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**Programmatic &
Financial Release**

First Half FY 2023

Strategic Operating Principles

1

Core Financial Health

2

Top Tier Performance—Exceeding Contractual/Program Regulatory Requirements

3

Amplified Impact Across The Fedcap Group Platform: People, Systems, Communities

4

External Systems Impact; Develop & Implement Systems Change

First Half FY 2023

Key Takeaways: First Half FY2023

6.4% revenue growth reflects a robust domestic and international programs.

Balanced portfolio: Domestic work represented **71.25%** of revenue and international **28.75%**.

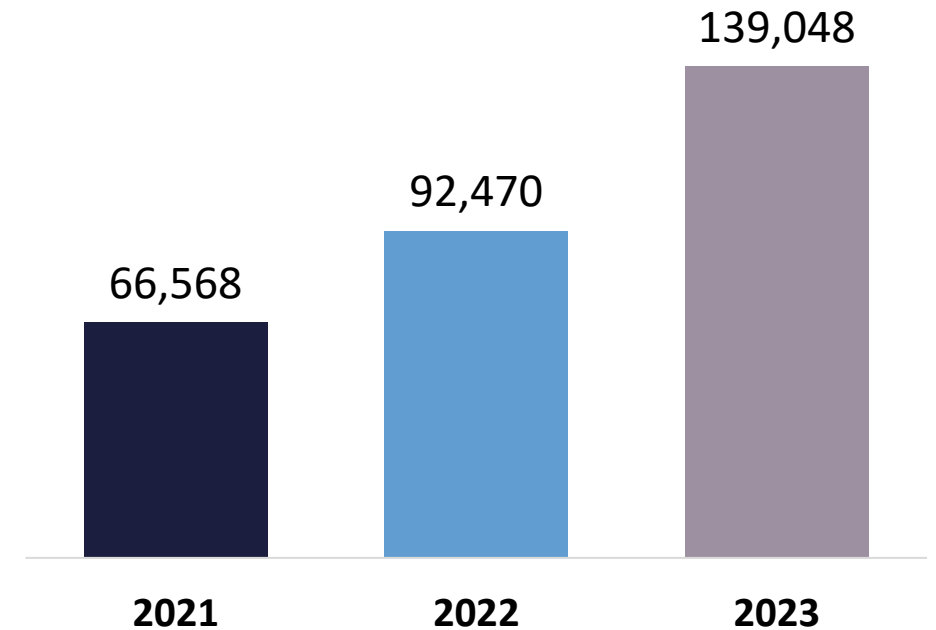
We served **139,048** individuals, including those screened for state and federal benefits through our Single Stop program —a **50% increase** year-over-year.

Top-tier performance on existing contracts has resulted in **+99%** win rate on recompetes; Innovation has resulted in winning new contracts.

Business Development Pipeline March 31st, 2023 was **\$125,456,722**, with **29%** being potential new revenue sources.

Exceeding contractual/program regulatory requirements; e.g. credentialing across education and workforce programs to enhance and measure economic well-being.

Measuring Impact: People Served, by First Half Fiscal Year 2021-2023



Integration and Expansion of Education and Workforce Development Practices to Enhance Outcomes

We continue to build our continuum of integrated cradle to career programs from early education to graduate degrees.

Implementing training/certification in high growth sectors with sustainable employment and wages, including green energy/climate, digital/technology, culinary, and urban forestry.

Launched Apex Clean Energy Institute by piloting solar technician program—to date graduation rate is 80% and job placement is nearly 60% with an average wage of more than \$50,000 annually.

Launched new Paul Smith’s College certificate culinary program in New York City using Fedcap space in Manhattan and connecting it to a Summer in Saranac residency at the college.

Key to our success is developing education pathways integration from workforce programs.

Leveraging partnership with Paul Smith’s College to provide college credits to individuals graduating from our our technical and workforce programs in Boston, New York City, and Washington, D.C.

