

Thoughtful Engineering Immersion

CIRR Outcomes Report

H1 2018

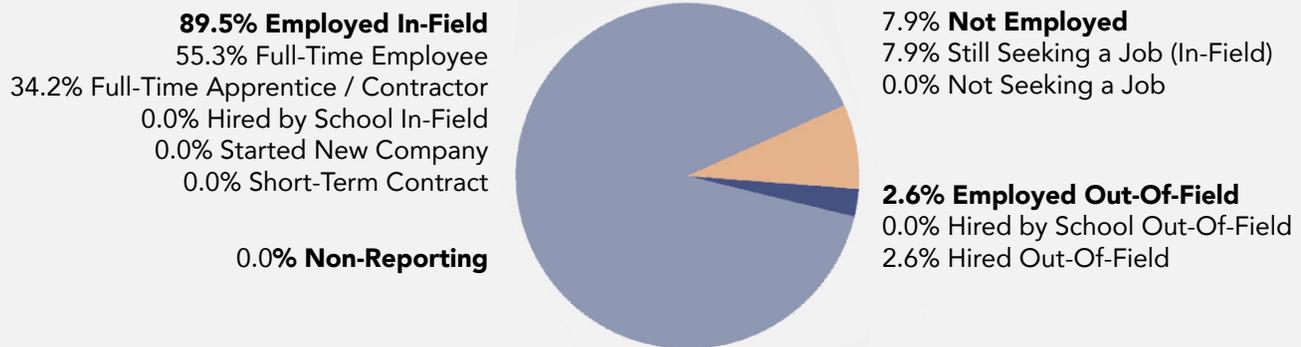
Graduates Included in Report: **38**

How many students graduated on-time? **81.6%**

How many students graduated within 150% of program length? **100.0%**

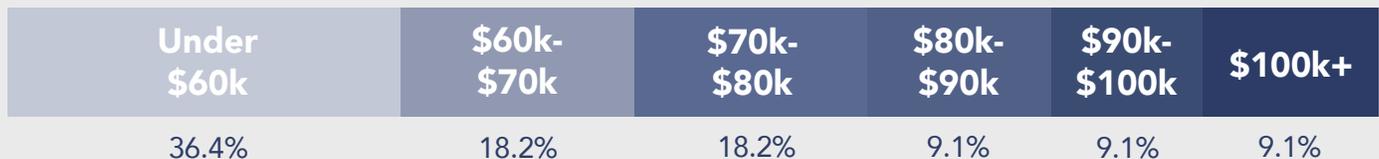
What were the employment results for graduates?

180 Days After Completion



What median pay rate do graduates earn? **\$63,000**

180 Days After Completion



What percentage of job obtainers reported salaries?

94.3%

What were the most frequent job titles for graduates?

42.1% Web Developer

34.2% Software Engineer

5.3% Software Developer

Thoughtful Full-Time Engineering Immersion

CIRR Outcomes Report

H1 2018

I. Report Information		
School Name	Thoughtful	
Campus Location	Online	
Program Name	Full-Time Engineering Immersion	
Reporting Period	1/1/2018	6/30/2018
Published Course Length (in days, including weekends and holidays)	150	
Graduates Included in Report	38	
II. Graduation Requirements		
Course catalog with all graduation requirements is available upon request.		
III. Graduation Data		
How many students graduate within 100% of published program length (on-time)?	81.6%	
How many students graduate within 150% of published program length	100.0%	
IV. What were the employment results for graduates seeking a job?		
	90 days	180 days
1. Employed In-Field	73.7%	89.5%
A. Full-time employee (30 hours or greater a week)	47.4%	55.3%
B. Full-time apprenticeship, internship, or contract position	26.3%	34.2%
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	0.0%	0.0%
2. Employed Out-Of-Field	0.0%	2.6%
A. Hired by school out-of-field	0.0%	0.0%
B. Hired out-of-field	0.0%	2.6%
3. Not Employed	26.3%	7.9%
A. Still seeking a job (in-field)	26.3%	7.9%
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?	\$63,000	\$63,000
Under \$60,000	33.3%	36.4%
\$60,000-\$70,000	22.2%	18.2%
\$70,000-\$80,000	18.5%	18.2%
\$80,000-\$90,000	7.4%	9.1%
\$90,000-\$100,000	7.4%	9.1%
Over \$100,000	11.1%	9.1%
Percentage of job obtainers who reported salaries	96.4%	94.3%
V. What were the most frequent job titles for graduates?		
Web Developer	42.1%	
Software Engineer	34.2%	
Software Developer	5.3%	
VI. What percent of incoming students held a prior computer science degree?		
Did not report		
<i>The pink boxes represent the "canonical" number, which must be the most prominent number a school uses in its advertising.</i>		

THINKFUL, INC.

