

DISCLOSURE MATERIALS

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire and B Lab deems them to be material, the company must:

- 1) Be transparent about the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue.
- 3) Demonstrate that management systems are in place to avoid similar issues from arising in the future.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to background checks by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.

DISCLOSURE QUESTIONNAIRE

Company Name: Guild Education
 Date Submitted: 05/09/2022

Industries & Products	Yes	No
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.		
Animal Products or Services		✓
Biodiversity Impacts		✓
Chemicals		✓
Company Explanation Of Disclosure Item Flags		✓
Disclosure Alcohol		✓
Disclosure Firearms Weapons		✓
Disclosure Mining		✓
Disclosure Pornography		✓
Disclosure Tobacco		✓
Energy and Emissions Intensive Industries		✓
Fossil fuels		✓
Gambling		✓
Genetically Modified Organisms		✓
Illegal Products or Subject to Phase Out		✓
Industries at Risk of Human Rights Violations		✓
Monoculture Agriculture		✓
Nuclear Power or Hazardous Materials		✓
Payday, Short Term, or High Interest Lending		✓
Water Intensive Industries		✓
Tax Advisory Services		✓

Supply Chain Disclosures	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones		✓
Child or Forced Labor		✓
Negative Environmental Impact		✓
Negative Social Impact		✓
Other		✓

Outcomes & Penalties	True	False
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior		✓
Breaches of Confidential Information		✓
Bribery, Fraud, or Corruption		✓
Company Explanation Of Disclosure Item Flags		✓
Company has filed for bankruptcy		✓
Consumer Protection		✓
Financial Reporting, Taxes, Investments, or Loans		✓
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		✓
Labor Issues		✓
Large Scale Land Conversion, Acquisition, or Relocation		✓
Litigation or Arbitration		✓
On-Site Fatality		✓
Penalties Assessed For Environmental Issues		✓
Political Contributions or International Affairs		✓
Recalls		✓
Significant Layoffs		✓
Violation of Indigenous Peoples Rights		✓
Other		✓

Practices	True	False
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing		✓
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		✓
Company Explanation Of Disclosure Item Flags		✓
Company prohibits freedom of association/collective bargaining		✓
Company workers are prisoners		✓
Conduct Business in Conflict Zones		✓
Confirmation of Right to Work		✓
Does not transparently report corporate financials to government		✓
Employs Individuals on Zero-Hour Contracts		✓
Facilities located in sensitive ecosystems		✓
ID Cards Withheld or Penalties for Resignation		✓
No formal Registration Under Domestic Regulations		✓
No signed employment contracts for all workers		✓
Overtime For Hourly Workers Is Compulsory		✓
Payslips not provided to show wage calculation and deductions		✓
Sale of Data		✓
Tax Reduction Through Corporate Shells		✓
Workers cannot leave site during non-working hours		✓
Workers not Provided Clean Drinking Water or Toilets		✓
Workers paid below minimum wage		✓
Workers Under Bond		✓
Other	✓	

B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Guild Education

UPDATED AS OF: 05/09/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Other
ISSUE DATE	December 2021
TOPIC	Media coverage of Guild Education
SUMMARY OF ISSUE	<p>In the past year, Guild has been in a period of rapid expansion. Building on its mission to unlock economic opportunity for American workers through education and skilling, the company added a number of new employer partners and academic offerings to its marketplace, raised a new round of growth investment, and added a substantial number of employees.</p> <p>The company's growth garnered media attention from a number of news outlets during the year. A variety of stories examined Guild's work, including how its business model works, its efficacy and impact for employers and learners, and its internal operations.</p> <p>In striving for transparency and stakeholder responsiveness, Guild has taken several actions to respond to media attention (e.g., posting news and information on its website, working on a case-by-case basis to provide information and answers to specific questions), including providing information on topics in this report.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Guild employs more than 1,400 employees and its services are available to more than 4 million working adults through its employer partners.
IMPLEMENTED MGT PRACTICES	<p>Business Model Guild is an education platform that supports education and reskilling for America's workforce working with employer partners at scale.</p> <p>Guild partners with a range of large employers to design programs that are fully-funded and allow nearly all (97%+ of Guild students) to obtain education without incurring debt from tuition, student fees and books.</p> <p>Through its curated learning marketplace, Guild manages an academic network of programs and providers for working adults. This marketplace includes nonprofit universities and learning providers who cater to working adults. Guild offers more than 2,500 certified programs across 76 fields of study. This includes preparatory classes, including high school completion, English as a second-language (ESL) and college start courses. As part of its operating model, Guild also provides personalized coaching and support designed to maximize student success.</p> <p>Guild is paid through contract agreements and revenue sharing agreements with learning providers and directly by employers where additional services are needed for career coaching, career mobility and support.</p> <p>Guild works to help others understand its business model and the potential of aligned outcomes among employers, workers, and academic institutions. This includes public engagements and policy discussions, listening sessions with leading public education authorities, conferences, through thought leadership and in media.</p>

**IMPLEMENTED MGT
PRACTICES CONT.**

Student Impact and Efficacy of Education Benefits

Guild's benefits working adult learners in a variety of ways, including economically and compared to other training models for working adults. Guild studies, surveys, and constantly interrogates its practice to ensure the highest return for learners. This includes teams at Guild dedicated to student analytics, research, and quality assurance, evaluating the impact of all academic programs.

To that end, initial analysis of outcome data has found that:

- Guild learners in tuition assistance programs have a 53% higher graduation rate for degrees compared to the national average for part-time students.
- In addition, 72% of these learners have completed or are actively progressing in their programs.
- Guild learners in tuition assistance have seen a 2.4x higher wage increase compared to non-learners, and are 2x more likely to have a role change within a year.
- Nine out of ten surveyed Guild graduates agreed that graduating improved their future opportunities.

Internal Operations

Guild is a Great Place to Work certified company with more than 1,400 employees and headquartered in Denver. Guild's core values include being an owner and having a learner's mindset. Each employee at Guild is granted stock options and has access to a 401k.

Internally, Guild's overall goal is to foster a workplace environment that is inclusive, diverse, and where all employees feel empowered to voice their opinions. Throughout Guild's ~ six year life cycle, the company has worked to make continuous improvement while also acknowledging that it still has work to do as a company to be even better.

Some of Guild's internal investments and projects include:

- Adopting pay transparency practices and reporting, including making available to all Guild employees the salary ranges for each category of job and role. In addition, the company has committed to ensuring that pay and promotions within the organization are equitable across gender, race/ethnicity, and other seen and unseen demographically diverse categories. Guild conducts regular audits of pay for fairness and equity, including a minimum of twice annually.
- Significant hiring to support Guild's work to create a more diverse and equitable workforce, including hiring a VP of Diversity, Equity and Inclusion, a Senior Director for Solution Discovery and Quarterback for DEI, a Senior Director of DEI Hiring Strategy & Talent Operations, and additional staff roles.
- Designed and implemented anti-bias training and practices to make sure all our job descriptions are reviewed for bias and exclusionary language before posting.