Continued Top Tier Performance

Exceeding Financial Targets

Exceeding Contract/Service Deliverables

Contract Renewal Rates at 90% ++

Outcomes (exceed industry standards)

Consistently Positive Community Stakeholder Satisfaction

External Validation

Expanded the Number of People Served

Retention of Professional Staff Exceeds Current Trends

First Half FY 2023

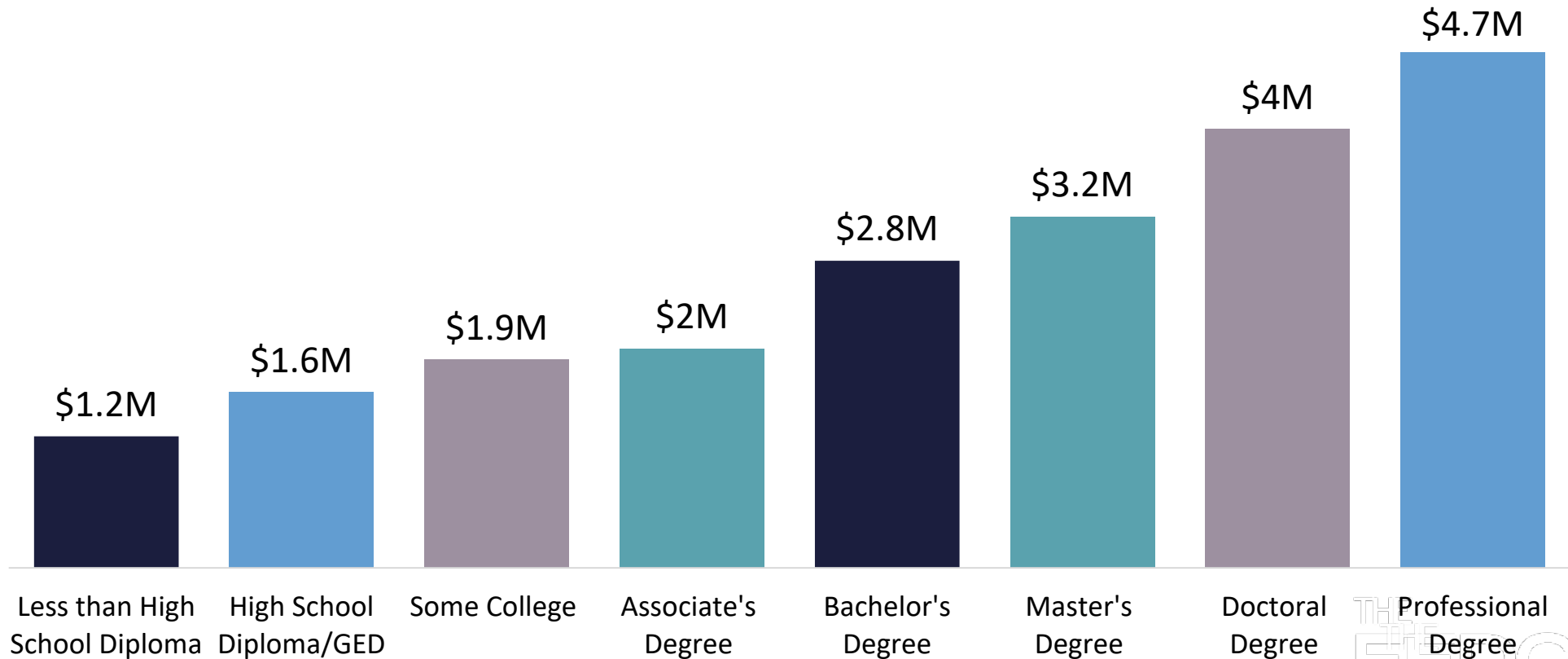
First Half FY 2023

Impact Highlights: Education

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Why Education Matters: Median Lifetime Earnings, by Credential

"...earning a college degree is the surest path to landing a good job by age 30..."



