

ICA Fund good jobs.

OUR 2017 IMPACT

Our service-led model begins with our entrepreneurs. By convening the right types of capital, partnerships, and technical support, we empower them to grow their companies,



Total revenues under management:

Job growth, year over year:

Seed fund capital deployed:

Companies owned by people of color and women:

\$99,598,805

53%

\$2,200,000

62%

Total jobs under management:

New jobs created:

Companies served:

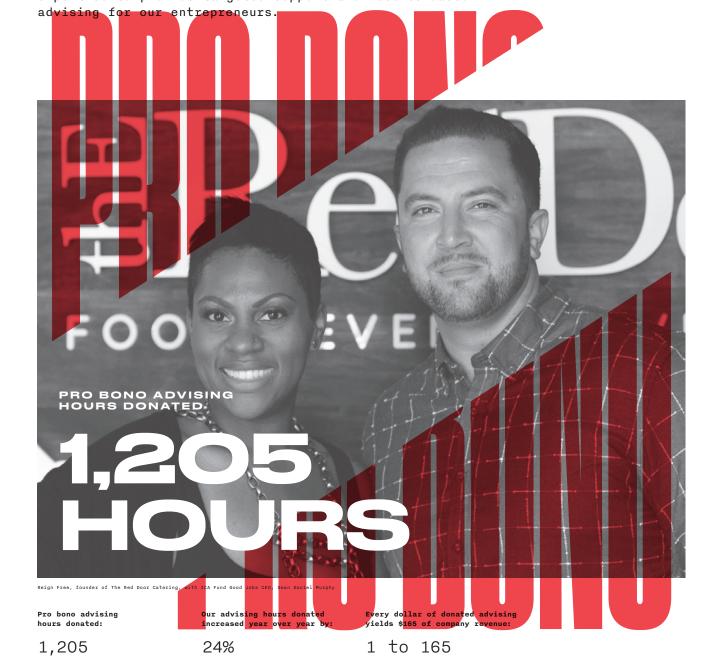
1,254

436

115

THE POWER OF ADVISING

Central to our model, our experienced pro bono advisors are a powerful ally for our companies. They leverage their expertise to provide targeted support and results-based



Value of pro bono advising:

1 hour of advising yields 21 dollars of employee income:

\$602,500

1 to 21

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THE MISSING MIDDLE: MEETING THE GROWTH CAPITAL NEED

Securing growth capital is difficult. By leveraging capital providers who share our mission, we're not only able to fund our companies directly, but leverage our investments many times over, magnifying the impact of our capital.



1 to 12

80%

\$27,370,000

Capital deployed by Fund Good Jobs:

Capital raised by Good Jobs Accelerator companies in 2017:

\$2,200,000

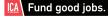
\$6,510,000

POISED FOR GROWTH: THE INVESTMENT PORTFOLIO AND THE GOOD JOBS ACCELERATOR

The companies in our investment portfolio and the Good Jobs Accelerator are testament to the power of small businesses to create catalytic community change.



Average company revenue: Average hourly wage: Average entry level wage: Wage growth, year over year: \$2,767,751 \$22.57 \$14.03 16% Companies with benefits: Job growth year over year: Revenue growth, year Companies that made an effort to hire people with barriers to employment: over year: 67% 10% 16% 79%



GOOD JOBS, GOOD BUSINESSES

In the Bay Area, the economic divide is bigger than ever. Our small business services yield real impact, driven by the singular mission of creating economic freedom for the

the singular mission of creating economic freedom for the employees who most need it. TOTAL WAGES PAID IN 2017 The kitchen at Red Door Catering Portfolio P<mark>eople of</mark> Col<mark>or</mark> ICA Fund Good Jobs company Education companies owned Educa**tion** workers with access to by people of color and \$20.82 \$26.08 health benefits: 61% \$14.96 63% Access to benefits: People of Color Accelerator Portfolio Seed Fund and Accelerator Education companies owned by people of color and women: 52% 79% 90% 66% 33% Total wages paid in 2017: People of Color Education Accelerator Portfolio Companies with majority Women Average revenue: people of color and women management teams: \$12,924,477 60% 50% \$683,324 \$2,071,007 \$4,161,238

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THE ACCELERATOR: SCALING BUSINESS, CREATING GOOD JOBS

With the combined power of targeted advising, hands-on support, and access to our network, companies in the Good Jobs Accelerator have met over 85% of their funding need, all while growing revenues, wages, and creating more jobs year over year.



