

Who Should Join Skills Fund?

We are on a mission to transform higher education, and we need the right team to make that goal a reality. We created this document, along with The Skills Code, to help job-seekers understand what to expect if they were to join Skills Fund. So rather than talking everyone into joining us, we figured we're better off only attracting those unique folks that share our values.

If this document doesn't motivate you, we understand and wish you the best in your career. If it gives you goosebumps, we'd love for you to apply to join the Skills Fund team.



We are a team of purpose-driven high performers executing our mission.

Being a team of high performers doesn't mean we're always right. In fact, our bias towards action means we regularly make mistakes, and we accept and learn from failure. This isn't for everyone.

Purpose-driven high performers are:

Uncommonly capable and have high standards of excellence

Self-starters that take an exceptional degree of ownership over company and team's success

Extremely dedicated to professional and personal growth

Hungry to be part of something bigger than themselves



Why purpose-driven high performers?

Skills Fund is out to do something big. We're realigning the fundamental way that major industries, like higher ed and finance, operate.

Some companies may not need high performers – they can easily slot individuals into set roles and not worry if those individuals turnover.

What Skills Fund is trying to do takes creativity, perseverance, audacity, and expertise in complex areas. We therefore need highly capable, relentless individuals who take ownership over the company's success and are dedicated to the long game. And we need to retain them as they develop their deep expertise.

In short, purpose-driven high performers are our wisest investment in people.



Purpose-driven high performers care about building great careers. And we recognize that a great career is multifaceted.

At Skills Fund, a great career means:

Contributing to a purpose bigger than oneself

1

Creating significant impact

2

Progressive career growth

3

Belonging to a community of high performers

4

Competitive financial compensation

5

Whole person wellness

6

SKILLSfund



1

We believe in a purpose bigger than oneself.

Our high performers never lose sight of the mission to make quality education and career acceleration accessible to a growing number of people.

As a company, keeping our purpose alive and thriving and embedded in everything we do is one of our main levers for attracting and retaining the talent we need to achieve important results.



If you're similarly passionate about improving the current state of education in this country, we want you to apply.



