Meet Our Director of Career Success

On behalf of Fullstack Academy, we are pleased and excited to share Fullstack Academy’s Jobs Report for 2019. This report highlights the educational and career success journeys for the 502 students who graduated from the Fullstack Academy Web Development Full-Time Immersives in New York and Chicago and the Grace Hopper Program from January 1, 2019, through December 31, 2019.

Fullstack Academy has always been committed to sharing transparent outcomes and creating a learning environment where every career in tech can be achieved. From a student’s first touch point with our Enrollment and Admissions teams to the moment they share with their Career Success coach that they’ve accepted an offer, our team strives to support the academic and professional development of our students and alumni every day.

The publication of a robust outcomes report is the next step in our commitment to sharing outcomes. Fullstack Academy’s Jobs Report accounts for the experience of each of our graduates, including the outcomes of those who were active job-seekers and those who chose to pursue other opportunities after their Fullstack Academy experience.

In what has been a most challenging year, we recognize that behind each data point is a student working to change the course of their professional life. Every day we remain awed by the commitment, professionalism, and resilience displayed by our students and the work they devote to changing their lives.

Lesia Harhaj
Director of Career Success,
Fullstack Academy
June 15, 2021
Our Career Success Coaching Method

Our Career Success team prides itself on its dedication to student growth and continuous development of resources and curriculum in alignment with tech industry trends. Our team is made up of prior HR, Recruiting, and Career Services professionals turned career coaches.

Our Three Pillars of Career Success Coaching

**Job Search Preparedness**

Are you equipped with the right tools to navigate the job search process?

Tactical coaching on job search, coffee chats, interviews, networking, and negotiation from a Technical Recruitment/HR perspective.

**Mindset Coaching**

Are you confident in your abilities? What is your inner dialogue?

Mindset coaching to inspire confidence as you navigate toward success.

Support with accountability and resilience during the job search.

**Tech Industry Problem-Solving**

Can you speak to the problems that Engineering Managers are solving?

Tech Industry coaching to help you think about engineering problems.

What are current product and business challenges? Build relevant projects.
Career Success Curriculum & Graduation Requirements

All the following requirements must be met in order to be a part of the Opt Into Job Search track post-program:

• Completion of Career Success Intake Form
• Two mandatory meetings with dedicated Career Success Coach, in addition to:
  • Personal Pitch Review
  • Technical Resume Review
  • LinkedIn Profile Review
  • Completion of Job Board Profile
  • 1 Mock Behavioral Interview
  • 1 Mock Technical Interview
• Participation in all Career Success Lectures and Workshops
• Respect for Career Success deadlines
• Responsiveness to communication from Career Success Coach

The Career Success team works with students individually to craft a unique narrative for every job-seeker. We help to discern which transferable skills to highlight and which experiences to put forth as candidates embark on the job search.

Employers are drawn to recruit from Fullstack Academy and the Grace Hopper Program due to the technical competency of our graduates, in addition to the prior professional experience and strong interpersonal skills demonstrated on the job.
In addition to proficiency in full-stack JavaScript web development, those who successfully complete the Career Success Program requirements also possess:

- Clarity on personal brand as Software Engineer
- Ability to leverage prior background, unique perspective, and long-term goals
- Application-ready job search materials
- Knowledge of behavioral interview questions
- Ability to work collaboratively/take ownership of features alongside other engineers
- Ability to break down a problem and explain decision-making and approach

**How We Built This Report**

We’re dedicated to providing transparent outcomes for all full-time immersive graduates of Fullstack Academy and Grace Hopper Program. We know that leaving a prior career, enrolling in a bootcamp, and entering the market as a newly trained software engineer is no simple task.

This report aims to show the placement of our alums within the one-year period post-graduation, per their dedication and commitment to a successful and intentional career change into tech.

**2019 Fullstack Jobs Report - Updates from CIRR Methodology**

**Introduction**

Before we dive deeper into our data collection process and how we built this report, we want to highlight two important methodology changes that were implemented in this report. In reviewing current workforce trends as a direct result of the pandemic (including, but not limited to, the impact of a remote working environment, the complexities around a national job search, changing family obligations and the need for job searching flexibility), we came to the conclusion that we needed to re-evaluate our methodology and create a more inclusive hiring definition to meet our student’s needs.
The first change is we have modified our outcomes reporting length of time to include outcomes up to 365 days post graduation. The second change is that we have created an Opt-Out category for alumni, that includes alumni who were not pursuing in-field employment following their graduation from a Fullstack Academy program, as well as those alumni who became unresponsive and failed to engage in an active job search. Alumni who are captured under the Opt-Out category are not included in the placement rate for any Fullstack Academy program, rather their information is captured in a specific “Opt-Out” section for each program.

**Reporting Length of Time**

Job Search Period - Include Placement Data up to 365 days post graduation

**Rationale**

While many of our job-seeking alumni are successful in finding jobs within the first 180 days post graduation, in order to more accurately portray the job search as a professional in a new field, Fullstack Academy has redefined our Job Search Period from 180 days post graduation to 365 days post graduation and will now be including outcomes that are secured within the one year period of a student’s graduation from a Fullstack Academy Program.

Through this change, which is also something that is reflected in the Council on Integrity for Results Reporting and Fullstack’s [previous reports](#), which has consistently allowed member schools to post outcomes at 90 day, 180 day and year-to-date check points, we are able to include information on graduates who are active job-seekers, who engaged in longer, more competitive interview processes that culminated in successful offers within the 365 day reporting period. This change also allows for alumni to take a brief break (if needed) during their job search period (important for mental and physical health) and not put unnecessary pressure on themselves to find a job in the shortest time possible. Finally, it allows for comprehensive preparation for interview processes, which is often a focus of our graduates, immediately following graduation.
Introduced an Opt-Out Category for alumni who are not engaged in an active job search or are not pursuing in-field employment following their graduation from Fullstack Academy.

**Rationale**

As with every bootcamp program, it is realistic that not every alumni who graduated from a Fullstack Academy program will pursue an in-field job search immediately following graduation and we believe that while it is important to capture this information, it should not have an effect on placement rates. At two distinct points during their academic program (the beginning of the Career Success Program and immediately before graduation), students are asked to verify their job seeking intent. If an alumni states that any of the following are true, they will be categorized as such and removed from the total number of alumni who are job-seeking and subsequent placement rates:

- Employed Out of Field
- Pursuing Continuing Education
- Not seeking a job for health, family, or personal reasons
- Unresponsive to Career Success Team

For alumni who are categorized as “Unresponsive to Career Success” - Fullstack Academy Career Success will attempt to contact alumni who have not been in touch with their Career Success coach for a period of 6-8 weeks, through email, phone calls and texts. Outreach attempts are recorded and if the alumni fails to make contact with their Career Success coach, the coach will confirm with the alumni that Career Success services are being terminated.

