



GRAD Report – 2021 Part 1

Covers Outcomes of Graduates between 1/1/21 – 6/30/21

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II. Graduate Advertising Results Directive (GRAD)

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

We adhered strictly to GRAD in our production and publication of this 2021 Part 1 GRAD Report, which publicly discloses data on the success of job-seeking students who graduated from our schools between January 1st, 2021 and June 30th, 2021.

GRAD is built on the following four principles:

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

III. Note from Director

Despite challenges posed by the effects of COVID-19 and its subsequent variants, I've been consistently optimistic in these reports about the future of job growth in the software engineering industry. Fortunately, our success rate has also been on a consistent upward trend. This GRAD report boasts an increase in success rate and a dramatic \$15,000 improvement in median compensation! Of the graduates who shared their highest prior salary and their new salary, the median compensation increase was \$40,000! How's that for life-changing?

The Career Services team is committed to helping all of our graduates find rewarding careers in the tech industry, and I'm proud of our graduates' performance. Galvanize continues to work directly with employers to help graduates find jobs. In addition, we've directed significant team resources to research and develop new strategies and tactics to help Hack Reactor graduates differentiate themselves from other job candidates. We look forward to reporting the results of these efforts.

Sincerely,

Crew Spence

Crew Spence
Director of Career Services
April 1, 2022

V. Hack Reactor – Software Engineering Immersive Program



Across All Campuses

79.1%

Graduation Rate
(on-time)

78.3%

Success Rate
(within 180 days of graduation)

\$95,000

Compensation Rate
(95.5% grads reported)

\$40,000

Median Compensation Increase

Campus Snapshot

Campus	Job-Seeking Graduates	Graduation Rate (on-time)	Success Rate (within 180 days of graduation)	Compensation Rate (median annual salary)	Salaries Reported (percentage of grads)
Austin, TX	43	89.6%	76.7%	\$90,000	100.00%
Boulder, CO	28	81.8%	82.1%	\$80,000	95.7%
Denver, CO	30	77.5%	86.6%	\$91,800	100.0%
Los Angeles, CA	42	79.3%	69.0%	\$97,000	93.1%
New York, NY	28	66.7%	78.5%	\$87,500	100.00%
Remote (Full-Time)	137	77.8%	83.9%	\$83,200	94.8%
Remote (Part-Time)	51	73.3%	80.3%	\$104,000	90.2%
San Francisco, CA	100	83.3%	73.0%	\$107,500	93.2%
San Jose, CA	30	75.6%	73.3%	\$100,000	100.00%
Seattle, WA	47	83.6%	76.5%	\$104,000	97.2%

Company Placement



VII. Deep Dive

This section provides a deeper dive into the outcomes of our Graduates on a program-by-campus basis. Please note that some Galvanize campuses did not run the Hack Reactor Software Engineering Immersive during this Reporting Period. For each campus-program deep dive, the blue boxes indicate the most prominent figures.

[Deep Dive Begins on Next Page]

Hack Reactor - San Francisco, CA
 12 Week Software Engineering Immersive
 Program Length: 12 Weeks Enrolled Students: 132

Graduation Rate	Percentage	Graduates
On-Time Graduation Rate	83.33%	110
Late Graduation Rate	84.85%	112

Graduate Composition	Percentage	Graduates
Job-Seeking Graduates	89.29%	100
Non-Job-Seeking Graduates	6.25%	7
Non-Responsive Graduates	4.46%	5

Graduate Success Rate (at 180 Days after Graduation)	73.00%
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Outcomes Results at 180 Days	Percentage	Graduates
A1 - Full-time in-field offer	54.46%	61
A2 - Full-time in-field apprenticeship, internship, or contract offer	8.93%	10
A3 - Short-term in-field contract, part-time offer, freelance, or unknown length	0.00%	0
A4 - Started a new company or venture after graduation	1.79%	2
B1 - Out-of-field offer	0.89%	1
B2 - Not seeking a job in order to continue education	0.00%	0
B3 - Not seeking a job for health, family, work authorization, or personal reasons	6.25%	7
X - Still seeking an in-field job	23.21%	26
0 - Non-responsive	4.46%	5
Hired by School	1.00%	1