Source: Georgetown University Center on Education and the Workforce analysis of the US Census Bureau, American Community Survey (ACS), 2009–2019. CBS News, citing “What Works; Ten Education, Training, and Work-Based Pathway Changes That Lead to Good Jobs” by the Georgetown University on Education and Workforce



Key Education Highlights, First Half FY2023

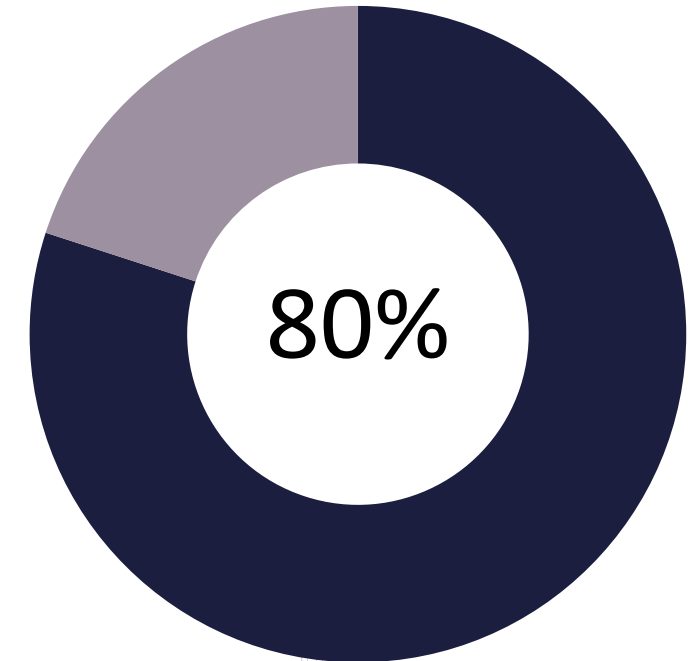
2,230 students enrolled in early childhood, elementary, middle/high school, vocational/technical, and college programs.

11 workforce certification programs receiving college credits: 6 credits for solar technician and home automation and between 0.5 and 3 credits in areas such as Entrepreneurship & Small Business, Green Belt, OSHA, Digital Literacy, Food Service.

1,545 out of 1,930 eligible individuals completed certificates (**80%**) during first half of the fiscal year.

73% of Apex Technical School graduates get jobs after completing certification, with an average wage of more than **\$46,000**.

Technical/Vocational Completion Rate



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Impact Highlights: Workforce Development

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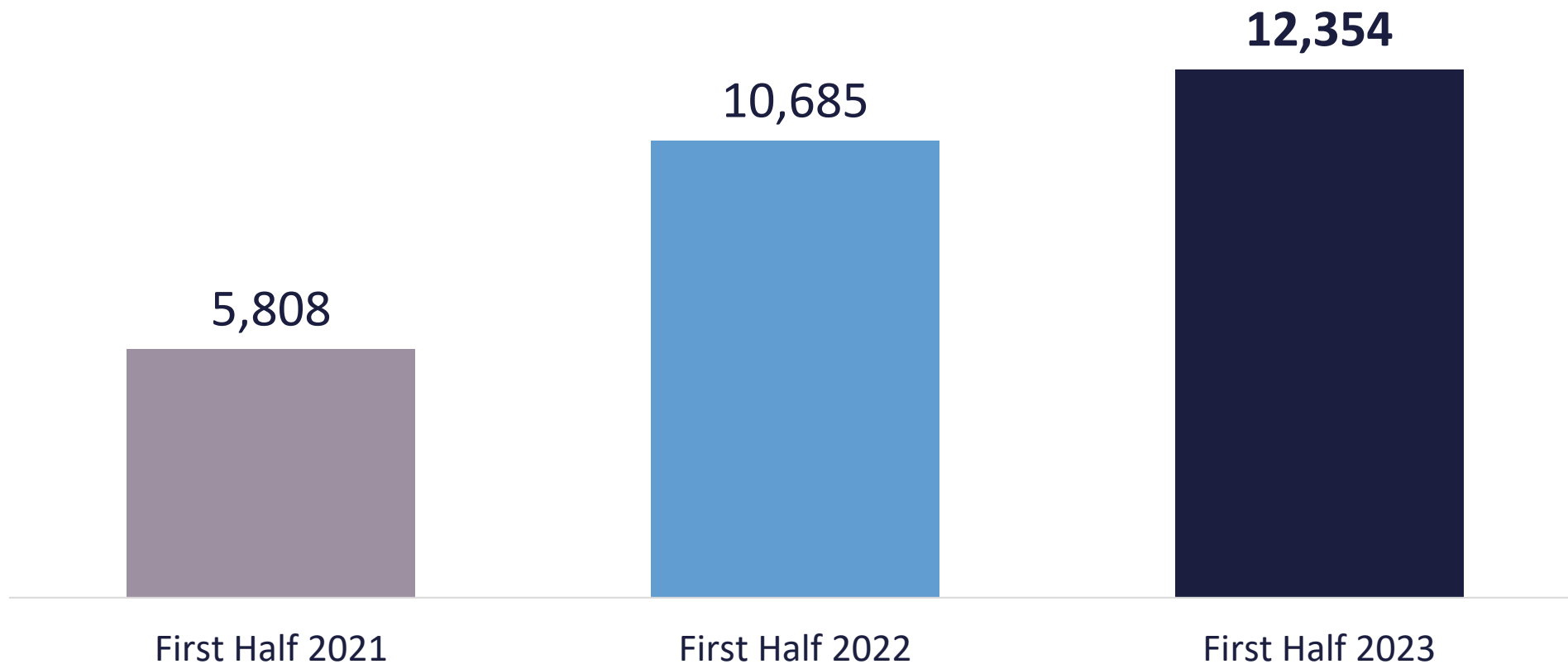
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Key Workforce Development Highlights, First Half FY2023