INDEPENDENT ACCOUNTANTS' REPORT ON APPLYING AGREED-UPON PROCEDURES

Full-Time Engineering Immersion Program

**For the Reporting Period
January 1, 2018 through June 30, 2018**

THINKFUL, INC. TABLE OF CONTENTS

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AGL CPA Group, Inc.
Service + Expertise = Value
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**INDEPENDENT ACCOUNTANTS' REPORT
ON APPLYING AGREED-UPON PROCEDURES**

To Management:

We have performed the procedures agreed upon by Thinkful, Inc. and management solely to assist Thinkful, Inc. (New York) with its analysis of their Student Data, Employment Outcome Rate and Graduation Rate for the periods of **January 1, 2018 through June 30, 2018**. Management is responsible for Thinkful, Inc.'s Student Data, Employment Outcome Rate and Graduation Rate. This agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. The sufficiency of these procedures is solely the responsibility of those parties specified in this report. Consequently, we make no representation regarding the sufficiency of the procedures described in our report 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. 2018-03-19 "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 January 1, 2018 through June 30, 2018.

Definitions:

- A. Published Course Length:** For fixed-length programs, the Published Course Length must be in calendar days such that the following statement is true: If a student needs to repeat a module/section prior to meeting the graduation criteria, he or she should not count as graduated in 100% of the program length.
- B. Employment Outcome Rate:** Calculated based on dividing (i) the number of graduates available for employment who accepted an offer of gainful 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 Immersion program.
- C. Graduates:** Calculated based on the number of students who have successfully completed the requirements for graduation notated in Exhibits B. Students who successfully completed the requirements are eligible for graduation.

Definitions (continued):

- D. Employed** – Calculated based on the number of students who accepted offer of employment within 90 and 180 days of graduation. Graduates who attest the job requires the skills for which the student was trained at the school or provide document that states a job title that would fall under an in-field classification used by Bureau of Labor Statistics SOC codes. All other employed graduates are considered out-of-field: The following graduates are considered employed in-field:
- i. Graduates who accept a full-time, part-time, or contract position in a role relevant to the Thinkful, Inc. curriculum.
 - ii. Graduates who return to their previous employer if the position is a role relevant to the Thinkful, Inc. curriculum.
 - iii. Graduates employed by Thinkful, Inc. as an instructor or other technical position.
 - iv. Graduates who start their own business in a founder role (entrepreneurs).
- E. Non-Reporting** – Calculated based on the number of graduates who did not respond to a minimum of four attempts through two different means of communication.
- F. 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.

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 January 1, 2018 through June 30, 2018.

Procedures:

- a. Obtained the list of all enrolled students with an original or effective graduation date, per Thinkful, Inc.'s records, during the reporting period of January 1, 2018 through June 30, 2018.
- b. Verified that students designated as "graduated" completed the program within the first half of 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 preformed 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 CPA Group, LLC obtained an enrollment list of 38 students, all of which completed the requirements for graduation during the period of January 1, 2018 through June 30, 2018 (See Exhibit B)

AGL CPA Group, LLC verified graduation for 16 of 38 or 42% of graduates through independent email verification with the graduate. The remaining 22 of 38 or 58% of graduates were verified through one or more alternative procedures described in section 1.b above. (See 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 CPA Group, LLC verified the Employment Outcome provided by Thinkful, Inc. for each student who was designated as a graduate as defined by Definitions C, through direct communication with the student. For those students who don't respond, one of the following alternative methods or sources of verification was preformed 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 January 1, 2018 through June 30, 2018 Employment Outcome Rate as defined by Definition B.