Compensation Results at 180 Days		
Graduate Compensation Rate (Median, In-Field)	\$107,500	
Graduates Reporting Compensation	93.15% (68 Graduates)	
Percent Part-Time Hourly	0.00%	
Avg. Days to Offer	68.57	
Salary Range	Percentage	Graduates
\$0 to 59,999	7.35%	5
\$60,000 to 69,999	4.41%	3
\$70,000 to 79,999	5.88%	4
\$80,000 to 89,999	11.76%	8
\$90,000 to 99,999	16.18%	11
\$100,000 to 109,999	5.88%	4
\$110,000 to 119,999	16.18%	11
\$120,000 to 129,999	16.18%	11
≥\$130,000	16.18%	11
Top 5 Job Titles	Percentage	Graduates
Software Engineer	47.06%	40
Front-End Engineer	11.76%	10
Full-Stack Engineer	10.59%	9
Software Engineering Immersive Resident	7.06%	6
Software Developer	5.88%	5

Hack Reactor - San Jose, CA
12 Week Software Engineering Immersive
Program Length: 12 Weeks Enrolled Students: 45

Graduation Rate	Percentage	Graduates
On-Time Graduation Rate	75.56%	34
Late Graduation Rate	77.78%	35

Graduate Composition	Percentage	Graduates
Job-Seeking Graduates	85.71%	30
Non-Job-Seeking Graduates	5.71%	2
Non-Responsive Graduates	8.57%	3

Graduate Success Rate (at 180 Days after Graduation)	73.33%
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Outcomes Results at 180 Days	Percentage	Graduates
A1 - Full-time in-field offer	48.57%	17
A2 - Full-time in-field apprenticeship, internship, or contract offer	8.57%	3
A3 - Short-term in-field contract, part-time offer, freelance, or unknown length	5.71%	2
A4 - Started a new company or venture after graduation	0.00%	0
B1 - Out-of-field offer	0.00%	0
B2 - Not seeking a job in order to continue education	0.00%	0
B3 - Not seeking a job for health, family, work authorization, or personal reasons	5.71%	2
X - Still seeking an in-field job	22.86%	8
0 - Non-responsive	8.57%	3
Hired by School	10.00%	3

Compensation Results at 180 Days		
Graduate Compensation Rate (Median, In-Field)	\$100,000	
Graduates Reporting Compensation	100.00% (22 Graduates)	
Percent Part-Time Hourly	9.09%	
Avg. Days to Offer	62.45	
Salary Range	Percentage	Graduates
\$0 to 59,999	9.09%	2
\$60,000 to 69,999	0.0%	0
\$70,000 to 79,999	4.55%	1
\$80,000 to 89,999	9.09%	2
\$90,000 to 99,999	36.36%	8
\$100,000 to 109,999	9.09%	2
\$110,000 to 119,999	9.09%	2
\$120,000 to 129,999	9.09%	2
≥\$130,000	13.64%	3
Top 5 Job Titles	Percentage	Graduates
Software Engineer	38.71%	12
Full-Stack Engineer	19.35%	6
Software Engineering Immersive Resident	12.90%	4
Front-End Engineer	9.68%	3
Software Developer	6.45%	2

Hack Reactor - Denver, CO
12 Week Software Engineering Immersive
Program Length: 12 Weeks Enrolled Students: 40

Graduation Rate	Percentage	Graduates
On-Time Graduation Rate	77.50%	31
Late Graduation Rate	85.00%	34

Graduate Composition	Percentage	Graduates
Job-Seeking Graduates	88.24%	30
Non-Job-Seeking Graduates	0.00%	0
Non-Responsive Graduates	11.76%	4

Graduate Success Rate (at 180 Days after Graduation)	86.66%
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Outcomes Results at 180 Days	Percentage	Graduates
A1 - Full-time in-field offer	61.76%	21
A2 - Full-time in-field apprenticeship, internship, or contract offer	5.88%	2
A3 - Short-term in-field contract, part-time offer, freelance, or unknown length	8.82%	3
A4 - Started a new company or venture after graduation	0.00%	0
B1 - Out-of-field offer	2.94%	1
B2 - Not seeking a job in order to continue education	0.00%	0
B3 - Not seeking a job for health, family, work authorization, or personal reasons	0.00%	0
X - Still seeking an in-field job	8.82%	3
0 - Non-responsive	11.76%	4
Hired by School	0.00%	0