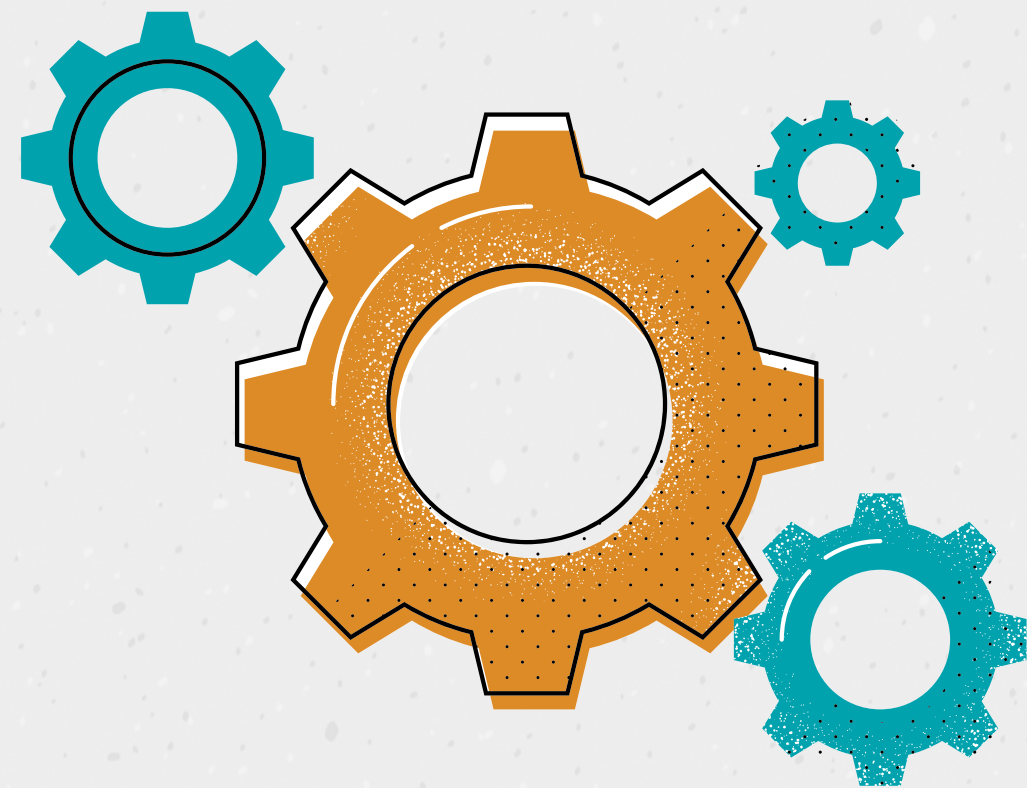
2

We create significant impact.

We are self-starters in our roles and don't wait to be told how we should contribute.

We strive to ensure all team members have the runway to achieve uncommon results in their role, and we trust and depend on them to follow through.

We attract those who are fearless in being held to this standard.



Skills Fund is a platform for top performers to grow as professionals. We do that by giving you extreme levels of responsibility and extreme levels of support. You have career development goals, and we help you reach them.

At Skills Fund, you're surrounded by team members who challenge you to grow. We encourage you to take advantage of our compensation benefit for continuing education classes and certifications. You set professional development goals three times a year with your manager, and are supported and held accountable for achieving them.

We are part of a larger family of companies across multiple states and with expertise across multiple industries. With that combined knowledge base, our team members have the ability to grow their careers not just within the bounds of Skills Fund, but also in the markets served by our sister companies.

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**We are
hungry
for career
growth.**

