

2021

Q1

IMPACT REPORT

*America's Leading Educational
Courseware & Services Provider*



FREEDOM★LEARNING
GROUP

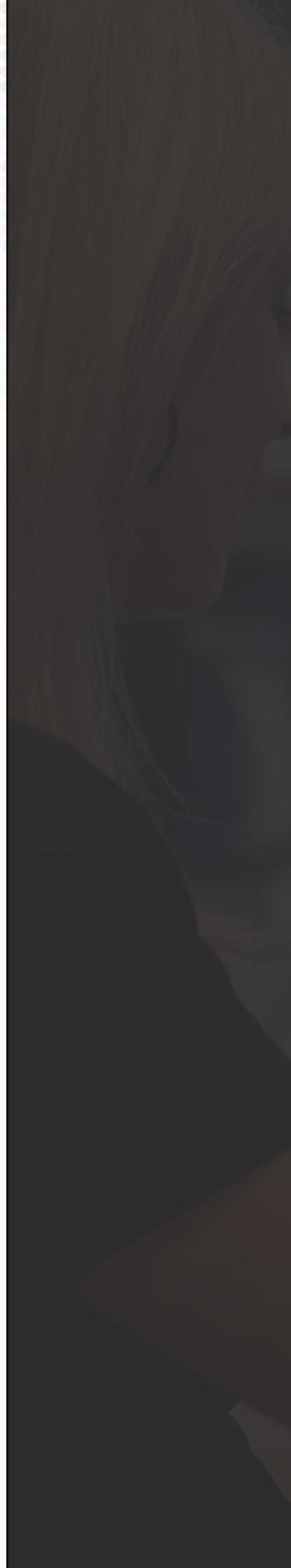


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MISSION STATEMENT:

Founded by a Military family, Freedom Learning Group is the leading educational courseware, content, and services provider powered by a global remote workforce of Military Spouses & Veterans.

CORPORATE SOCIAL RESPONSIBILITY STATEMENT:

At Freedom Learning Group (FLG), we are committed to creating economic opportunities for Military Spouses, Veterans and displaced professionals while connecting to and improving the communities where we live and work.

We strategically partner with nonprofit organizations, educational institutions, government agencies and corporations to identify, hire, and upskill Military Spouses, Veterans and the millions of displaced workers impacted by COVID 19. Since 2017, we have paid over \$5 million dollars to Military Spouses and Veterans and in 2020, 74% of our contractors were women. Offering best in class training and development opportunities coupled with remote, flexible, portable project based work contributes to the wellbeing, professional advancement and financial security of Military Families across the globe.

Our goal is to increase military community hires to 80% by 2025.

FLG has always been about bringing people together, inspiring hope and creating change. Our global workforce spans 10 countries, 36 states and five of six branches of the military. Through mentoring, networking, and community service, we strive to connect with and walk alongside the individuals and communities we serve. In January 2021, we launched a year-round global service initiative resulting in more than 10,000 service units after just the first month, where we connected contributors to service projects in their communities honoring the legacy of Dr. Martin Luther King. Additionally, in January, FLG launched its first Business Resource Group (BRG), bringing contributors together from across the globe to foster a diverse, inclusive workplace aligned with the organizational mission, values, goals, business practices and objectives while creative professional development and networking opportunities.

Our goal is to contribute \$125,000 to STEM and Workforce Development by 2025.

We are committed to our people, our communities and our business.

We are Freedom Learning Group.



From the Desk of the CEO

Freedom Learning Group (FLG) is off to a tremendous start in 2021. In Q1, FLG placed 243 contributors in statements of work, with 69% of those hires being women. And since 2017, we have compensated more than \$5 million to Military Spouses and Veterans. I'm excited to work with the newly formed leadership team who has hit the ground running, is leaning into their experience, and is harnessing innovative strategies to grow the business and talent pipeline while remaining committed to our social mission. We are serving our communities, investing in our people, and are committed to growing our business, which all contribute to the economic prosperity and financial security of Military Families.

In January, we launched a Month of Service to honor Dr. King's legacy and serve alongside our friends at The Mission Continues. Collectively, subject matter experts across the globe contributed 10,000 units impacting 25 nonprofit organizations, including service, monetary donations and, donations of goods. I served alongside Amy Uthe, Chief People Officer, and Michelle Aikman, CEO of the Society of Military Spouses in STEM, on MLK Day at the Excel Academy, an all-girls STEM school in Washington D.C. We are committed to serving and walking with those in our communities and will do so throughout the year.

We kicked off our Business Resource Group (BRG) in January as an investment in the professional development, network, and connectivity of our subject matter experts worldwide. The BRG is a voluntary, workforce-led body bringing FLG contributors together to foster a diverse and inclusive workplace aligned with our mission, values, goals, business practices, and objectives. Under a volunteer leadership team, this group will discuss and share information on issues impacting our global workforce while also creating opportunities for professional development and networking.