Compensation Results at 180 Days		
Graduate Compensation Rate (Median, In-Field)	\$91,800	
Graduates Reporting Compensation	100.00% (26 Graduates)	
Percent Part-Time Hourly	3.85%	
Avg. Days to Offer	77.54	
Salary Range	Percentage	Graduates
\$0 to 59,999	15.38%	4
\$60,000 to 69,999	7.69%	2
\$70,000 to 79,999	3.85%	1
\$80,000 to 89,999	23.08%	6
\$90,000 to 99,999	26.92%	7
\$100,000 to 109,999	7.69%	2
\$110,000 to 119,999	0.0%	0
\$120,000 to 129,999	7.69%	2
≥\$130,000	7.69%	2
Top 5 Job Titles	Percentage	Graduates
Software Engineer	46.67%	14
Front-End Engineer	10.00%	3
Full-Stack Engineer	10.00%	3
Software Developer	10.00%	3
Co-Founder/CTO	3.33%	1

Hack Reactor - Seattle, WA
12 Week Software Engineering Immersive
Program Length: 12 Weeks Enrolled Students: 61

Graduation Rate	Percentage	Graduates
On-Time Graduation Rate	83.61%	51
Late Graduation Rate	85.25%	52

Graduate Composition	Percentage	Graduates
Job-Seeking Graduates	90.38%	47
Non-Job-Seeking Graduates	7.69%	4
Non-Responsive Graduates	1.92%	1

Graduate Success Rate (at 180 Days after Graduation)	76.59%
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Outcomes Results at 180 Days	Percentage	Graduates
A1 - Full-time in-field offer	57.69%	30
A2 - Full-time in-field apprenticeship, internship, or contract offer	1.92%	1
A3 - Short-term in-field contract, part-time offer, freelance, or unknown length	7.69%	4
A4 - Started a new company or venture after graduation	1.92%	1
B1 - Out-of-field offer	1.92%	1
B2 - Not seeking a job in order to continue education	1.92%	1
B3 - Not seeking a job for health, family, work authorization, or personal reasons	5.77%	3
X - Still seeking an in-field job	19.23%	10
0 - Non-responsive	1.92%	1
Hired by School	2.13%	1

Compensation Results at 180 Days		
Graduate Compensation Rate (Median, In-Field)	\$104,000	
Graduates Reporting Compensation	97.22% (35 Graduates)	
Percent Part-Time Hourly	5.71%	
Avg. Days to Offer	58.26	
Salary Range	Percentage	Graduates
\$0 to 59,999	11.43%	4
\$60,000 to 69,999	0.0%	0
\$70,000 to 79,999	14.29%	5
\$80,000 to 89,999	5.71%	2
\$90,000 to 99,999	14.29%	5
\$100,000 to 109,999	25.71%	9
\$110,000 to 119,999	11.43%	4
\$120,000 to 129,999	5.71%	2
≥\$130,000	11.43%	4
Top 5 Job Titles	Percentage	Graduates
Software Engineer	32.65%	16
Front-End Engineer	12.24%	6
Software Engineering Immersive Resident	10.20%	5
Software Developer	8.16%	4
Full-Stack Engineer	6.12%	3

Hack Reactor - Los Angeles, CA
 12 Week Software Engineering Immersive
 Program Length: 12 Weeks Enrolled Students: 58

Graduation Rate	Percentage	Graduates
On-Time Graduation Rate	79.31%	46
Late Graduation Rate	81.03%	47

Graduate Composition	Percentage	Graduates
Job-Seeking Graduates	89.36%	42
Non-Job-Seeking Graduates	2.13%	1
Non-Responsive Graduates	8.51%	4

Graduate Success Rate (at 180 Days after Graduation)	69.04%
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Outcomes Results at 180 Days	Percentage	Graduates
A1 - Full-time in-field offer	48.94%	23
A2 - Full-time in-field apprenticeship, internship, or contract offer	8.51%	4
A3 - Short-term in-field contract, part-time offer, freelance, or unknown length	4.26%	2
A4 - Started a new company or venture after graduation	0.00%	0
B1 - Out-of-field offer	4.26%	2
B2 - Not seeking a job in order to continue education	0.00%	0
B3 - Not seeking a job for health, family, work authorization, or personal reasons	2.13%	1
X - Still seeking an in-field job	23.40%	11
0 - Non-responsive	8.51%	4
Hired by School	0.00%	0