Job Placements, First Half Fiscal Year (2021-2023)

72% Growth since 2021

First Half FY 2023

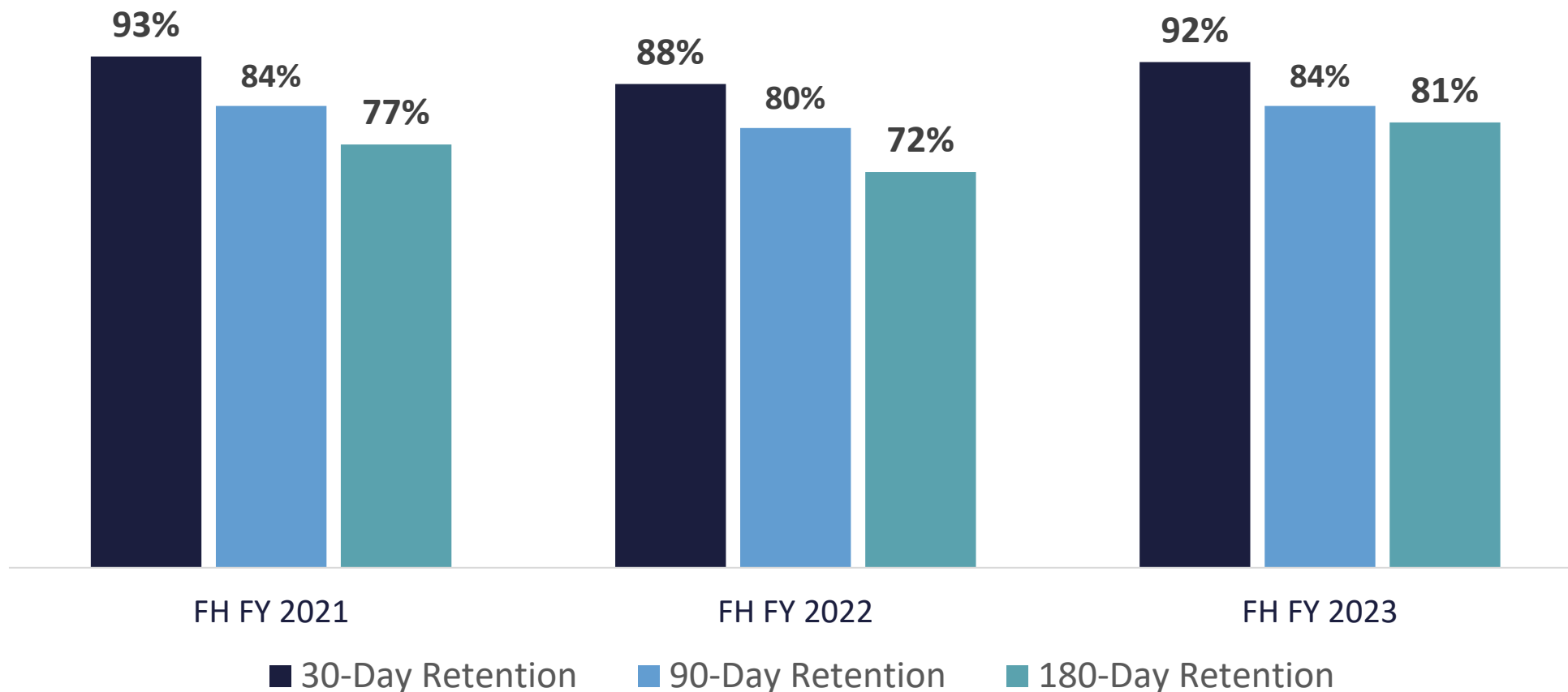


*Many of our job placements were outside of our contractual obligations.