Average revenue:

\$2,071,007

Companies that

60%

provide benefits:

79%

Employees with access

to health benefits:

31%

24%

Capital raised by Good Jobs

Accelerator companies to date:

\$6,790,000

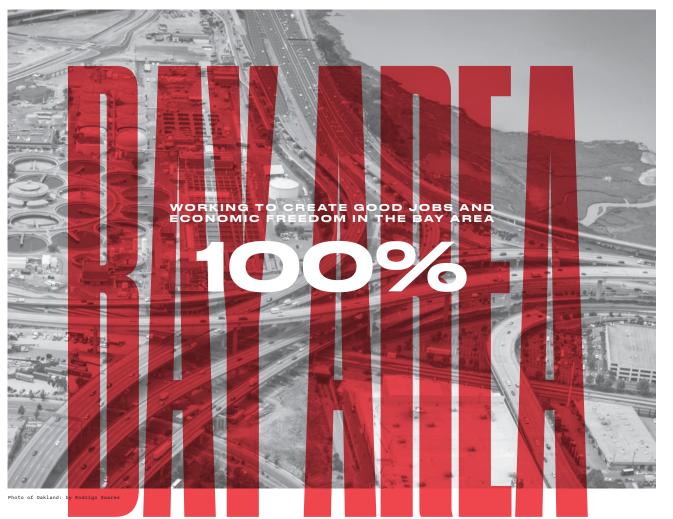
85%

Percent of capital need met by Accelerator companies to date:

RESPONDING TO THE NEEDS ENTREPRENEURS THROUGHOUT THE 9 COUNTY BAY AREA

Over the last 22 years, we've worked with companies from throughout the region, generated over a billion dollars in wages, and connected hundreds of our entrepreneurs to business support and capital providers in the Bay Area.

The urgency of today requires a rapid response and the problems the Bay Area faces are regional, so our solutions must be regional too That's why, with the anchor support of the Sobrato Family Foundation, we are quickly scaling to work where entrepreneurs need us most.



Companies based in Oakland:

in San Francisco:

56%

12%

Companies based in the remaining Companies referred to capital 9-County Bay Area:

providers and small business support partners in 2017:

32%

196

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THANK YOU TO THE COMMITTED PARTNERS WHO SUPPORT OUR WORK















































OUR TEAM



AND TO OUR BOARD OF DIRECTORS

Alberto De Almeida

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Jim Harris

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Georgette Bhathena

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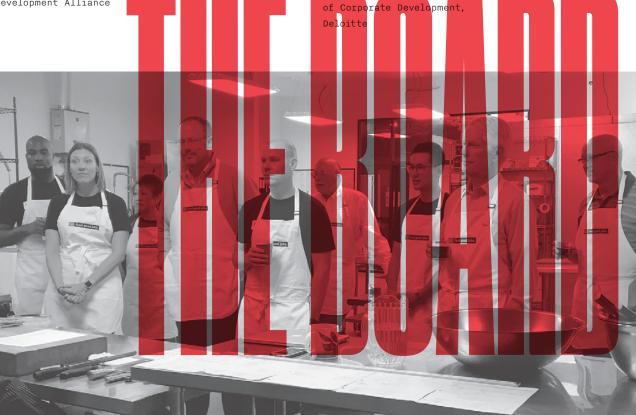
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East Bay Economic
Development Alliance

Donald Reinke

Managing Partner, Reed Smith

Jack Russi

BOARD CO-CHAIR



Members of the ICA Fund Good Jobs team and the Board of Directors

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2335 Broadway Suite Oakland, 94612