Compensation Results at 180 Days		
Graduate Compensation Rate (Median, In-Field)	\$97,000	
Graduates Reporting Compensation	93.10% (27 Graduates)	
Percent Part-Time Hourly	0.00%	
Avg. Days to Offer	86.41	
Salary Range	Percentage	Graduates
\$0 to 59,999	7.41%	2
\$60,000 to 69,999	7.41%	2
\$70,000 to 79,999	22.22%	6
\$80,000 to 89,999	11.11%	3
\$90,000 to 99,999	11.11%	3
\$100,000 to 109,999	25.93%	7
\$110,000 to 119,999	7.41%	2
\$120,000 to 129,999	3.7%	1
≥\$130,000	3.7%	1
Top 5 Job Titles	Percentage	Graduates
Software Engineer	36.59%	15
Full-Stack Engineer	17.07%	7
Software Engineering Immersive Resident	14.63%	6
Developer	4.88%	2
Software Developer	4.88%	2

Hack Reactor - Austin, TX
12 Week Software Engineering Immersive
Program Length: 12 Weeks Enrolled Students: 48

Graduation Rate	Percentage	Graduates
On-Time Graduation Rate	89.58%	43
Late Graduation Rate	89.58%	43

Graduate Composition	Percentage	Graduates
Job-Seeking Graduates	100.00%	43
Non-Job-Seeking Graduates	0.00%	0
Non-Responsive Graduates	0.00%	0

Graduate Success Rate (at 180 Days after Graduation)	76.74%
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Outcomes Results at 180 Days	Percentage	Graduates
A1 - Full-time in-field offer	67.44%	29
A2 - Full-time in-field apprenticeship, internship, or contract offer	9.30%	4
A3 - Short-term in-field contract, part-time offer, freelance, or unknown length	0.00%	0
A4 - Started a new company or venture after graduation	0.00%	0
B1 - Out-of-field offer	4.65%	2
B2 - Not seeking a job in order to continue education	0.00%	0
B3 - Not seeking a job for health, family, work authorization, or personal reasons	0.00%	0
X - Still seeking an in-field job	18.60%	8
0 - Non-responsive	0.00%	0
Hired by School	0.00%	0

Compensation Results at 180 Days		
Graduate Compensation Rate (Median, In-Field)	\$90,000	
Graduates Reporting Compensation	100.00% (33 Graduates)	
Percent Part-Time Hourly	3.03%	
Avg. Days to Offer	62.00	
Salary Range	Percentage	Graduates
\$0 to 59,999	9.09%	3
\$60,000 to 69,999	12.12%	4
\$70,000 to 79,999	18.18%	6
\$80,000 to 89,999	12.12%	4
\$90,000 to 99,999	6.06%	2
\$100,000 to 109,999	27.27%	9
\$110,000 to 119,999	12.12%	4
\$120,000 to 129,999	3.03%	1
≥\$130,000	0.0%	0
Top 5 Job Titles	Percentage	Graduates
Software Engineer	32.43%	12
Front-End Engineer	13.51%	5
Software Developer	13.51%	5
Software Engineering Immersive Resident	10.81%	4
Full-Stack Engineer	5.41%	2

Hack Reactor - Boulder, CO
12 Week Software Engineering Immersive
Program Length: 12 Weeks Enrolled Students: 33

Graduation Rate	Percentage	Graduates
On-Time Graduation Rate	81.82%	27
Late Graduation Rate	87.88%	29

Graduate Composition	Percentage	Graduates
Job-Seeking Graduates	96.55%	28
Non-Job-Seeking Graduates	0.00%	0
Non-Responsive Graduates	3.45%	1

Graduate Success Rate (at 180 Days after Graduation)	82.14%
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Outcomes Results at 180 Days	Percentage	Graduates
A1 - Full-time in-field offer	65.52%	19
A2 - Full-time in-field apprenticeship, internship, or contract offer	6.90%	2
A3 - Short-term in-field contract, part-time offer, freelance, or unknown length	6.90%	2
A4 - Started a new company or venture after graduation	0.00%	0
B1 - Out-of-field offer	3.45%	1
B2 - Not seeking a job in order to continue education	0.00%	0
B3 - Not seeking a job for health, family, work authorization, or personal reasons	0.00%	0
X - Still seeking an in-field job	13.79%	4
0 - Non-responsive	3.45%	1
Hired by School	0.00%	0