The basis for this change in methodology comes both from the Council for Integrity in Results Reporting, which allows for member schools to Exclude alumni who have stated their intent is not to job-seek following their graduation and the National Association for Colleges and Employers (NACE), which also provides a categorization for Non-Job Seeking Graduates that is not included in their Career Outcomes Rate.

Fullstack Academy believes it is important to include this information in placement reporting to highlight the varied, and realistic, journeys of our graduates and that placement rates should reflect activity of those alumni who clearly stated their intent to job search, and ultimately committed to the search in partnership with Career Success.
Our Data Compiling Process

Step 1: Collect

We collected Graduate Outcomes Survey data from all full-time graduates of Fullstack Academy New York, Chicago, and The Grace Hopper Program in both Opt-In and Opt-Out Job Search tracks.

For Opt-In Track
Those who landed jobs within the one-year period submitted Outcomes Surveys as “Employed” at the time that their offers were received. We then collected survey data for those under the “Still seeking a job in-field” once they hit their one-year mark post-graduation. At this time, those in the “Not yet reported” categories have not yet submitted a final Outcomes Survey, confirming whether they’re still on the job search or employed.

The Outcomes Survey captures the following for all Opt-In alums:

- Employment Status
- Employment Type

Employed in-field (combined total)

- Full-time employee, including apprenticeship, internship, or contract 6+ months (30+ hours/week)
- Full-time apprenticeship, internship, or contract position, 3–6 months (30+ hours/week)
- Short-term, part-time, or freelance position
- Started a new company or venture after graduation

Still seeking a job in-field

Not yet reported
If the Opt-In job-seeker is Employed, we also collect:

- Date of Offer
- Company
- Job Title
- Compensation Data
- Offer Location
- Education Information

For Opt-Out track:
All graduates who were “Employed out-of-field (not pursuing in-field job)”, “Continuing education”, and “Not seeking a job for personal reasons” each submitted Outcomes Surveys immediately after graduation or after spending some time on the job search and ultimately concluded that they’d be unable to maintain an active search in partnership with Career Success.

The Outcomes Survey captures the following for all Opt-Out alums:

- Reason for Opting Out of active Job Search track

Employed out-of-field (not seeking in-field job)
Continuing education
Not seeking a job for health, family, or personal reasons
Became unresponsive to Career Success Coach

We recognize that not every student enrolls in Fullstack Academy with the same exact goals or with the same timeline in mind. We also recognize that sometimes life happens and graduates have to pause or stop an active job search. The Opt-Out track accounts for our most common reasons behind an Opt-Out decision.

Those in the “Unresponsive to Career Coach” category had initially opted into the Job Search track and then became completely unresponsive.
Step 2: Analyze

We analyzed the data to determine days-to-offer based on each alum’s date of graduation and calculated the percentage of graduates employed at 180, 270, and 365 days post-graduation. In addition to placement percentages, we also calculated median salary, salary range percentages, and the breakdown of prior education data.

We also compiled the top five most common job titles, the top 10 companies our graduates were hired at, and the top five placement locations.

We first compiled this report for all full-time programs (combined), and then broke the data down by individual program.

Step 3: Report

All Fullstack Academy Jobs Reports are reviewed by an independent, third-party examiner. Our rationale for partnering with an independent examiner to review and verify our outcomes data is two-fold. First, an independent verification provides credibility to the report by verifying that Fullstack Academy has used proper procedures and processes when interpreting outcomes data in creating this report. Additionally, it will give those reading and utilizing the report confidence that the outcomes data presented is fair and true.

The 2019 Fullstack Academy Jobs Report has been reviewed by Cherry Bekaert and their findings are attached at the conclusion of this report.
Data Overview
The outcomes in this report include data from the Software Engineering Immersive Programs at Fullstack Academy New York, Fullstack Academy Chicago, and the Grace Hopper Program.

All Full-Time Software Engineering Immersive Programs

In 2019, we enrolled a total of 593 students in our full-time Software Engineering Immersive programs across New York and Chicago. Of those 593 students, we saw a 84.7% graduation rate of 502 students across all full-time programs.

The breakdown below includes high-level data on our 502 full-time graduates. You’ll notice that 427 graduates opted into a full-time, active Job Search track post-program. All job placement stats are calculated using our Opt-In population (427).

Overview
593 students enrolled
502 graduated
Opted into Job Search: 427
Opted out of Job Search: 75

Top 5 Job Titles
1. Software Engineer
2. Software Developer
3. Front-End Engineer
4. Full-Stack Engineer
5. Full-Stack Developer

Top 10 Companies
1. Bloomberg L.P.
2. Etsy
3. Wayfair
4. American Express
5. Cedrus Digital
6. XSELL Technologies
7. Northern Trust
8. Datadog
9. IHS Markit
10. Lition by ADP

Top 5 Locations
1. New York
2. Chicago
3. Brooklyn
4. Boston
5. Seattle

84.7% graduation rate
427 opted into Job Search track
$82,500 Median salary
91.3% Secure in-field jobs within 365 days of graduation
Across programs, we saw a placement rate of **91.3% for in-field software engineering jobs within one year of graduation**. The median annual salary in 2019 was $82,500 per year.

The most common job titles were **Software Engineer or Developer, Front-End Engineer, and Full-Stack Engineer or Developer.**

Our graduates went on to work at reputable companies across various industries, with the top five being Bloomberg L.P., Etsy, Wayfair, Amex, and Cedrus Digital. Of the top 10 listed, six are employer partners that have partnered directly with Fullstack Academy to recruit graduates for their open roles.

Our top placement location was New York City, as the bulk of our programs and graduates were NY-based in 2019. This was followed by Chicago, where we run a full-time immersive program. Our graduates relocated to other major cities in the U.S. as well, with the most notable being Boston, Seattle, and Austin.

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The chart below displays a comprehensive breakdown of our 2019 full-time placement data from 180 to 365 days after graduation, broken down by employment type. All employment reported in the table is paid employment—including annual, monthly, weekly, or hourly compensation.

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### Fullstack Academy Outcomes Report

**Full-Time Immersive Cohorts — New York, Chicago, and the Grace Hopper Program**

Graduates from 01/01/19 to 12/31/19

<table>
<thead>
<tr>
<th></th>
<th>Opt-In Total</th>
<th>Opt-Out Total</th>
<th>Total Opt-In and Placed</th>
<th>Opt-In and Placed</th>
<th>Opt-Out Total</th>
<th>Total Students Graduated</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>427</td>
<td>75</td>
<td>427</td>
<td>378</td>
<td>75</td>
<td>502</td>
</tr>
</tbody>
</table>
Within 180 days of graduation, 80.1% of job-seekers secured in-field employment.