In February, we hosted our first virtual CEO Event Series where Amy Uthe and I discussed our mission, culture, and the newly launched Last-Mile Training (LMT) program. LMT provides our workforce of Military Spouses, Veterans, and civilians with choices and opportunities to drive their careers. We not only look to secure talent and subject matter experts project-by-project – we are going a step further to provide growth opportunities, and formal training to ensure our workforce is successful on day one and beyond.

As professional women are still facing the impact of COVID on their career, FLG dedicated March, “Women’s History Month,” to shine a light on the importance of flexible, project-based work. I also had the opportunity to sit down and talk with the newly appointed Mark Madrid, Associate Administrator for the Office of Entrepreneurship Education for the SBA. Together, we discussed our mutual commitment to developing and growing women-owned businesses. At FLG, we will continue to use our platform to share best practices and challenge other companies to create and promote flexible work environments for Military Spouses, Veterans, and displaced professionals.

It was a productive start to the year, and we’re just getting started. FLG has always been about bringing people together, inspiring hope, and creating change. I am driven by what we have accomplished in my first year at FLG and know together we will continue to work hard to grow the company while remaining committed to our social mission.

A handwritten signature in black ink that reads "Elizabeth O'Brien". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Elizabeth O'Brien
CEO, Freedom Learning Group



New FLG Website!

FLG will always remain true to our founder's story and core values and now we have a user-friendly site aligned with our forward-looking and innovative strategy.

New additions include:

- Enhanced Talent Portal
- Calendar of Events
- Strategic Partners Page

[VISIT THE WEBSITE](#)

2020 Annual Report

FLG has released our 2020 Annual Report. Read more about our growth in 2020 and our plans for 2021.

[2020 ANNUAL REPORT](#)



Testimonials

"I have thoroughly enjoyed working with FLG over the past 3 years. It has allowed me to utilize my degrees in a constructive manner, stay connected to those in my field and with similar experiences, all while moving between three different continents."

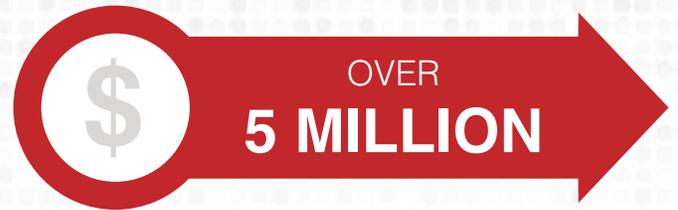
- Ellen P.
Project Manager

"I have the privilege of being an active duty Navy spouse which has taught me to be adaptive, dedicated and flexible. I am excited to bring these attributes with me in joining Freedom Learning Group's Project Management team."

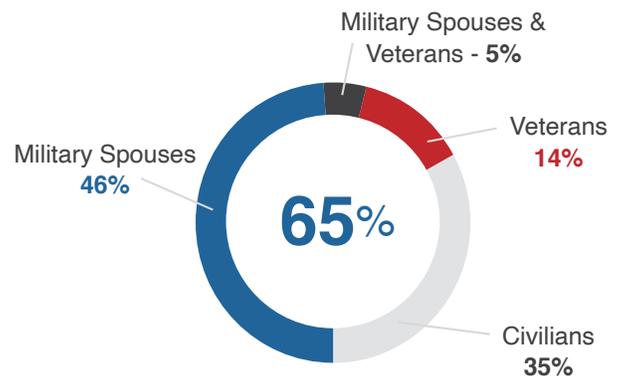
- Elizabeth P.
Project Manager

FREEDOM LEARNING GROUP IS
INVESTING \$125,000
IN STEM EDUCATION AND
WORKFORCE DEVELOPMENT BY 2025.

TOTAL PAYOUT TO MILITARY SPOUSES & VETERANS OVER THE COURSE OF 4 YEARS



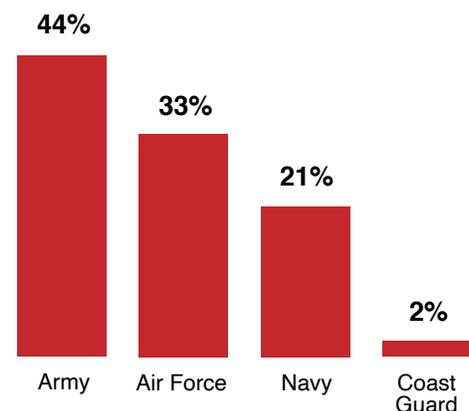
SINCE INCEPTION, MILITARY HIRES ARE 65% OF TOTAL HIRES



Q1 2021 NEW HIRE DEMOGRAPHICS

Total New Contractors in Q1 2021	68
% Female Hires	60%
% Military Spouse Hires	32%
% Military Spouse + Veteran	4%
% Veterans	26%
% Total Military Hires	63%

SERVICE BRANCHES OF Q1 NEW HIRES





freedomlearninggroup.com

Co-Founder Update

Co-Founders, Nathan and Stacey, released a letter on their next steps, including the launch of the Parable Foundation.

[READ THE LETTER](#)