

THINKFUL, INC.

INDEPENDENT ACCOUNTANTS' REPORT ON APPLYING AGREED-UPON PROCEDURES

Engineering Flexible Program (Self-Paced)

**For the Reporting Period
July 1, 2018 through December 31, 2018**

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INDEPENDENT ACCOUNTANTS' REPORT ON APPLYING AGREED-UPON PROCEDURES

To Management:

We have performed the procedures enumerated below, which were agreed to by Thinkful, Inc. (the "School") with its analysis of their Student Data, Employment Outcome Rate, and Graduation Rate for the periods of **July 1, 2018 through December 31, 2018**. Thinkful's management is responsible for Student Data, Employment Outcome Rate, and Graduation Rate. The sufficiency of these procedures is solely the responsibility of Thinkful. Consequently, we make no representation regarding the sufficiency of the procedures described below either for the purpose for which this report has been requested or for any other purpose.

Thinkful, Inc. is responsible for the agreed-upon procedures to be performed outlined in Exhibit A and that it is in accordance with applicable standards; and for selecting the criteria and procedures and determining that such criteria and procedures are appropriate for their purposes. Thinkful, Inc. is also responsible for, and has provided us in writing regarding the Company's assertions about accuracy and existence of Student Data, Employment Outcome, and Graduation Rates which is presented in accordance with the Council on Integrity in Results Reporting "CIRR" Standards & Implementation Requirements rev. 2019-07-05 "CIRR Standards", which governs outcome reporting for graduates of 2018.

Agreed-upon procedures on Thinkful, Inc.'s Student Data, Employment Outcome Rate, and Graduation Rate for Enrolled Students who graduated during the period of July 1, 2018 through December 31, 2018.

Definitions: (See Disclosure 1)

A. Student Population:

- a. **Graduation Rate:** All students who enrolled 12 months prior to the reporting period's start date until 6 months prior to the reporting period's start date.
- b. **Placement Statistics:** All enrolled students who graduated during the reporting period, regardless of program start date.

B. Enrolled Students: Enrolled students are all students in a course as of (i) the final date under applicable state regulations on which the school is required to provide the student with a full tuition refund, or (ii) if applicable state regulations do not contain such a requirement, the final date as specified in the school's published policies on which a student may receive a full tuition refund. The full tuition refund may exclude nominal non-refundable registration fees. Enrolled Students do not include students who became deceased or incarcerated or were called into active military duty during the course.

C. Graduates: Calculated based on the number of students who have successfully completed the requirements for graduation notated in Exhibit B. Students who successfully completed the requirements are eligible for graduation.

D. Median time (in days) to graduation: Calculated as the median number of days graduates were enrolled in the program prior to graduation.

E. Graduation date ranges: The percentage of students included in the Graduation Rate Student Population who graduated during the reporting period in two 30-day periods before and after the median days to graduation. Calculated based on the number of days the individual graduates were enrolled in the program prior to graduation shown as a percent of enrolled students included in the Graduation Rate Student Population for the reporting period.

Definitions (continued):