Key Workforce Development Highlights, First Half FY2023

Retention Rates—Solid Performance.

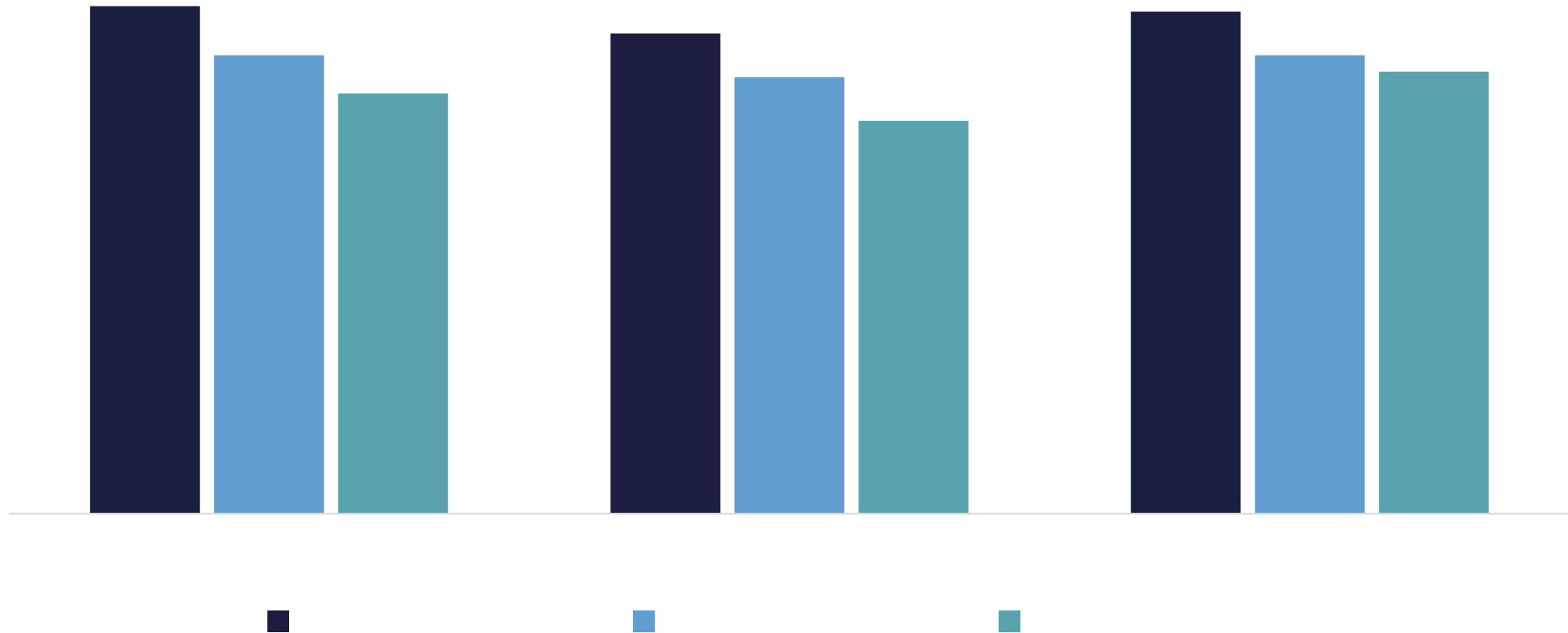
First Half FY 2023



Key Workforce Development Highlights, First Half FY2023

Retention Rates—Solid Performance.

First Half FY 2023



Key Update: Launched State-of-the-Art Virtual Reality Venture

FedcapVR Technologies is an end-to-end solutions provider we create fully immersive VR simulations to be fully integrated into our education and workforce programs.