Within 270 days of graduation, 87.8% secured in-field employment.

Within 365 days of graduation, 91.3% secured in-field employment.

We have also included information on job-seekers who have indicated that they are still looking for in-field employment:

- **Within 180 days** of graduation, 16.9% of job-seekers were still seeking in-field employment.
- **Within 270 days** of graduation, 9.1% were still seeking in-field employment.
- **Within 365 days** of graduation 5.6% were still seeking in-field employment.

### Opted Into Job Search Track (427 Total)

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>180 Days</th>
<th>270 Days</th>
<th>365 Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed in-field (combined total)</td>
<td>80.1%</td>
<td>87.8%</td>
<td>91.3%</td>
</tr>
<tr>
<td>Full-time employee, including apprenticeship, internship, or contract 6+ months (30+ hours/week)</td>
<td>59%</td>
<td>70.5%</td>
<td>74.9%</td>
</tr>
<tr>
<td>Full-time apprenticeship, internship, or contract position, 3–6 months (30+ hours/week)</td>
<td>18%</td>
<td>14.1%</td>
<td>13.1%</td>
</tr>
<tr>
<td>Short-term, part-time, or freelance position</td>
<td>1.9%</td>
<td>2.1%</td>
<td>2.1%</td>
</tr>
<tr>
<td>Started a new company or venture after graduation</td>
<td>1.2%</td>
<td>1.2%</td>
<td>1.2%</td>
</tr>
<tr>
<td>Still seeking a job in-field</td>
<td>16.9%</td>
<td>9.1%</td>
<td>5.6%</td>
</tr>
<tr>
<td>Not yet reported</td>
<td>3%</td>
<td>3%</td>
<td>3%</td>
</tr>
</tbody>
</table>
At the end of this reporting period, 3% of job-seekers had not shared an update on their job search status.

At each point on the 180- to the 365-day timeline, about 60%+ of all in-field employment was full-time for a six-month+ duration. By the one-year post-graduation mark, just about 75% of job-seekers had secured full-time employment for a six-month+ duration.

We took a deeper dive into the 91.3% who were placed in-field below (378 total). The below data points are calculated from the job-seekers who opted into the Job Search track and are employed.

<table>
<thead>
<tr>
<th>Additional Placement Stats (Opted In + Placed: 378 Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Has a CS Degree</strong></td>
</tr>
<tr>
<td><strong>Did CS Coursework</strong></td>
</tr>
<tr>
<td><strong>Hired by School</strong></td>
</tr>
<tr>
<td><strong>Median Salary</strong></td>
</tr>
</tbody>
</table>

**HIGHEST LEVEL OF EDUCATION**

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School or equivalent</td>
<td>6.9%</td>
</tr>
<tr>
<td>Vocational Degree</td>
<td>0.3%</td>
</tr>
<tr>
<td>Associate’s Degree (2-year)</td>
<td>1.6%</td>
</tr>
<tr>
<td>Bachelor’s Degree (4-year)</td>
<td>69%</td>
</tr>
<tr>
<td>Master’s Degree</td>
<td>19%</td>
</tr>
<tr>
<td>Ph.D./J.D.</td>
<td>2.6%</td>
</tr>
</tbody>
</table>

**SALARY RANGES**

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $60,000</td>
<td>10.6%</td>
</tr>
<tr>
<td>$60,000–$70,000</td>
<td>19.3%</td>
</tr>
<tr>
<td>$70,000–$80,000</td>
<td>19%</td>
</tr>
<tr>
<td>$80,000–$90,000</td>
<td>16.4%</td>
</tr>
<tr>
<td>$90,000–$100,000</td>
<td>13.2%</td>
</tr>
<tr>
<td>Over $100,000</td>
<td>21.4%</td>
</tr>
</tbody>
</table>

Of the 378 job-seekers who secured jobs, only 7% had a Computer Science degree from a college or university prior to attending bootcamp. The overwhelming majority of our alums do not study Computer Science in college and come from varied professional and educational backgrounds.
The majority of our job-seekers had a Bachelor’s degree or higher. Those who possess a high school diploma, vocational, or Associate’s degree also successfully graduate and land jobs in-field, as outlined above.

Since this report encompasses both New York and Chicago graduates, there is a wide range of salary data exhibited. The largest subset of job-seekers across programs secured a salary above $100,000 annually.

In addition to our Opt-In population, we wanted to share a breakdown of our Opt-Out group. A total of 75 graduates of 502 total opted-out of the Job Search for the reasons below.

### Opt-Out Stats (75 Total)

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed out-of-field (not seeking in-field job)</td>
<td>6.7%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>9.3%</td>
</tr>
<tr>
<td>Not seeking a job for health, family, or personal reasons</td>
<td>9.3%</td>
</tr>
<tr>
<td>Became unresponsive to Career Success Coach</td>
<td>74.7%</td>
</tr>
</tbody>
</table>
Data Breakdown by Program

Fullstack Academy Software Engineering Immersive — New York

In 2019, we enrolled a total of 278 students in our full-time Software Engineering Immersive program in New York. Of those 278 students, we saw a **85.6% graduation rate** of 238 students.

The breakdown below includes high-level data on our 238 full-time graduates. You’ll notice that 184 graduates opted into a full-time, active Job Search track post-program. All job placement stats are calculated using our Opt-In population (184).

**Overview**
- **278** students enrolled
- **238** graduated
- Opted into Job Search: **184**
- Opted out of Job Search: **54**

**Top 5 Job Titles**
1. Software Engineer
2. Front-End Engineer
3. Software Developer
4. Web Developer
5. Full-Stack Engineer

**Top 10 Companies**
1. Bloomberg L.P.
2. Wayfair
3. Cedrus Digital
4. Refinitiv
5. American Express
6. Myers-Holum, Inc.
7. Stellar Services
8. Spotify
9. Bluecore
10. Simon Data

**Top 5 Locations**
1. NYC
2. Boston
3. Philadelphia
4. Long Island, NY
5. Ann Arbor, MI

**85.6% graduation rate**

**184** opted into Job Search track

**$85,000** Median salary

**88.6%** Secure in-field jobs within 365 days of graduation
For Fullstack Academy’s Software Engineering Immersive program in New York, we saw a placement rate of **88.6% for in-field software engineering jobs within one year of graduation**. The median annual salary in 2019 was $85,000 per year.

The most common job titles were **Software Engineer or Developer, Front-End Engineer, Web Developer and Full-Stack Engineer**.