- F. Still enrolled as of the reporting end date:** Calculated based on the number of students who are enrolled but not graduated and remain enrolled in the program as of the reporting period end date as a percent of total enrolled students during the reporting period.
- G. Withdrew:** Calculated based on the number of students who enrolled during the reporting period and withdrew from the program prior to the reporting period end date as a percent of total enrolled students during the reporting period
- H. Employment Results–** Calculated based on dividing (i) the number of graduates available for employment who accepted an offer of employment within 90 and 180 days of graduation by (ii) the number of graduates available for employment. The Employment Outcome Rate is calculated as an aggregate number for all graduates of the Engineering flex program (self-paced).
- a. Employed In-Field - Graduates that are considered employed for in-field positions must either:
 - i. Include a statement that the job requires the skills for which the student was trained at the school; or
 - ii. Have a job title that would fall under an in-field classification used by Bureau of Labor Statistics SOC codes.
 - b. Full-time employee (30 hours or more per week):
 - i. State that the offer or contract is permanent, at-will, or greater than six months.
 - ii. Indicate that the job is full-time or at least 30 hours per week.
 - c. Full-time apprenticeship, internship, or contract position:
 - i. State that the offer or contract is three to six months.
 - ii. Indicate that the job is full-time or at least 30 hours per week.
 - d. Short-term contract or part-time position:
 - i. Indicate that the student would be employed or contracted for at least 150 hours.
 - e. Started a new company or venture after graduation:
 - i. The graduate states that she or he is pursuing entrepreneurship full-time in lieu of searching for a job. The endeavor may be for-profit or not-for-profit.
- I. Non-job outcomes –**
- a. Non-reporting: If the school attempts to contact the student a minimum of four (4) times through four (4) different means of communication, and the student never responds, the student may be classified as "Non-reporting". The school must keep documentation including the dates of the attempted contacts and the student's contact information used in those attempts.
 - b. Not seeking a job: The graduate states that she or he is not pursuing employment because he or she (a) took the program solely for self-enrichment, (b) has had a medical or family emergency arise post-graduation, (c) is continuing education at another institution, or (d) does not have a visa to work in the country in which the graduate took the program. (For the avoidance of doubt: if a non-visa holder finds work, in or out of the country where they took the program, they would more likely be categorized as another code.)

Disclosure:

1. Per the Published CIRR Standards & Implementation Requirements Rev. 2019—07-05 “*For self-paced programs, schools must report on all students who enrolled 12 months prior to the reporting period's start date until 6 months prior to the reporting period's start date*”. However, these students are included in placement statistics for the reporting period. Accordingly, the total population of enrolled students included in the Graduation Rate and Placement Statistics during the reporting period is 298 and 331, respectively. The total population of graduates included in the Graduation Rate and Placement Statistics during the reporting period is 67 and 100, respectively.
2. Management has determined that certain deviations from the aforementioned definitions set forth by the CIRR Standards were necessary. These deviations are noted in detail below:
 - a. Management has determined to exclude from our procedures certain statistics included in Section III. *Graduation Data-Enrolled Students* or the CIRR Outcomes Report: Accordingly, AGL CPA Group, LLC (“AGL”) has not performed any procedures which results in no findings for the following statistics, reported by Thinkful, Inc.:
 - i. Still enrolled as of the reporting end date
 - ii. Withdrew

Procedures and Findings:

1. Verify the number of students who successfully completed the program as well as the number of days the graduating students were enrolled in the program prior to graduation during the period of July 1, 2018 through December 31, 2018. **(See Disclosure 1 and 2)**

Procedures:

- a. Obtained the list of students who were designated as enrolled, graduated, and withdrew, per Thinkful, Inc.'s records, for the reporting period of July 1, 2018 through December 31, 2018. **(See Disclosure 1)**
- b. Verified that students designated as "graduated" completed the program within the period July 1, 2018 through December 31, 2018 through direct communication with the graduate. For those graduates who don't respond one of the following alternative methods or sources of verification were performed or obtained:
 - i. graduation attestation or written record;
 - ii. school records representing the student graduated such as email communication, offer letters, or other student data;
 - iii. professional or company web-sites.

Findings: AGL obtained an enrollment list of 331 students, of which 298 students are eligible to be included in the graduation rate statistics and 67, or 22.5%, completed the requirements for graduation during the period of July 1, 2018 through December 31, 2018. The remaining 33 graduates are not eligible to be included in the graduation rate statistics in Part III of Exhibit B due to their enrollment dates. The total graduates included in the report is 100 (See Disclosure 1 and Exhibit B)

AGL verified graduation for 37 of 100 or 37% of graduates employment by independent survey through Survey Monkey, administered and controlled by AGL, with the graduate. The remaining 63 of 100 or 63% of graduates were verified through one or more alternative procedures described in procedure 1.b above. (See Disclosure 1 and Exhibit B)

2. Verify the number of graduates who were employed as defined by Definition C and D.
 - a. Using the list obtained in procedure 1.a, AGL verified the Employment Outcome provided by Thinkful, Inc. for each student who was designated as a graduate as defined by Definitions B, C, and D through direct communication with the student. For those students who don'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 student graduated such as email communication, offer letters or third party professional web-sites, graduate attestation, or documented detail communication with the student/employer.
 - b. Using the verified number obtained from procedure 2.a above, recalculate the July 1, 2018 through December 31, 2018 Employment Outcome Rate as defined by Definition B.