Working with our partners to design, deploy and manage a wide range of virtual reality simulations to meet the unique and evolving needs the labor market, including solar & wind energy, construction, urban forestry, and welding.

VR has the power to enhance all aspects of workforce development from engagement and recruiting, to education and training.



First Half FY 2023

Impact Highlights: Health

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Key Health Highlights, First Half FY2023—Single Stop

24,700 individuals screened to determine eligibility for federal and state benefits.

\$261MM total value of eligible benefits.

\$21,000 average eligible amount per household.

Served **8,767** college students in the first half of FY 2023 across **60** college campuses.

Developed benefit screening and community resources database for the entire state of California.

Launched a statewide initiative with the Colorado Department of Higher Education to embed the Single Stop program in Colorado public higher Ed institutions.

Named a leading tax time ally by Intuit Financial Freedom Foundation for its effort in assisting working families and underserved communities with free tax preparation.

Key Health Highlights, First Half FY2023

15,415 people engaged in wellness services such as health and behavioral health treatment—enabling individuals to stabilize and obtain and retain employment.

Nearly **5,000** veterans and their families received an array of wellness, educational and employment services from the Dixon Center and other companies of The Fedcap Group.

Key Veterans Highlights, First Half FY2023

Assistance for Ukraine Veterans. The Dixon Center for Military and Veterans Services is collaborating with an array of international organizations to assist **10% of all Ukraine Veterans (40,000 veterans)** transition back to society.

The Dixon Center led a Task Force comprised of 25 veteran-serving organizations and six federal agencies resulting in a report detailing solutions for recruiting, training, integrating and retaining veterans in the **Trucking Industry**. As a result, **500 transitioning service members and veterans have started apprenticeships in the trucking industry.**

This past quarter, the Dixon Center partnered with the 300 member Minority Professional Truckers Association to advance the training and employment of women and minority veterans in the trucking industry.

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Impact Highlights: Economic Development

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Key Economic Development Highlights, First Half FY2023

1,060 individuals directly employed by a company of The Fedcap Group.

95 new jobs were added in Total Facilities Management—our largest commercial enterprise.

Average salary is **\$42,550** annually— more than **30% higher** than the average annual salary on minimum wage (factoring a minimum wage of \$15.00 per hour).

Building Wealth: Growing Retirement Assets

First Half FY 2023

2010 vs 2022 - Growth Summary - Aggregate

Assets and Contributions	2010	2022*
Total Assets Under Management	\$8,400,672	\$111,201,291
Total Combined Contributions	\$1,064,555	\$15,898,718

* Data as of December 31, 2022

Participant Data	2010	2022
Total Eligible Employees	N/A**	2,886
Employees Contributing	374	1,474
Employees Not Contributing	N/A**	1,412

** Historical Data is unavailable due to reporting Limitations

First Half FY 2023

International Programs

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Fedcap Canada: Launched New Service Area

Achieved Strong Impact Results in Initial Service Area for First Half Fiscal Year 2023

First Half FY 2023

Halton Region Service Providers (SP) integrated services began in April 2023.

Exceeded Job Entry Performance (100%+) deliverables while outpacing other performance targets –consistently meeting or exceeding outcomes in all six inclusion groups.

Hamilton-Niagara (SP) network achieved and exceeded the Job Entry Performance (100%+) deliverables while considerably outpacing the expected targets for Hours Per Week Performance (75% higher than target).

Hamilton Niagara Catchment Area

	Goal	Actual	% Achieved
ODSP	4.2%	9.6%	227.8%
PwD	7.2%	38.4%	533.1%
Francophone	1.3%	4.0%	311.3%
YHSN	13.6%	16.5%	121.5%
Newcomers	3.9%	10.2%	261.0%
Indigenous	3.2%	5.5%	170.6%

Fedcap UK Program Successes

Fedcap Employment is providing leading job training and placement for individuals displaced from the Ukraine in Scotland. To date, we have worked with **433 people** and already **160** have been placed into work.

Fedcap UK to bring the Clubhouse model from the United States to set up only the second and third ever Clubhouses to run in the UK – Clubhouses are designed to offer services to those people with mental health conditions, building confidence and self-efficacy.