Our graduates went on to work at reputable companies across various industries, with the top five being Bloomberg L.P., Wayfair, Cedrus Digital, Refinitiv, and Myers-Holum, Inc. Of the top 10 listed, seven are employer partners that have partnered directly with Fullstack Academy to recruit graduates for their open roles.

Our top placement location was New York City, with graduates also securing employment in Long Island, NY. Our New York graduates relocated to other major cities in the U.S. as well, with the most notable being Boston, Philadelphia, and Ann Arbor.

The chart below displays a comprehensive breakdown of our 2019 full-time placement data from 180 to 365 days after graduation, broken down by employment type. All employment reported in the table is paid employment—including annual, monthly, weekly, and hourly compensation.

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**Fullstack Academy New York**

**Full-Time Immersive Outcomes Report**

Graduates from 01/01/19 to 12/31/19

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Opt-In Total</td>
<td>184</td>
</tr>
<tr>
<td>Opt-In and Placed</td>
<td>151</td>
</tr>
<tr>
<td>Opt-Out Total</td>
<td>54</td>
</tr>
<tr>
<td>Total Students Graduated</td>
<td>238</td>
</tr>
</tbody>
</table>
## Opted Into Job Search Track (184 Total)

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>180 Days</th>
<th>270 Days</th>
<th>365 Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed in-field (combined total)</td>
<td>72.8%</td>
<td>83.2%</td>
<td>88.6%</td>
</tr>
<tr>
<td>Full-time employee, including apprenticeship, internship, or contract 6+ months (30+ hours/week)</td>
<td>45.7%</td>
<td>62.5%</td>
<td>69.6%</td>
</tr>
<tr>
<td>Full-time apprenticeship, internship, or contract position, 3–6 months (30+ hours/week)</td>
<td>23.4%</td>
<td>16.8%</td>
<td>15.2%</td>
</tr>
<tr>
<td>Short-term, part-time, or freelance position</td>
<td>1.6%</td>
<td>1.6%</td>
<td>1.6%</td>
</tr>
<tr>
<td>Started a new company or venture after graduation</td>
<td>2.2%</td>
<td>2.2%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Still seeking a job in-field</td>
<td>22.8%</td>
<td>12.5%</td>
<td>7.1%</td>
</tr>
<tr>
<td>Not yet reported</td>
<td>4.3%</td>
<td>4.3%</td>
<td>4.3%</td>
</tr>
</tbody>
</table>

- **Within 180 days** of graduation, 72.8% of job-seekers secured in-field employment.
- **Within 270 days** of graduation, 83.2% secured in-field employment.
- **Within 365 days** of graduation, 88.6% secured in-field employment.

We have also included information on job-seekers who have indicated that they are still looking for in-field employment:

- **Within 180 days** of graduation, 22.8% of job-seekers were still seeking in-field employment.
- **Within 270 days** of graduation, 12.5% were still seeking in-field employment.
- **Within 365 days** of graduation, 7.1% were still seeking in-field employment.
At the end of this reporting period, 4.3% of job-seekers had not shared an update on their job search status.

From the 180- to the 365-day mark, there was continued growth in the number of job-seekers securing full-time employment for a six-month+ duration. By the one-year post-graduation mark, about 70% of job-seekers had secured full-time employment for a six-month+ duration.

We took a deeper dive into the 88.6% who were placed in-field below (151 total). The below data points are calculated from the 151 Fullstack Academy New York job-seekers who opted into the Job Search track and are employed.

### Additional Placement Stats (Opted In + Placed: 151 Total)

| Has a CS Degree | 8.7% |
| Did CS Coursework | 8.7% |
| Hired by School | 24% |
| Median Salary | $85,000 |

### Highest Level of Education

| High School or equivalent | 8.6% |
| Vocational Degree | 0% |
| Associate’s Degree (2-year) | 2.6% |
| Bachelor’s Degree (4-year) | 71.5% |
| Master’s Degree | 14.6% |
| Ph.D./J.D. | 2.6% |

### Salary Ranges

| Under $60,000 | 9.9% |
| $60,000–$70,000 | 12.6% |
| $70,000–$80,000 | 20.5% |
| $80,000–$90,000 | 17.2% |
| $90,000–$100,000 | 13.2% |
| Over $100,000 | 26.5% |

Of the 151 job-seekers who secured jobs, only 8.7% had a Computer Science degree from a college or university prior to attending bootcamp. The overwhelming majority of our alums do not study Computer Science in college and come from varied professional and educational backgrounds.
The majority of our Fullstack Academy New York job-seekers had a Bachelor’s degree or higher. Those who possess a high school diploma, vocational, or Associate’s degree also successfully graduate and land jobs in-field, as outlined above.

We also looked at salary ranges for our Fullstack Academy New York graduates. The largest group of graduates (26.5%) reported salaries above $100,000 in their first job post-program. The second largest group of graduates (20.5%) reported a salary in the $70,000–$80,000 range, followed by the $80,000–$90,000 range (17.2%). We often see a range of $70,000 and above in New York, as our graduates land jobs at companies of all sizes, ranging from small start-ups to large, established tech companies.

In addition to our Opt-In population, we wanted to share a breakdown of our Opt-Out group. A total of 54 graduates of 238 total opted out of the Job Search for the reasons below.

**Opt-Out Stats (54 Total)**

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed out-of-field (not seeking in-field job)</td>
<td>9.3%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>7.4%</td>
</tr>
<tr>
<td>Not seeking a job for health, family, or personal reasons</td>
<td>11.1%</td>
</tr>
<tr>
<td>Became unresponsive to Career Success Coach</td>
<td>72.2%</td>
</tr>
</tbody>
</table>
In 2019, we enrolled a total of 124 students in our full-time Software Engineering Immersive program in Chicago. Of those 124 students, we saw a **81.5% graduation rate** of **101 students** across all Chicago full-time programs.

The breakdown below includes high-level data on our 101 full-time graduates. You’ll notice that 95 graduates opted into a full-time, active Job Search track post-program. All job placement stats are calculated using our Opt-In population (95).

**Overview**
- **124** students enrolled
- **101** graduated
- Opted into Job Search: **95**
- Opted out of Job Search: **6**

**Top 5 Job Titles**
1. Software Engineer
2. Software Developer
3. Front-End Engineer
4. Full-Stack Engineer
5. Full-Stack Developer

**Top 10 Companies**
1. XSELL Technologies
2. Northern Trust
3. Mintel
4. FDM Group
5. Mac & Mia
6. Expedia
7. Vizient
8. IHS Markit
9. Hertz
10. Inspire11

**Top 5 Locations**
1. Chicago
2. Austin
3. NYC
4. San Diego
5. Bay City, MI

**Additional Data**
- Median salary: **$70,000**
- Placement rate 365 after graduation: **89.5%**

---

Fullstack Academy Software Engineering Immersive — Chicago
For Fullstack Academy’s Software Engineering Immersive program in Chicago, we saw a placement rate of **89.5% for in-field software engineering jobs within one year of graduation**. The median annual salary in 2019 was $70,000 per year.

