



EXHIBIT D

Synopsis of FSIC AIOF Pre-Apprenticeship Pilot Program

FSIC in conjunction with its CDFI American Innovation and Opportunity Fund have created an Apprenticeship support program to create greater access to companies in industries with unfilled high wage skilled positions.

Missed Opportunities!

Young people are missing opportunities to participate in apprenticeship and training programs. These potential applicants are willing to work but are challenged by:

- Knowledge of existing apprenticeship and training programs
- Assistance in navigating the application process for apprenticeship and training programs
- Travel options especially to the training. Individuals in small communities with little or no public transit, and few opportunities to earn wages to buy a car.
- Community support structure

The AIOF Solution

The AIO Fund supports young people who seek to participate in an apprenticeship or training program by providing incidental monetary support, ranging from paying for cell phones to helping secure transportation. The Fund will also help cover expenses related to CDL Training, quick start Lineman Training Program (our weekend and two-week training courses), and tuition through loans and scholarships. The fund also provides financial literacy training and other life skills to prepare the students for a successful life on their own. Upon completing an apprenticeship or training program, many of these students will be making \$100,000 a year or more.





Partnerships Build Success

Government and industry partnerships help identify and support young people who are interested in apprenticeship or training programs for high wage skilled jobs in industries with a large number of job openings. These partnerships are critical to locating and enticing young people to pursue an apprenticeship or training program. We are actively seeking to expand our partnerships with industry, government, nonprofit, and community organizations.

Weekend and Two-Week Training Programs

We have developed a partnership with veteran utility lineman workers to establish and conduct weekend and two-week training programs in different communities. The professional veteran utility lineman workers will volunteer their time and equipment and act as instructors. We need partners, churches, or community groups who are willing to provide a location where we can conduct classes and install two utility poles for use during the training.

The Real Benefit

If even half of the applicants in the AIO Fund's program complete the certification and hiring process it will add over an estimated \$1 million in new wealth to their community in the few several years. In additions, graduates will become ambassadors and advocates to family and friends to pursue apprenticeship and training programs, creating the next generation of successful candidates in their community. This is a proven way to help communities rebuild in a sustainable and meaningful manner.



"Mr. Kimble, I was just letting you know I appreciate all you have done and this scholarship has really been a blessing in my life so again thank you!"

~Te'Keyah Arrington

First Pre-Apprenticeship scholarship recipient