcome codes (A1), (A2), (A3), and (A4). Graduates classified under codes (B2), (B3), and (0) are excluded.
- C. **Compensation Rate** – The Compensation Rate includes only annualized base compensation and excludes bonuses, equity, relocation, and any other non-base compensation. If a graduate has held multiple positions of the same outcome classification code within the job search period, the Company reports on the position acquired at its discretion. However, the Company must use the compensation of the position that matches the Graduate's offer or start date. If compensation information is known, it must be included. A GRAD Report must indicate the total number of job-seeking graduates as well as the percentage of successful job seekers who shared their salary information.
- D. **Average Days Until Offer** – Each successful job seeker's days until first offer is the difference between their graduation date and the day of their offer or their first day on the job (the earlier of the days for which Galvanize, Inc. has documentation). The Average Days Until Offer is merely an average of each successful job seeker's job search length.

The procedures and the associated findings are as follows:

- 1. Verify enrollment and the effective graduation dates of a sample of students who are to be included in the Graduation Rate calculation as defined by Definition A.

Galvanize, Inc.

Reporting period January 1, 2022 through June 30, 2022

Procedures:

- a) Obtained the list of all enrolled students with an original or effective graduation date, per the Company's records, during the six-month reporting period from January 1, 2022 through June 30, 2022.
- b) Verified that students designated as "graduated" completed the program during the six-month reporting period from January 1, 2022 through June 30, 2022 through direct communication with the graduate. For those graduates who didn't respond, one of the following alternative methods or sources of verification were preformed or obtained:
 - i. Graduation attestation or written record; or
 - ii. School records representing the student graduated such as email communication or other student data.
- c) Using the full schedule of graduate data provided by the Company, recalculated the January 1, 2022 through June 30, 2022 Graduation Rate as defined by Definition A.

Findings:

Elliott Davis, LLC ("Elliott Davis") obtained an enrollment list of 35 students, all of which were enrolled and eligible to be included in the Graduation Rate calculation.

Elliott Davis verified 31 of 35 or 89% of graduates through independent email verification with the graduate. The remaining 4 of 35 or 11% of graduates were verified through one or more alternative procedures described in Section 1.b above.

Elliott Davis recalculated the Company's Graduation Rate without exception.

- 2. Verify the outcome codes for the graduates who were employed and will be included in the Company's Success Rate as defined by Definition B.

Procedures:

- a) Using the list obtained in procedure 1.a, Elliott Davis verified the student outcome code provided by the Company for each student who was designated as a graduate as defined by Definition B, through direct communication with the student. For those students who didn't respond, one of the following alternative methods or sources of verification was performed or obtained:
 - i. Signed offer letter from employer;
 - ii. School records representing the outcome such as email communication, offer letters, or other student data; or
 - iii. Professional or company websites.
- b) Using the full schedule of graduate data provided by the Company, recalculated the January 1, 2022 through June 30, 2022 Success Rate as defined by Definition B.

Galvanize, Inc.***Reporting period January 1, 2022 through June 30, 2022***

Findings:

Elliott Davis verified that 34 of 35 or 97% of graduates that were tested, were included within the proper outcome codes that are ultimately used to generate the Success Rate.

Elliott Davis verified employment outcome for 31 of 35 or 89% of graduates who received and reported an offer of employment by independent email verification with the graduate, 3 of 35 or 9% were verified through one or more alternative procedures defined in Section 2.a above. One of the students selected did not respond through direct communication and the alternative procedures defined in Section 2.a above were not successful.

Elliott Davis recalculated the Company's Success Rate and Average Days Until Offer, as defined by Definition D, without exception.

3. Verify the number of graduates who accepted an offer of employment and reported salary information to the school whose salary information will be included in the Company's Compensation Rate as defined by Definition C.

Procedures:

- a) Using the list obtained in procedure 1.a and the verified information in Section 2; Elliott Davis verified the salary as stated in the GRAD Report for graduates who were designated as employed as defined by Definition B, provided by the Company, through direct communication with the student. For those students who didn't respond, one of the following alternative methods or sources of verification was performed or obtained:
 - i. Signed offer letter from employer;
 - ii. School records representing the salary such as email communication, offer letters, or third-party professional web sites, graduate attestation, or documented detail communication with the student/employer; or
 - iii. Professional or company websites.
- b) Using the full schedule of graduate data provided by the Company, recalculated the January 1, 2022 through June 30, 2022 Compensation Rate as defined by Definition C.

Findings:

Elliott Davis verified that 33 of 35 or 94% of graduates that were tested, had the proper salary listed that is ultimately used to generate the Compensation Rate. Elliott Davis noted two exceptions during its testing in which the Company reported a graduate salary properly based on survey data submitted by the student. The student later corrected their error in the confirmation request noting the position paid significantly more than initially reported to the Company. Elliott Davis noted the Company properly used the data submitted by the student, even though the data was technically incorrect and was in fact an under reporting of the salary of these students. Elliott Davis considers the Company to have accurately followed the procedures as outlined above.

Galvanize, Inc.

Reporting period January 1, 2022 through June 30, 2022

Elliott Davis verified the salary for 31 of 35 or 89% of graduates who received and reported a salary by independent email verification with the graduate, 4 of 35 or 11% were verified through one or more alternative procedures defined in Section 3.a above.

Elliott Davis recalculated the Company's Compensation Rate without exception.

We were engaged by the Company to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants. We were not engaged to, and did not, conduct an examination or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on the Publishable Graduation Rate, the Publishable Success Rate, the Publishable Compensation Rate, and the Average Days Until Offer for the six-month period from January 1, 2022, through June 30, 2022. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

We are required to be independent of the Company and to meet our other ethical responsibilities in accordance with the relevant ethical requirements related to our agreed-upon procedures engagement.

This report is intended solely for the information and use of the Company and management and is not intended to be, and should not be, used by anyone other than those specified parties.



Greenville, South Carolina
July 11, 2023