Fedcap Scotland is expanding health program—recently being awarded funding through the Falkirk Health and Social Care Partnership for our new pilot program “Healthy Minds, Inspiring People.” This 8-week program, will support 40 young people who have learning disabilities and difficulties with their mental health, through building confidence, resilience and empowering self efficacy.

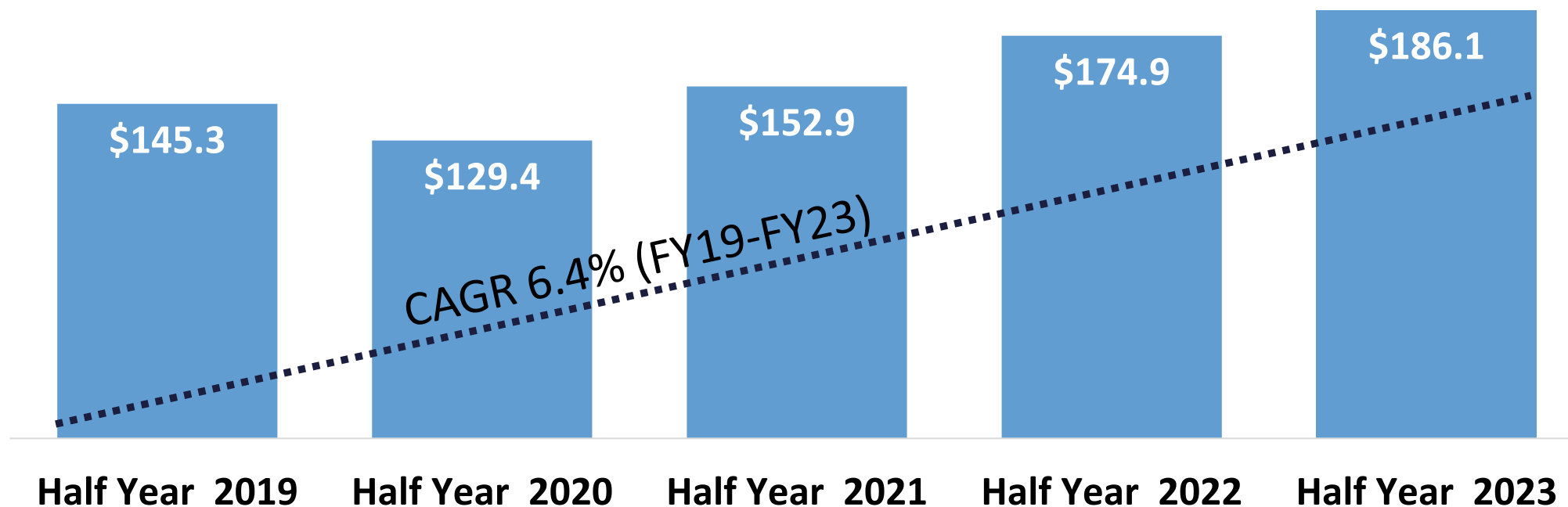
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Financial Results

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Capacity to Support Growth and Expansion

First Half Revenue Growth: 2019-2023 (in Millions)



Fedcap has achieved a 5-year compound first half growth rate of 6.4% from 2019 – 2023. First Half 2023 revenues increased 6.4% from 2022 levels.

Balance Sheet Highlights

(\$MM)	1 st Half 2015	1 st Half 2016	1 st Half 2017	1 st Half 2018	1 st Half 2019	1 st Half 2020	1 st Half 2021	1 st Half 2022	1 st Half 2023
Cash and Investments	\$21.8	\$27.9	\$29.3	\$24.7	\$23.3	\$15.9	\$33.7	\$50.2	\$47.4
Total Assets	\$115.7	\$145.9	\$146.3	\$155.1	\$173.7	\$181.3	\$190.0	\$213.7	\$255.5
Long-Term Debt	\$54.0	\$79.2	\$78.6	\$75.7	\$97.6	\$97.1	\$107.7	\$115.3	\$157.1
Net Assets	\$34.9	\$34.9	\$35.5	\$35.6	\$37.2	\$36.1	\$38.6	\$45.1	\$50.7

First Half FY 2023

Key Financial Ratio

Income Statement

- **Operating Margin: 1.29%**
- **Personnel Cost Ratio: 52%**
- **Program Expense Ratio: 88%**