The most common job titles were **Software Engineer or Developer, Front-End Engineer, and Full-Stack Engineer or Developer**.

Our graduates went on to work at reputable companies across various industries, with the top five being XSELL Technologies, Northern Trust, Mintel, FDM Group, and Mac & Mia. Of the top 10 listed, five are employer partners who have partnered directly with Fullstack Academy to recruit graduates for their open roles.

Our top placement location is Chicago, as the majority of graduates who enroll in our Chicago campus programs chose to remain in Chicago. Our Chicago campus graduates are also very open to relocation, as the remaining top job locations range from Austin and New York City to San Diego and Bay City, Michigan.

The chart below displays a comprehensive breakdown of our 2019 full-time Chicago placement data from 180 to 365 days after graduation, broken down by employment type. All employment reported in the table is paid employment—including annual, monthly, weekly, or hourly compensation.
### Opted Into Job Search Track (95 Total)

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>180 Days</th>
<th>270 Days</th>
<th>365 Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed in-field (combined total)</td>
<td>85.3%</td>
<td>88.4%</td>
<td>89.5%</td>
</tr>
<tr>
<td>Full-time employee, including apprenticeship, internship, or contract 6+ months (30+ hours/week)</td>
<td>72.6%</td>
<td>76.8%</td>
<td>78.9%</td>
</tr>
<tr>
<td>Full-time apprenticeship, internship, or contract position, 3–6 months (30+ hours/week)</td>
<td>9.5%</td>
<td>8.4%</td>
<td>7.4%</td>
</tr>
<tr>
<td>Short-term, part-time, or freelance position</td>
<td>2.1%</td>
<td>2.1%</td>
<td>2.1%</td>
</tr>
<tr>
<td>Started a new company or venture after graduation</td>
<td>1.1%</td>
<td>1.1%</td>
<td>1.1%</td>
</tr>
<tr>
<td>Still seeking a job in-field</td>
<td>9.5%</td>
<td>6.3%</td>
<td>5.3%</td>
</tr>
<tr>
<td>Not yet reported</td>
<td>5.3%</td>
<td>5.3%</td>
<td>5.3%</td>
</tr>
</tbody>
</table>

- **Within 180 days** of graduation, **85.3%** of job-seekers secured in-field employment.
- **Within 270 days** of graduation, **88.4%** secured in-field employment.
- **Within 365 days** of graduation, **89.5%** secured in-field employment.

We have also included information on job-seekers who have indicated that they are still looking for in-field employment:

- **Within 180 days** of graduation, **9.5%** of job-seekers were still seeking in-field employment.
- **Within 270 days** of graduation, **6.3%** were still seeking in-field employment.
- **Within 365 days** of graduation **5.3%** were still seeking in-field employment.
At the end of this reporting period, 5.3% of job-seekers had not shared an update on their job search status.

From the 180- to the 365-day mark, there was continued growth in the number of job-seekers securing full-time employment for a six-month+ duration. By the one-year post-graduation mark, over 75% of job-seekers had secured full-time employment for a six-month+ duration.

We took a deeper dive into the 89.5% who were placed in-field below (85 total). The below data points are calculated from the 85 job-seekers who opted into the Job Search track and are employed.

**Additional Placement Stats (Opted In + Placed: 85 Total)**

| Has a CS Degree | 6.3% |
| Did CS Coursework | 6.3% |

<table>
<thead>
<tr>
<th>HIGHEST LEVEL OF EDUCATION</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>High School or equivalent</td>
<td>12.9%</td>
</tr>
<tr>
<td>Vocational Degree</td>
<td>1.2%</td>
</tr>
<tr>
<td>Associate’s Degree (2-year)</td>
<td>1.2%</td>
</tr>
<tr>
<td>Bachelor’s Degree (4-year)</td>
<td>67.1%</td>
</tr>
<tr>
<td>Master’s Degree</td>
<td>15.3%</td>
</tr>
<tr>
<td>Ph.D./J.D.</td>
<td>0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SALARY RANGES</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $60,000</td>
<td>15.3%</td>
</tr>
<tr>
<td>$60,000–$70,000</td>
<td>40%</td>
</tr>
<tr>
<td>$70,000–$80,000</td>
<td>23.5%</td>
</tr>
<tr>
<td>$80,000–$90,000</td>
<td>12.9%</td>
</tr>
<tr>
<td>$90,000–$100,000</td>
<td>2.4%</td>
</tr>
<tr>
<td>Over $100,000</td>
<td>5.9%</td>
</tr>
</tbody>
</table>

Of the 85 job-seekers who secured jobs, only 6.3% had a Computer Science degree from a college or university prior to attending bootcamp. The overwhelming majority of our alums do not study Computer Science in college and come from varied professional and educational backgrounds.
The majority of our Chicago job-seekers had a Bachelor’s degree or higher. Those who possess a high school diploma, vocational, or Associate’s degree also successfully graduate and land jobs in-field, as outlined above.

We also looked at salary ranges for our Chicago graduates. The largest group of graduates (40%) reported salaries in the $60,000–$70,000 range for their first job post-program, which is on par with the Chicago market. The second largest group (23.5%) reported salaries in the $70,000–$80,000 range. The third largest group reported salaries under $60,000 (15.3%), as a good portion of our graduates work at smaller companies as well.

In addition to our Opt-In population, we wanted to share a breakdown of our Opt-Out group. A total of 6 graduates of 101 total opted out of the Job Search for the reasons below.

**Opt-Out Stats (54 Total)**

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed out-of-field (not seeking in-field job)</td>
<td>0%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>16.7%</td>
</tr>
<tr>
<td>Not seeking a job for health, family, or personal</td>
<td>0%</td>
</tr>
<tr>
<td>reasons</td>
<td>83.3%</td>
</tr>
<tr>
<td>Became unresponsive to Career Success Coach</td>
<td>83.3%</td>
</tr>
</tbody>
</table>
The Grace Hopper Program — New York

In 2019, we enrolled a total of 191 students in our Grace Hopper Software Engineering Immersive program in New York. Of those 191 students, we saw a **85.3% graduation rate** of 163 students across GH programs.

The breakdown below includes high-level data on our 163 full-time graduates. You’ll notice that 148 graduates opted into a full-time, active Job Search track post-program. All job placement stats are calculated using our Opt-In population (148).