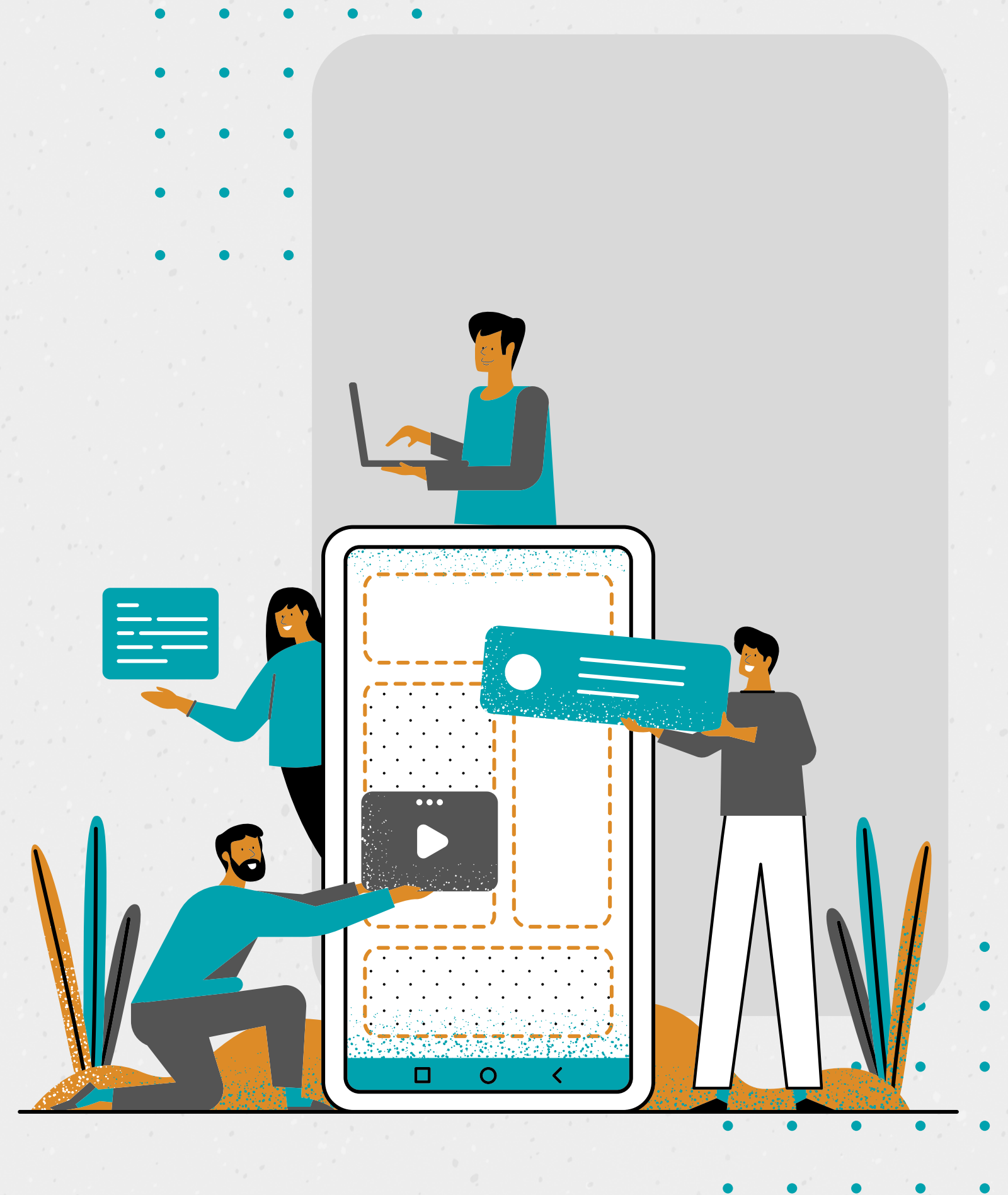


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We belong to a community of high performers.

High performers want to work with other high performers. At Skills Fund, we pull our own weight, and we're able to count on our team members to do the same. While we debate passionately, but we unite behind collective decisions.

While we work hard, we make time to have fun and celebrate wins! We regularly get together for team building events, community service opportunities, and company-wide offsite activities.



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We earn competitive financial compensation.

Attracting this level of committed employee comes at a cost as high performers are always in demand.

We are committed to providing competitive financial compensation to attract high performers, which we do by:

- Working with independent salary experts to determine market-based salaries.
- Reviewing compensation annually to ensure we remain competitive.
- Offering a performance bonus three times a year that takes into consideration individual performance and broader company performance.

We know monetary compensation is correct when we can attract and retain the talent we want at the right cost. We know it is incorrect when we fail to hire or retain a purpose-driven high performer who fully embodies the Skills Code and they cite overall compensation as the primary reason for not joining or staying at Skills Fund.



Contrary to some companies, there are some benefits we intentionally don't offer.

If you're looking for an on-site chef, ping pong tables, and bean bag chairs, you won't find that here. Frankly, we think perks like these are intended to keep you in the office for unreasonable hours without making the work any more fulfilling. While we encourage camaraderie amongst our team members, we can think of better places to share a meal or grab a drink than the office kitchen.



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Our benefits are all about Whole Person Wellness.

We don't just check the boxes on the benefits job seekers expect. We've proactively put together a benefits package that prioritizes health, encourages growth, demonstrates trust, and empowers freedom for our team members.

- \$1,500 annual tuition reimbursement for continuing education and professional development
- Health insurance plan options that include medical, dental, and vision coverage
- Company-provided Health Savings Account contributions
- Company-provided life, accident and disability insurance
- Unlimited paid vacation and sick days
- Every three years, company-paid bonus for a sabbatical day and, separately, a vacation to encourage rejuvenation and employee balance by truly unplugging
- Reasonable schedule flexibility – you don't stop being a spouse, parent, homeowner, etc. during working hours, so we trust that you will prioritize your schedule in a way that allows you to get your work done while giving you flexibility to fulfill your other day-to-day responsibilities.
- Free, in-building gym
- 401K retirement plan with company match
- Company match for charitable contributions



We've been in your shoes, and we know the job search process sucks. If the culture we've created here isn't for you, we get it and we don't want to waste your time. But if you've made it this far, maybe we're a match and we encourage you to apply.

We work hard to provide access to life-changing programs for as many students as we can and have some fun doing it. We are passionate about transforming higher education and we hope you'll join us in achieving that mission.

Let's build a great company!