Balance Sheet

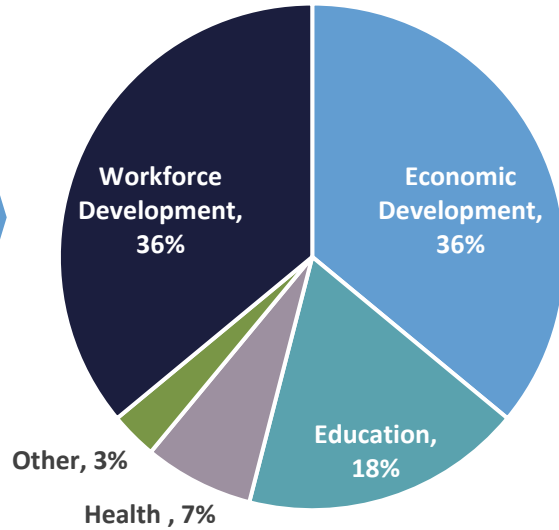
- **Debt Coverage Ratio: 2.31**
- **Current Ratio: 2.20**
- **Average DSOs: 57 Days**

First Half FY 2023

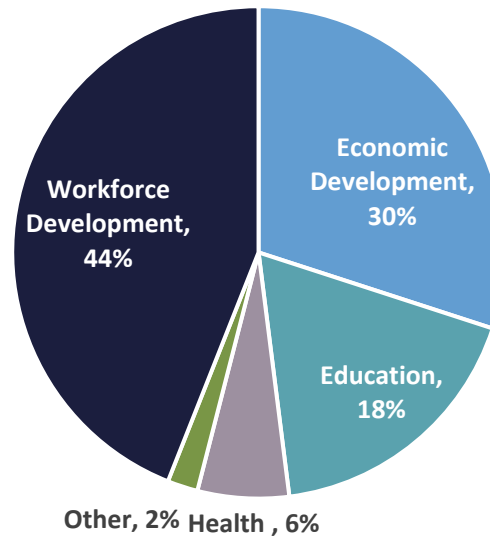
Revenue Diversification

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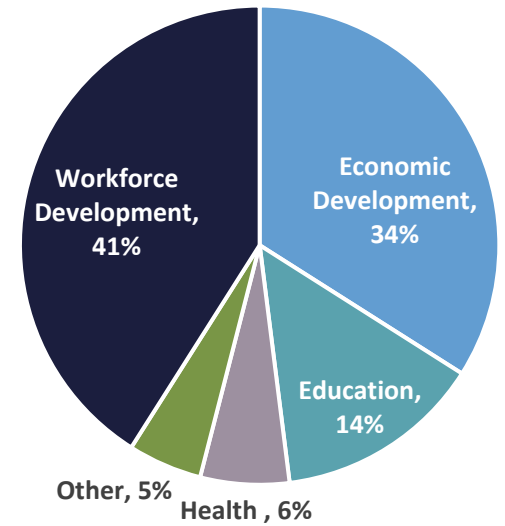
FY2021
\$331 Million



FY2022
\$362 Million



FY2023 (projected) –
\$370 Million



First Half FY 2023

Looking Ahead

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Launching a Community Development Financial Institution (CDFI)

The Fedcap Group is about putting people on a path to economic well-being.

Current CDFI's aren't fully realizing their potential.

GOAL: To create a national CDFI that focuses on building wealth for individuals.

We rec'd a \$125K technical assistance grant from the U.S. Treasury Department to kickstart the program.

PRODUCTS WE INTEND TO OFFER:

Equity or capital investments can we help people build equity through a business or, housing development to support home ownership.

Facilities lending.

Small business loans.

Technical assistance.

Financial Success Factors Through 2025

Hit Annual Top Line Goals

Develop and Maintain Minimum Pipeline Goals Aligned with Mission

Balanced Operational Portfolio

Continue to Deploy Value by adding Parent Education and Financial Literacy Across Our Platform

Continue to Integrate All Four Practice Areas Toward Amplified Outcomes

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Amplified Impact. Scalability.

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Various locations in the United States.

Canada

Scotland

Ireland

UK

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Questions?

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