Findings: Using the enrollment list in procedure 1, AGL CPA Group verified that 51 of 100, or 51% of graduates accepted an offer of employment within 90 days of graduation and a cumulative 78 of 100, or 78%, accepted an offer of employment within 180 days of graduation. The remaining 22 of 100 or 22% of graduates did not accept an offer of employment within 180 days of graduation. No exceptions were noted. (See Disclosure 1 and Exhibit B)

Procedures and Findings (continued):

Findings (continued): AGL verified Employment Outcome for 31 of 78 or 40% of graduates who received and reported an offer of employment by independent survey through Survey Monkey, administered and controlled by AGL, with the graduate, 47 of 78 or 60% were verified through one or more alternative procedures defined in section 2.a above. (See Disclosure 1 and Exhibit B)

See Exhibit B for the recalculated verified Employment Outcome Rate for the period of July 1, 2018 through December 31, 2018.

3. Verify the number of graduates who accepted an offer of employment and reported salary information to the school.
 - a. Using the list obtained in procedure 1.a and the verified information in section 2; AGL verified the salary as stated in the Outcome Report for graduates who were designated as employed as defined by Definition C and D, provided by Thinkful, Inc., through direct communication with the student. For those students who don'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 student graduated such as email communication, offer letters or third party professional web-sites, graduate attestation, or documented detail communication with the student/employer.
 - b. For the graduates who provided salary information through applicable documentation, calculate the median annual base salary for graduates for the 90 and 180 day window.

Findings: AGL verified by independent survey through Survey Monkey, administered and controlled by AGL, with the graduate, or alternatively verified through the procedures described in section 3.a, the reported and median salary for 48 of 51 or 94% and cumulative 74 of 78 or 95% of graduates who accepted an offer of employment and reported salary for the 90 and 180 day window, respectively. (See Disclosure 1 and Exhibit B)

See Exhibit B for the recalculated verified median salary for the period of July 1, 2018 through December 31, 2018.

This agreed-upon procedures engagement was conducted 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, the objective of which would be the expression of an opinion or conclusion, respectively, on Thinkfuls Student Data, Employment Outcome Rate, and Graduation Rate. 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.

This report is intended solely for the information and use of Thinkful, Inc. and Management and is not intended to be and should not be used by anyone other than these specified parties.

AGL CPA Group, LLC

Atlanta, Georgia
April 20, 2020

SUPPLEMENTAL EXHIBITS

EXHIBIT A

AGREED UPON PROCEDURES

Management asserts the Outcome Report provided for presentation is accurate and in compliance with CIRR standards and the following reported results:

Management Objective	Assertion	Procedure Description
1. All enrolled students who were included in the CIRR Outcomes Report exist and are accurately reported in accordance with Council on Integrity in Results Reporting ("CIRR") Standards & Implementation Requirements rev. 2019-07-05 which governs outcome reporting for graduates during 2018. Including, students that were enrolled during the reporting period and included in the underlying data used for reporting results of the CIRR Outcomes Report.	Existence and Accuracy	AGL CPA Group, LLC ("AGL") will obtain from management a list of students who are designated as enrolled, per the published CIRR Standards, in the program for the six-month period from July 1, 2018 through December 31, 2018, and perform the following procedures to test existence and accuracy. 1) AGL will verify enrollment with the student through confirmation via Survey Monkey. For those students who don't respond, one of the following alternative methods of verification will be performed or obtained: a) graduation attestation or written record; b) school records representing the student graduated such as email communication, offer letters or other student data; c) professional or company web-sites.
2. Enrolled students who were enrolled in the program exist and are presented accurately in the CIRR Outcomes Report, properly classified in the percentage calculation of students who graduated within 100% and 150% of the published course length, and proper documentation has been retained for verification, as defined by the CIRR Standards.	Existence, Classification and Accuracy	2) AGL will verify graduation date with the student through confirmation via Survey Monkey. For those students who don't respond, one of the following alternative methods of verification will be performed or obtained: a) graduation attestation or written record; b) school records representing the student graduated such as email communication, offer letters or other student data; c) professional or company web-sites.
3. Enrolled students who were enrolled in the program exist and are classified and presented accurately in the number of students employed within 90 days and cumulatively within 180 days after graduation. Additionally, these are reported in the CIRR Outcome Report accurately and proper documentation, as defined by the CIRR Standards, has been retained for verification.	Existence, Classification and Accuracy	3) AGL will verify the student was employed as stated in the employment calculation with the student through confirmation via Survey Monkey. For those students who don't respond, one of the following alternative methods of verification will be performed or obtained: a) signed offer letter from employer; b) school records representing the student graduated such as email communication, offer letters or third party professional web-sites, graduate attestation, or documented detail communication with the student/employer.
4. Graduates reported salary's after employment exist, reported accurately, and classified in the proper reporting period, as defined by the CIRR Standards.	Existence, Classification and Accuracy	4) AGL will verify the student's salary as stated in the Outcome Report through confirmation via Survey Monkey. For those students who do not respond, one of the following alternative methods of verification will be performed or obtained: a) examine signed offer letter from employer, b) school records representing the students salary such as email communication, offer letters or documented detail communication with the student/employer.

EXHIBIT B
CIRR SCHEDULE OF OUTCOME DATA
ENGINEERING FLEXIBLE PROGRAM, ONLINE
JULY 1, 2018 THROUGH DECEMBER 31, 2018

I. Report Information		
School Name	Thinkful	
Campus Location	Online	
Program Name	Engineering Flex	
Reporting Period	7/1/2018	12/31/2018
Published Course Length	Self-paced	
Enrolled	331	
Graduates Included in Report	100	
II. Graduation Requirements		
Course Catalog with all graduation requirements is available upon request.		
III. Graduation Data		
Median days to graduation	228	
168 days	4.4%	
198 days	1.0%	
228 days	6.0%	
258 days	7.4%	
258+ days	3.7%	
Still enrolled as of reporting date	18.5%	
Withdrew	59.0%	
IV. What were the employment results for graduates seeking a job?		
	90 days	180 days
1. Employed In-Field	51.0%	77.0%
A. Full-time employee (30 hours or greater a week)	39.0%	57.0%
B. Full-time apprenticeship, internship, or contract position	7.0%	12.0%
C. Hired by school in-field	0.0%	0.0%
D. Started a new company or venture after graduation	0.0%	0.0%
E. Short-term contract, part-time position, or freelance	5.0%	8.0%
2. Employed Out-Of-Field	0.0%	1.0%
A. Hired by school out-of-field	0.0%	0.0%
B. Hired out-of-field	0.0%	1.0%
3. Not employed	49.0%	22.0%
A. Still seeking a job (in-field)	49.0%	22.0%
B. Not seeking a job (in-field)	0.0%	0.0%
4. Non-reporting	0.0%	0.0%
What is the median annual base salary of graduates?		
	\$64,010	\$63,250
Under \$50,000	22.9%	24.3%
\$50,000-\$60,000	22.9%	20.2%
\$60,000-\$70,000	10.4%	13.5%
\$70,000-\$80,000	25.0%	20.3%
\$80,000-\$90,000	6.3%	9.5%
Over \$90,000	12.5%	12.2%
Percentage of job obtainers who reported salaries	94.1%	94.9%
V. What were the most frequent job titles for graduates?		
Web Developer	25.0%	
Software Engineer	18.0%	
Software Developer, Applications	5.0%	
Computer Programmer	2.0%	
Front-End Developer	3.0%	