Compensation Results at 180 Days		
Graduate Compensation Rate (Median, In-Field)	\$80,000	
Graduates Reporting Compensation	95.65% (22 Graduates)	
Percent Part-Time Hourly	13.64%	
Avg. Days to Offer	49.09	
Salary Range	Percentage	Graduates
\$0 to 59,999	18.18%	4
\$60,000 to 69,999	18.18%	4
\$70,000 to 79,999	13.64%	3
\$80,000 to 89,999	18.18%	4
\$90,000 to 99,999	9.09%	2
\$100,000 to 109,999	18.18%	4
\$110,000 to 119,999	4.55%	1
\$120,000 to 129,999	0.0%	0
≥\$130,000	0.0%	0
Top 5 Job Titles	Percentage	Graduates
Software Engineer	36.36%	12
Software Developer	15.15%	5
Web Developer	6.06%	2
Analyst	3.03%	1
SDET II	3.03%	1

Hack Reactor - New York, NY
12 Week Software Engineering Immersive
Program Length: 12 Weeks Enrolled Students: 45

Graduation Rate	Percentage	Graduates
On-Time Graduation Rate	66.67%	30
Late Graduation Rate	71.11%	32

Graduate Composition	Percentage	Graduates
Job-Seeking Graduates	87.50%	28
Non-Job-Seeking Graduates	12.50%	4
Non-Responsive Graduates	0.00%	0

Graduate Success Rate (at 180 Days after Graduation)	78.57%
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Outcomes Results at 180 Days	Percentage	Graduates
A1 - Full-time in-field offer	62.50%	20
A2 - Full-time in-field apprenticeship, internship, or contract offer	3.12%	1
A3 - Short-term in-field contract, part-time offer, freelance, or unknown length	3.12%	1
A4 - Started a new company or venture after graduation	0.00%	0
B1 - Out-of-field offer	3.12%	1
B2 - Not seeking a job in order to continue education	9.38%	3
B3 - Not seeking a job for health, family, work authorization, or personal reasons	3.12%	1
X - Still seeking an in-field job	15.62%	5
0 - Non-responsive	0.00%	0
Hired by School	0.00%	0

Compensation Results at 180 Days		
Graduate Compensation Rate (Median, In-Field)	\$87,500	
Graduates Reporting Compensation	100.00% (22 Graduates)	
Percent Part-Time Hourly	4.55%	
Avg. Days to Offer	52.18	
Salary Range	Percentage	Graduates
\$0 to 59,999	4.55%	1
\$60,000 to 69,999	9.09%	2
\$70,000 to 79,999	22.73%	5
\$80,000 to 89,999	18.18%	4
\$90,000 to 99,999	18.18%	4
\$100,000 to 109,999	9.09%	2
\$110,000 to 119,999	9.09%	2
\$120,000 to 129,999	9.09%	2
≥\$130,000	0.0%	0
Top 5 Job Titles	Percentage	Graduates
Software Engineer	32.26%	10
Software Engineering Immersive Resident	19.35%	6
Full-Stack Engineer	12.90%	4
Front-End Engineer	9.68%	3
Software Developer	6.45%	2

Hack Reactor - Remote (Full-Time)
12 Week Software Engineering Immersive
Program Length: 12 Weeks Enrolled Students: 194

Graduation Rate	Percentage	Graduates
On-Time Graduation Rate	77.84%	151
Late Graduation Rate	80.93%	157

Graduate Composition	Percentage	Graduates
Job-Seeking Graduates	87.26%	137
Non-Job-Seeking Graduates	5.10%	8
Non-Responsive Graduates	7.64%	12

Graduate Success Rate (at 180 Days after Graduation)	83.94%
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Outcomes Results at 180 Days	Percentage	Graduates
A1 - Full-time in-field offer	57.96%	91
A2 - Full-time in-field apprenticeship, internship, or contract offer	10.19%	16
A3 - Short-term in-field contract, part-time offer, freelance, or unknown length	3.18%	5
A4 - Started a new company or venture after graduation	1.91%	3
B1 - Out-of-field offer	0.64%	1
B2 - Not seeking a job in order to continue education	0.64%	1
B3 - Not seeking a job for health, family, work authorization, or personal reasons	4.46%	7
X - Still seeking an in-field job	13.38%	21
0 - Non-responsive	7.64%	12
Hired by School	4.38%	6