<table>
<thead>
<tr>
<th>Overview</th>
<th>Top 5 Job Titles</th>
<th>Top 10</th>
<th>Top 5 Locations</th>
</tr>
</thead>
<tbody>
<tr>
<td>191 students enrolled</td>
<td>1. Software Engineer</td>
<td>1. Etsy</td>
<td>1. NYC</td>
</tr>
<tr>
<td></td>
<td>5. Solutions Engineer</td>
<td>5. Pinterest</td>
<td>5. Austin</td>
</tr>
</tbody>
</table>
For the Grace Hopper Program in New York, we saw a placement rate of 95.9% for in-field software engineering jobs within one year of graduation. The median annual salary in 2019 was $90,000 per year.

The most common job titles were Software Engineer or Developer, Full-Stack Developer, Front-End Engineer, and Solutions Engineer.

Our graduates went on to work at reputable companies across various industries, with the top five being Etsy, American Express, Bloomberg L.P., Lifion by ADP, and Pinterest. Of the top 10 listed, seven are employer partners who have partnered directly with Fullstack Academy to recruit graduates for their open roles.

Our Grace Hopper Program job-seekers secure employment across the United States, with the top placement location being New York City. Job-seekers also relocated to other major U.S. cities to accept opportunities in San Francisco, Seattle, Boston, and Austin. Many Grace Hopper graduates land jobs at larger tech companies in the Bay Area.

The chart below displays a comprehensive breakdown of our 2019 full-time placement data from 180 to 365 days after graduation, broken down by employment type. All employment reported in the table is paid employment—including annual, monthly, weekly, or hourly compensation.

<table>
<thead>
<tr>
<th>Opt-In Total</th>
<th>148</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opt-In and Placed</td>
<td>142</td>
</tr>
<tr>
<td>Opt-Out Total</td>
<td>15</td>
</tr>
<tr>
<td>Total Students Graduated</td>
<td>163</td>
</tr>
</tbody>
</table>
Opted Into Job Search Track (148 Total)

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>180 Days</th>
<th>270 Days</th>
<th>365 Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed in-field (combined total)</td>
<td>85.8%</td>
<td>93.2%</td>
<td>95.9%</td>
</tr>
<tr>
<td>Full-time employee, including apprenticeship, internship, or contract 6+ months (30+ hours/week)</td>
<td>66.9%</td>
<td>76.4%</td>
<td>79.1%</td>
</tr>
<tr>
<td>Full-time apprenticeship, internship, or contract position, 3–6 months (30+ hours/week)</td>
<td>16.9%</td>
<td>14.2%</td>
<td>14.2%</td>
</tr>
<tr>
<td>Short-term, part-time, or freelance position</td>
<td>2%</td>
<td>2.7%</td>
<td>2.7%</td>
</tr>
<tr>
<td>Started a new company or venture after graduation</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Still seeking a job in-field</td>
<td>14.2%</td>
<td>6.8%</td>
<td>4.1%</td>
</tr>
<tr>
<td>Not yet reported</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

- **Within 180 days** of graduation, **85.8%** of job-seekers secured in-field employment.
- **Within 270 days** of graduation, **93.2%** secured in-field employment.
- **Within 365 days** of graduation, **95.9%** secured in-field employment.

We have also included information on job-seekers who have indicated that they are still looking for in-field employment:

- **Within 180 days** of graduation, **14.2%** of job-seekers were still seeking in-field employment.
- **Within 270 days** of graduation, **6.8%** were still seeking in-field employment.
- **Within 365 days** of graduation **4.1%** were still seeking in-field employment.
At the end of this reporting period, all job-seekers had shared an update on their job search status.

From the 180- to the 365-day mark, there was continued growth in the number of job-seekers securing full-time employment for a six-month+ duration. By the one-year post-graduation mark, almost 80% of job-seekers had secured full-time employment for a six-month+ duration.

We took a deeper dive into the 95.9% who were placed in-field below (142 total). The below data points are calculated from the 142 job-seekers who opted into the Job Search track and are employed.

### Additional Placement Stats (Opted In + Placed: 142 Total)

<table>
<thead>
<tr>
<th>Has a CS Degree</th>
<th>5.4%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did CS Coursework</td>
<td>6.1%</td>
</tr>
<tr>
<td><strong>Median Salary</strong></td>
<td><strong>$90,000</strong></td>
</tr>
</tbody>
</table>

### HIGHEST LEVEL OF EDUCATION

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School or equivalent</td>
<td>1.4%</td>
</tr>
<tr>
<td>Vocational Degree</td>
<td>0%</td>
</tr>
<tr>
<td>Associate’s Degree (2-year)</td>
<td>0.7%</td>
</tr>
<tr>
<td>Bachelor’s Degree (4-year)</td>
<td>67.6%</td>
</tr>
<tr>
<td>Master’s Degree</td>
<td>26.1%</td>
</tr>
<tr>
<td>Ph.D./J.D.</td>
<td>4.2%</td>
</tr>
</tbody>
</table>

### SALARY RANGES

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $60,000</td>
<td>8.5%</td>
</tr>
<tr>
<td>$60,000–$70,000</td>
<td>14.1%</td>
</tr>
<tr>
<td>$70,000–$80,000</td>
<td>14.8%</td>
</tr>
<tr>
<td>$80,000–$90,000</td>
<td>17.6%</td>
</tr>
<tr>
<td>$90,000–$100,000</td>
<td>19.7%</td>
</tr>
<tr>
<td>Over $100,000</td>
<td>25.4%</td>
</tr>
</tbody>
</table>

Of the 142 job-seekers who secured jobs, only 5.4% had a Computer Science degree from a college or university prior to attending bootcamp. The overwhelming majority of our alums do not study Computer Science in college and come from varied professional and educational backgrounds.
The majority of our job-seekers had a Bachelor’s degree or higher. Those who possess a high school diploma, vocational, or Associate’s degree also successfully graduate and land jobs in-field, as outlined above.

We also looked at salary ranges for our Grace Hopper Program graduates. The largest group of graduates (25.4%) reported salaries above $100,000 in their first job post-program. The second largest group (19.7%) reported salaries in the $90,000–$100,000 range. The third largest group reported salaries in the $80,000–$90,000 range (17.6%).

In addition to our Opt-In population, we wanted to share a breakdown of our Opt-Out group. A total of 15 graduates of 163 total opted out of the Job Search for the reasons below.