Findings: AGL CPA Group, LLC verified that 35 of 38 or 92% of graduates which are eligible to be included in the Employment Outcomes Rate calculation were employed within 180 days of graduation. The remaining 3 of 38 or 8% of graduates which are eligible to be included in the Employment Outcomes Rate calculation were not employed within 180 days of graduation. No exceptions were noted. (See Exhibit B)

Procedures and Findings (continued):

Finding (continued): AGL CPA Group, LLC verified Employment Outcome for 15 of 35 or 43% of graduates who received and reported an offer of employment by independent email verification with the graduate, 20 of 35 or 57% were verified through one or more alternative procedures defined in section 2.A above. (See Exhibit B)

See Exhibit B for the recalculated verified Employment Outcome Rate for the period of January 1, 2018 through June 30, 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 CPA Group, LLC verified the salary as stated in the Outcome Report for graduates who were designated as employed as defined by Definition C, provided by Thinkful, Inc., 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 student graduate 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.

Results: AGL CPA Group, LLC verified independently directly with the student, or alternatively verified through the procedures described in section 3.A, the reported and median salary for 27 of 28 or 96% and cumulative 33 of 35 or 94% of graduates who accepted an offer of employment and reported salary for the 90 and 180 day window, respectively. (See Exhibit B)

See Exhibit B for the recalculated verified median salary for the period of January 1, 2018 through June 30, 2018.

We were not engaged to, and did not, conduct an examination, the objective of which would be the expression of an opinion on the effectiveness of Thinkful, Inc. internal control over compliance.

Accordingly, we do not express such an opinion. 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 the 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
July 1, 2019

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. Controls provide reasonable assurance that 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 Standards & Implementation Standards which governs outcome report for graduates of 2018 rev. 2018-03-19. 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 period of January 1, 2018 through June 30, 2018, and perform the following procedures to test existence and accuracy. AGL will verify enrollment with the student through confirmation. 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. Controls provide reasonable assurance that the 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, as defined by the CIRR Standards, has been retained for verification purposes.	Existence, Classification and Accuracy	AGL will verify graduation date with the student through confirmation. 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. Controls provide reasonable assurance the 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	AGL will verify the student was employed as stated in the employment calculation with the student through confirmation. 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. Controls provide reasonable assurance that the graduates reported salary's after employment exist, are accurate, and classified in the proper reporting period, as defined by the CIRR Standards.	Existence, Classification and Accuracy	AGL will verify the student's salary as stated in the Outcome Report through confirmation. For those students who don't 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
FULL-TIME ENGINEERING IMMERSION, ONLINE
JANUARY 1, 2018 THROUGH JUNE 30, 2018

I. Report Information		
School Name	Thinkful	
Campus Location	Online	
Program Name	Full-Time Engineering Immersion	
Reporting Period	1/1/2018	6/30/2018
Published Course Length (in days, including weekends and holidays)	150	
Graduates Included in Report	38	
II. Graduation Requirements		
Course catalog with all graduation requirements is available upon request.		
III. Graduation Data		
How many students graduate within 100% of published program length (on-time)?	81.6%	
How many students graduate within 150% of published program length	100.0%	
IV. What were the employment results for graduates seeking a job?		
	90 days	180 days
1. Employed full-time in paid, in-field positions	73.7%	89.5%
A. Full-time employee (30 hours or greater a week)	47.4%	55.3%
B. Full-time apprenticeship, internship, or contract position	26.3%	34.2%
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 or part-time position	0.0%	0.0%
2. Employed in other positions	0.0%	2.6%
A. Hired by school out of field	0.0%	0.0%
B. Out of field	0.0%	2.6%
3. Not employed	26.3%	7.9%
A. Still seeking a job (in-field)	26.3%	7.9%
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?	\$63,000	\$63,000
Under \$60,000	33.3%	36.4%
\$60,000-\$70,000	22.2%	18.2%
\$70,000-\$80,000	18.5%	18.2%
\$80,000-\$90,000	7.4%	9.1%
\$90,000-\$100,000	7.4%	9.1%
Over \$100,000	11.1%	9.1%
Percentage of job obtainers who reported salaries	96.4%	94.3%
V. What were the most frequent job titles for graduates?		
Web Developer	42.1%	
Software Engineer	34.2%	
Software Developer	5.3%	
VI. What percent of incoming students held a prior computer science degree?		
	Did not report	