Compensation Results at 180 Days		
Graduate Compensation Rate (Median, In-Field)	\$83,200	
Graduates Reporting Compensation	94.78% (109 Graduates)	
Percent Part-Time Hourly	2.75%	
Avg. Days to Offer	67.53	
Salary Range	Percentage	Graduates
\$0 to 59,999	19.27%	21
\$60,000 to 69,999	12.84%	14
\$70,000 to 79,999	14.68%	16
\$80,000 to 89,999	16.51%	18
\$90,000 to 99,999	8.26%	9
\$100,000 to 109,999	11.01%	12
\$110,000 to 119,999	5.5%	6
\$120,000 to 129,999	4.59%	5
≥\$130,000	7.34%	8
Top 5 Job Titles	Percentage	Graduates
Software Engineer	44.44%	56
Software Developer	11.11%	14
Full-Stack Engineer	8.73%	11
Front-End Engineer	7.94%	10
Software Engineering Immersive Resident	4.76%	6

Hack Reactor - Remote (Part-Time)
37 Week Software Engineering Immersive
Program Length: 37 Weeks Enrolled Students: 75

Graduation Rate	Percentage	Graduates
On-Time Graduation Rate	73.33%	55
Late Graduation Rate	77.33%	58

Graduate Composition	Percentage	Graduates
Job-Seeking Graduates	87.93%	51
Non-Job-Seeking Graduates	8.62%	5
Non-Responsive Graduates	3.45%	2

Graduate Success Rate (at 180 Days after Graduation)	80.39%
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Outcomes Results at 180 Days	Percentage	Graduates
A1 - Full-time in-field offer	55.17%	32
A2 - Full-time in-field apprenticeship, internship, or contract offer	1.72%	1
A3 - Short-term in-field contract, part-time offer, freelance, or unknown length	10.34%	6
A4 - Started a new company or venture after graduation	3.45%	2
B1 - Out-of-field offer	8.62%	5
B2 - Not seeking a job in order to continue education	3.45%	2
B3 - Not seeking a job for health, family, work authorization, or personal reasons	5.17%	3
X - Still seeking an in-field job	8.62%	5
0 - Non-responsive	3.45%	2
Hired by School	9.80%	5

Compensation Results at 180 Days		
Graduate Compensation Rate (Median, In-Field)	\$104,000	
Graduates Reporting Compensation	90.24% (37 Graduates)	
Percent Part-Time Hourly	16.22%	
Avg. Days to Offer	36.84	
Salary Range	Percentage	Graduates
\$0 to 59,999	21.62%	8
\$60,000 to 69,999	5.41%	2
\$70,000 to 79,999	5.41%	2
\$80,000 to 89,999	10.81%	4
\$90,000 to 99,999	5.41%	2
\$100,000 to 109,999	13.51%	5
\$110,000 to 119,999	13.51%	5
\$120,000 to 129,999	13.51%	5
≥\$130,000	10.81%	4
Top 5 Job Titles	Percentage	Graduates
Software Engineer	36.17%	17
Software Engineering Immersive Resident	14.89%	7
Full-Stack Engineer	12.77%	6
Web Developer	6.38%	3
Software Developer	4.26%	2

GALVANIZE, INC.

INDEPENDENT ACCOUNTANTS' REPORT ON APPLYING AGREED-UPON PROCEDURES

Reporting Period January 1, 2021 through June 30, 2021

GALVANIZE, INC.
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Independent Accountants' Report on Applying Agreed-Upon Procedures

To Management
Galvanize, Inc.
Denver, Colorado

We have performed the agreed-upon procedures enumerated below on Graduation Rate, Success Rate, and Compensation Rate of Galvanize, Inc. (the "Company") for the six-month period from January 1, 2021 through June 30, 2021. Galvanize, Inc.'s management is responsible for the Company's Graduation Rate, Success Rate, and Compensation Rate.

The Company has agreed to and acknowledged that the procedures performed are appropriate to meet the intended purpose of its Graduation Rate, Success Rate, and Compensation Rate for the six-month period from January 1, 2021 through June 30, 2021. This report may not be suitable for any other purpose. The procedures performed may not address all the items of interest to a user of this report and may not meet the needs of all users of this report and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes.