**Opt-Out Stats (54 Total)**

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed out-of-field (not seeking in-field job)</td>
<td>0%</td>
</tr>
<tr>
<td>Continuing education</td>
<td>13.3%</td>
</tr>
<tr>
<td>Not seeking a job for health, family, or personal reasons</td>
<td>6.7%</td>
</tr>
<tr>
<td>Became unresponsive to Career Success Coach</td>
<td>80%</td>
</tr>
</tbody>
</table>

In some instances, a Grace Hopper alum will opt-out of the job search for personal reasons or to continue education. In these situations, their deferred tuition Job Search Agreement is forfeited and payment would be due.
Women+ Students at Fullstack Academy and Grace Hopper

We wanted to provide some additional insight on the outcomes of all of our women+ graduates across programs. We had a total of 241 women+ graduates across full-time programs in 2019, inclusive of our Grace Hopper students. Of those 241 graduates, 218 opted into the Job Search track.

The chart below displays a comprehensive breakdown of our 2019 full-time placement data from 180 to 365 days after graduation, broken down by employment type for all women+ graduates. All employment reported is paid employment—including annual, monthly, weekly, or hourly compensation.

### Women+ graduate stats

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>180 Days</th>
<th>270 Days</th>
<th>365 Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed in-field (combined total)</td>
<td>84.4%</td>
<td>92.2%</td>
<td>94%</td>
</tr>
<tr>
<td>Full-time employee, including apprenticeship, internship, or contract 6+ months (30+ hours/week)</td>
<td>63.8%</td>
<td>74.3%</td>
<td>77.1%</td>
</tr>
<tr>
<td>Full-time apprenticeship, internship, or contract position, 3–6 months (30+ hours/week)</td>
<td>18.8%</td>
<td>16.1%</td>
<td>15.1%</td>
</tr>
<tr>
<td>Short-term, part-time, or freelance position</td>
<td>1.8%</td>
<td>1.8%</td>
<td>1.8%</td>
</tr>
<tr>
<td>Started a new company or venture after graduation</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Still seeking a job in-field</td>
<td>15.1%</td>
<td>7.3%</td>
<td>5.5%</td>
</tr>
<tr>
<td>Not yet reported</td>
<td>0.5%</td>
<td>0.5%</td>
<td>0.5%</td>
</tr>
</tbody>
</table>
Overall, the women+ graduates from Fullstack Academy perform very strongly in their job search with 94% percent of job seekers securing employment within one year of graduation.

Over 60% of graduates have secured full-time employment for a six month+ duration within 180 days of graduation, with that number increasing to 77.1% by the time a graduate has reached 365 days post-graduation.

The salary ranges for women+ graduates from Fullstack Academy are also very strong.

The largest group of graduates (36.9%) reported salaries in the $90,000–$100,000 range in their first job post-program.

The second largest group (22.7%) reported salaries in the above $100,000 annually.

The third largest group reported salaries in the $70,000–$80,000 range (17.7%).

Women+ candidates from Fullstack Academy are a highly sought-after candidate pool from employers. As employers continue to recruit with a focus on diversity and inclusion, they continue to partner with Fullstack Academy to recruit graduates directly from our programs, which leads to strong placement outcomes for our women+ graduates. Our graduates are also proactive in their job search and, through their initiatives, are often part of the interview processes for many large organizations within the tech industry, including, Etsy, Google, Pinterest, and Spotify.
About Fullstack Academy

Fullstack Academy is a top-ranked immersive school for web development and cybersecurity training. Fullstack offers comprehensive in-person and remote training opportunities across the U.S. and prepares students with the in-demand skills they need to launch fulfilling tech careers.
Fullstack Academy was founded with a focus on what matters most: transforming individuals, communities, and economies through the power of tech education.

The Fullstack Method, the Fullstack Reputation, and the Fullstack Community create a supportive learning environment where students learn the skills they need to launch fulfilling tech careers.

The Fullstack Community
We provide an inclusive and diverse learning environment.

We’re team-oriented and support diversity and inclusion in tech because it leads to better results. We have created dedicated programs, the Grace Hopper Program and the Web Development Fellowship, and we are also champions for diversity and inclusion across all our programs. We have check-ins with our students regularly because we’re all about setting students up for success. We have an active career services team and a strong alumni network—you’ll meet a community of people you can lean on for your second and third jobs.

The Fullstack Reputation
Companies, universities, and governments across the country trust Fullstack Academy to train their students.

We’re trusted by top hiring partners like Google and Amazon, in addition to the city of New York (through our Cybersecurity program), the NYC Tech Talent Pipeline (through our WDF program), and partner universities across the U.S., including Cal Poly, the University of San Diego, Louisiana State University, Caltech, The University of Oklahoma, Emory University, Virginia Tech, and the University of Northern Florida.

The Fullstack Method
Our unique and foundational teaching approach enables students to thrive.

In all our programs, including web development and cybersecurity, we give our students in New York and Chicago and at our partner universities the tools they need to launch their careers and prepare them to easily and quickly master any employer’s tech stack. Our students have learned how to learn, and our career success team gives them the professional skills they need for their first job and every job after.
FULLSTACK ACADEMY

AGREED-UPON PROCEDURES

Reporting Period January 1, 2019 through December 31, 2019

And Independent Accountant’s Report on
Applying Agreed-Upon Procedures
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**INDEPENDENT ACCOUNTANT’S REPORT ON APPLYING AGREED-UPON PROCEDURES**
- Definitions ........................................................................................................ 1
- Procedures and Findings .................................................................................. 2-4

**SUPPLEMENTAL EXHIBIT**
- Exhibit A: Agreed-Upon Procedures .................................................................. 5
Independent Accountant’s Report
on Applying Agreed-Upon Procedures

To the Management
Fullstack Academy

We have performed the procedures agreed-upon by Fullstack Academy (the “Company”) and management solely to assist the Company with its analysis of the Company’s Graduates data, Opted In data, Median Salary data, and Secured In-Field Job Rate data from the Company’s Graduate Outcomes Report for the twelve-month reporting period from January 1, 2019 through December 31, 2019. Management is responsible for the Graduates data, Opted In data, Median Salary data, and Secured In-Field Job Rate data as well as the Graduate Outcomes Report. 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.

The Company is responsible for the agreed-upon procedures to be performed outlined in Exhibit A and 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. The Company is also responsible for and has provided us in writing regarding the Company’s assertions about accuracy and existence of the Graduates data, Opted In data, Median Salary data, and Secured In-Field Job Rate data which is presented in accordance with the requirements outlined by the Fullstack Academy 2019 Jobs Report.

Agreed-upon procedures on the Company’s Graduates data, Opted in data, Median Salary data, and Secured in-Field Job Rate data for enrolled students who graduated during the period from January 1, 2019 through December 31, 2019.