Agreed-upon procedures on the Company's Graduation Rate, Success Rate, and Compensation Rate for Enrolled Students who graduated during the period of January 1, 2021 through June 30, 2021.

Definitions:

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

Procedures and Findings

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

Procedures:

- a) Obtained the list of all enrolled students with an original or effective graduation date, per the Company's records, during the six-month reporting period from January 1, 2021 through June 30, 2021.
- b) Verified that students designated as "graduated" completed the program during the six-month reporting period from January 1, 2021 through June 30, 2021 through direct communication with the graduate. For those graduates who didn't respond, one of the following alternative methods or sources of verification were preformed or obtained:
 - i. Graduation attestation or written record;
 - ii. School records representing the student graduated such as email communication, offer letters, or other student data; or
 - iii. Professional or company websites.
- c) Using the full schedule of graduate data provided by the Company, recalculated the January 1, 2021 through June 30, 2021 Graduation Rate as defined by Definition A.

Findings:

Cherry Bekaert LLP ("Cherry Bekaert") obtained an enrollment list of 35 students, all of which are eligible to be included in the Graduation Rate calculation.

Cherry Bekaert verified 22 of 35 or 63% of graduates through independent email verification with the graduate. The remaining 13 of 35 or 37% of graduates were verified through one or more alternative procedures described in Section 1.b above.

Cherry Bekaert recalculated the Company's Graduation Rate without exception.

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

Procedures:

- a) Using the list obtained in procedure 1.a, Cherry Bekaert verified the student outcome code provided by the Company for each student who was designated as a graduate as defined by Definition B, through direct communication with the student. For those students who didn't respond, one of the following alternative methods or sources of verification was performed or obtained:
 - i. Signed offer letter from employer;
 - ii. School records representing the student graduated such as email communication, offer letters, or other student data; or
 - iii. Professional or company websites.
- b) Using the full schedule of graduate data provided by the Company, recalculated the January 1, 2021 through June 30, 2021 Success Rate as defined by Definition A.

Findings:

Cherry Bekaert verified that 35 of 35 or 100% of graduates that were tested, were included within the proper outcome codes that are ultimately used to generate the Success Rate.

Cherry Bekaert verified employment outcome for 22 of 35 or 63% of graduates who received and reported an offer of employment by independent email verification with the graduate, 13 of 35 or 37% were verified through one or more alternative procedures defined in Section 2.a above.

Cherry Bekaert recalculated the Company's Success Rate without exception.

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

Procedures:

- a) Using the list obtained in procedure 1.a and the verified information in Section 2; Cherry Bekaert verified the salary as stated in the GRAD Report for graduates who were designated as employed as defined by Definition C, provided by the Company, through direct communication with the student. For those students who didn't respond, one of the following alternative methods or sources of verification was performed or obtained:
- i. Signed offer letter from employer;
 - ii. School records representing the student graduate such as email communication, offer letters, or third-party professional web sites, graduate attestation, or documented detail communication with the student/employer; or
 - iii. Professional or company websites.
- b) Using the full schedule of graduate data provided by the Company, recalculated the January 1, 2021 through June 30, 2021 Compensation Rate as defined by Definition C.

Findings:

Cherry Bekaert verified that 34 of 35 or 97% of graduates that were tested, had the proper salary listed that is ultimately used to generate the Compensation Rate. Cherry Bekaert noted one exception during its testing in which the Company reported a graduated salary properly based on survey data submitted by the student. The student later corrected their error in the confirmation request noting the position was for less hours than initially reported to the Company. Cherry Bekaert noted the Company properly used the data submitted by the student, even though the data was technically incorrect. Cherry Bekaert considers the Company to have accurately followed the procedures as outlined above.

Cherry Bekaert verified the salary for 22 of 35 or 63% of graduates who received and reported a salary by independent email verification with the graduate, 13 of 35 or 37% were verified through one or more alternative procedures defined in Section 2.a above.

Cherry Bekaert recalculated the Company's Compensation Rate without exception.

We were engaged by the Company to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants. We were not engaged to, and did not, conduct an examination or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on the Graduation Rate, Success Rate and Compensation Rate for the six-month period from January 1, 2021, through June 30, 2021. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

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

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



Atlanta, Georgia
March 11, 2022