DEFINITIONS:

A. Graduates – Graduates are all students who met the published graduation requirements and received a certificate of completion.
B. Opted In – Graduates who are actively searching for employment.
C. Median Salary – Graduates that did accept an offer of employment within 365 days and reported salary information to the Company.
D. Secured In-Field Job – Graduate who secured an in-field job within 365 days of graduation.
PROCEDURES AND FINDINGS:

1. Verify the number of students who successfully completed a program during the twelve-month reporting period from January 1, 2019 through December 31, 2019 in order to determine if they could be considered Graduates as is defined by Definition A above (see Exhibit A).

Procedures:

a) Obtained the list of all enrolled students with an original or effective graduation date, per the Company’s Graduate Outcomes Report, during the twelve-month reporting period from January 1, 2019 through December 31, 2019.

b) Verified that students designated as “graduated” completed the program during the twelve-month reporting period from January 1, 2019 through December 31, 2019 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; or
   III. Professional or company websites.

Findings: Cherry Bekaert verified that 70 of the 70, or 100%, of the students that were tested, were properly considered to be graduates and graduated within the prescribed course length.

Cherry Bekaert verified 36 of the 70, or 51%, of the students’ original or effective graduation dates through independent email verification with the graduate. The remaining 34 of the 70, or 49%, of the students were verified through one or more alternative procedures described in Procedure 1.b. above.

2. Verify the number of students who were actively searching for employment and were properly classified Opted In as defined by Definition B above (see Exhibit A).

Procedures:

a) Using the list obtained in Procedure 1.a., Cherry Bekaert verified if the student was actively searching for employment as provided by the Company for each student who was designated as a Graduate as defined by Definitions A and B, respectively, 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. Email correspondence between the student and the Company’s career coaches
   III. Professional or company websites.
Findings: Cherry Bekaert, LLP ("Cherry Bekaert") verified that 70 of the 70, or 100%, of the students that were tested, were properly considered to be Opted in and/or were properly excluded if they were not actively searching for employment.

Cherry Bekaert verified 36 of the 70, or 51%, of the students’ through independent email verification with the graduate. The remaining 34 of the 70, or 49%, of the students were verified through one or more alternative procedures described in Procedure 1.b. above.

3. Verify the number of students who reported salary information to the Company (see Exhibit A).

Procedures:

a) Using the list obtained in Procedure 1.a. and the verified information in Section 2, Cherry Bekaert verified the salary reported by the Company for students who were designated as employed as defined by Definition D, 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 graduated such as email communication, offer letters, third party professional websites, graduate attestation, or documented detail communication with the student/employer; or

III. Professional or company websites.

Findings: Cherry Bekaert verified that 67 of the 70, or 95%, of the students that were tested, had the proper salary listed. For the 3 discrepancies noted, the Company was unable to correct the salaries to match the verified information. As a result, Cherry Bekaert was unable to evaluate the impact on the median salary being reporting Fullstack Academy 2019 Jobs Report.

Cherry Bekaert verified Median Salary for 36 of the 70, or 51%, of student’s salary by independent email verification with the student, 34 of the 70, or 49%, were verified through one or more alternative procedures defined in Procedure 3.a. above.

4. Verify the number of students who accepted an offer of employment to the Company (see Exhibit A).

Procedures:

b) Using the list obtained in Procedure 1.a. and the verified information in Section 2, Cherry Bekaert verified the employment reported by the Company for students who were designated as employed as defined by Definition D, 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:

IV. Signed offer letter from employer;

V. School records representing the student graduated such as email communication, offer letters, third party professional websites, graduate attestation, or documented detail communication with the student/employer; or

VI. Professional or company websites.
Findings: Cherry Bekaert verified that 67 of the 70, or 95%, of the students that were tested, had the employment information recorded correctly. For the 3 students who are noted as exceptions, these students had an incorrect start dates being reported in the Graduate Outcomes Report. However, these discrepancies did not have any impact on the information being reported as the students were able to find an in-field job within the 365-day threshold. These discrepancies were not corrected.

Cherry Bekaert verified the employment for 36 of the 70, or 51%, of student's by independent email verification with the student, 34 of the 70, or 49%, were verified through one or more alternative procedures defined in Procedure 3.a. above.

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 the Company's 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 Company and management and is not intended to be, and should not be, used by anyone other than these specified parties.

Cherry Bekaert LLP
Atlanta, Georgia
May 25, 2021
SUPPLEMENTAL EXHIBIT
Management asserts the Graduate Outcomes Report provided for testing is accurate and is being presented properly in the Fullstack Academy 2019 Jobs Report and the following reported results:

<table>
<thead>
<tr>
<th>Management Objective</th>
<th>Assertion</th>
<th>Procedure Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Graduation Rate: All students included in the Graduation Rate in the Fullstack Academy 2019 Jobs Report graduated from Fullstack Academy.</td>
<td>Existence, Classification and Accuracy</td>
<td>Cherry Bekaert LLP (&quot;CB&quot;) will obtain from the Graduate Outcomes Report for students who have graduated during 2019. CB will randomly select a sample of 70 students (35 students from the period of January 1, 2019 through June 30, 2019 and 35 students from the period of July 1, 2019 through December 31, 2019) and perform the following procedure to test existence and accuracy. CB will verify if they graduated during 2019 from Fullstack Academy with the student through confirmation. Those students who don’t respond through one of the alternative methods listed in the following will be obtained: a) 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 websites.</td>
</tr>
<tr>
<td>2. Opted In: All students included in the Opted In number in the Fullstack Academy 2019 Jobs Report were actively searching for employment.</td>
<td>Existence, Classification and Accuracy</td>
<td>CB will verify if the student had Opted In to the job search track and were thus actively searching for employment with the 70 students through confirmation. Those students who don’t respond through one of the alternative methods listed in the following will be obtained: a) 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 websites.</td>
</tr>
<tr>
<td>3. Median Salary: Students that report salary’s after employment are accurate and relates to the proper reporting period, and is then properly disclosed in the Fullstack Academy 2019 Jobs Report.</td>
<td>Existence, Classification and Accuracy</td>
<td>CB will verify the 70 student’s salary as stated in the Graduate Outcomes Report through confirmation, and those who don’t respond through one of the alternative methods listed in the following will be 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; c) professional or company websites.</td>
</tr>
<tr>
<td>4. Secured In-Field Job: Students that report employment is accurate and relates to the field of study in which they graduated from Fullstack Academy with and was within 365 days of graduation.</td>
<td>Existence, Classification and Accuracy</td>
<td>CB will verify the 70 student’s hire date and occupation as stated in the Graduate Outcomes Report through confirmation, and those who don’t respond through one of the alternative methods listed in the following will be 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; c) professional or company websites.</td>
</tr>
</tbody>
</table>
If you have questions about the information presented in this report, please contact our Director of Career Success, Lesia Harhaj, at lesia.harhaj@fullstackacademy.com.