

March 31, 2025

Attorney General Andrea Campbell
Office of the Attorney General
1 Ashburton Place, Floor 20
Boston, MA 02108

RE: Urgent Need to Protect Students and Borrowers From a Corporate Repeat Offender—Prehired (d/b/a FastTrack)

Dear Attorney General Campbell,

We send this urgent letter to alert you to potential violations of the Stipulated Settlement Agreement that your and 10 other states’ offices and the Consumer Financial Protection Bureau (CFPB) secured against Prehired, LLC, Prehired Recruiting, LLC, and Prehired Accelerator, LLC (hereafter collectively “Prehired”)—an online tech sales bootcamp found to have lured students into scam “training” programs and saddled them with predatory shadow student debt—on November 20, 2023. Under the terms of the Settlement Order, Prehired was required to cease all operations, pay \$4.2 million in redress to consumers who were affected by its illegal practices, and void all of its outstanding income share loans, valued at nearly \$27 million.¹ Alarming, Joshua Jordan, CEO and founder of Prehired, has recently relaunched Prehired under the guise of a new company named FastTrack²—a clear effort to evade the terms of your settlement, violate federal and state consumer law, and cheat students.³

Your office helped shut down Prehired and bring relief to its victims; we urge you to do the same with its reincarnation, FastTrack. As you know, CFPB has been shuttered for nearly two months, leaving students and families without a federal consumer watchdog in a financial marketplace that is rigged against them. When President Trump and Acting CFPB Director Vought forced all

¹ Press Release, CFPB and 11 States Order Prehired to Provide Students More than \$30 Million in Relief for Illegal Student Lending Practices, Consumer Finance (Nov. 20, 2023), <https://www.consumerfinance.gov/about-us/newsroom/cfpb-and-11-states-order-prehired-to-provide-students-more-than-30-million-in-relief-for-illegal-student-lending-practices/>.

² The FastTrack Science-Based Sales Blog, FastTrack, <https://www.ft.careers/blog>; <https://perma.cc/EN7F-YQA8> (last visited Feb. 24, 2025).

³ Jordan also undertook a public relations campaign that aimed to “expose” then-Washington Attorney General Bob Ferguson, who led a lawsuit against Prehired. Jordan expressed his disagreement and doubled down on his belief that his company “helped thousands of people.” Faction News, *Small-Town Entrepreneur Exposes Decades of Corruption in Washington AG Bob Ferguson’s Office*, PRWeb (Aug. 15, 2024) <https://www.prweb.com/releases/small-town-entrepreneur-exposes-decades-of-corruption-in-washington-ag-bob-fergusons-office-302223220.html>; Governor Bob Ferguson - Decades of Corruption Finally Exposed!, Ferguson Facts, <https://fergusonfacts.com/> (last visited Mar. 10, 2025).

work at the agency to come to a halt, they opened the door for predatory actors and fraudsters to take this as an opportunity to prey on students and families. Without a functioning CFPB, it is critical that your offices take action to protect students across the nation.

Joshua Jordan Was Already Caught Ripping People Off Through His Sham Bootcamp Company “Prehired”

Prehired was a Delaware-based company that operated a 12-week online bootcamp program claiming to prepare students for entry-level positions as software sales development representatives with “six-figure salaries” and a “job guarantee.”⁴ To pay for the bootcamp, Prehired offered students an “income-share agreement” (ISA). ISAs are a uniquely risky form of student debt,⁵ but Prehired deceptively told students their ISAs were “not a loan.”⁶ In February 2022, the Student Borrower Protection Center (SBPC) first sounded the alarm about Prehired’s abusive loan sharking practices after being contacted by former Prehired students.⁷ SBPC’s investigation revealed evidence of a wide range of illegal practices that were relevant to the work of federal and state consumer protection officials.⁸

On July 13, 2023, the CFPB and 11 states sued Prehired over deceptive lending and debt collection practices.⁹ This lawsuit ultimately resulted in the aforementioned November 2023 settlement agreement requiring Prehired to cease operations.¹⁰

⁴ Your 6-Figure Sales Career Starts Here, preHIRED, <https://perma.cc/KK4G-SNPK> (last visited Feb. 18, 2022).

⁵ Income Share Agreements, Protect Borrowers <https://protectborrowers.org/income-share-agreements-2/> (last visited Mar. 10, 2025).

⁶ Press Release, CFPB and 11 States Order Prehired to Provide Students More than \$30 Million in Relief for Illegal Student Lending Practices, Consumer Finance (Nov. 20, 2023), <https://www.consumerfinance.gov/about-us/newsroom/cfpb-and-11-states-order-prehired-to-provide-students-more-than-30-million-in-relief-for-illegal-student-lending-practices/>.

⁷ Ben Kaufman, *A Predatory School is Dragging 290 Defrauded Students into Court in the Latest Example of the Exploitative State of the Income Share Agreement Market*, Protect Borrowers (Feb. 28, 2022), <https://protectborrowers.org/a-predatory-school-is-dragging-290-defrauded-students-into-court-in-the-latest-example-of-the-exploitative-state-of-the-income-share-agreement-market/>.

⁸ Fact Sheet: Tech Bootcamp Prehired’s Nationwide Scam to Defraud Students https://protectborrowers.org/wp-content/uploads/2023/07/FACT-SHEET_-_Prehireds-Nationwide-Scam-to-Defraud-Students.pdf (last visited Mar. 10, 2025).

⁹ Press Release, State Partners and CFPB Sue Prehired For Illegal Student Lending Practices, Consumer Finance (July 13, 2023), <https://www.consumerfinance.gov/about-us/newsroom/state-partners-and-cfpb-sue-prehired-for-illegal-student-lending-practices/>.

¹⁰ Press Release, CFPB and 11 States Order Prehired to Provide Students More than \$30 Million in Relief for Illegal Student Lending Practices, Consumer Finance (Nov. 20, 2023), <https://www.consumerfinance.gov/about-us/newsroom/cfpb-and-11-states-order-prehired-to-provide-students-more-than-30-million-in-relief-for-illegal-student-lending-practices/>.

Joshua Jordan Is Back With Prehired 2.0 (“FastTrack”), Recycling Not Just His Prior Tactics, But Even His Prior Website

Now, it appears that Prehired executives have begun their next iteration of this scheme—this time under the name of FastTrack. FastTrack describes itself as a “fast mentorship” program.¹¹ In particular, FastTrack echoes the language from the original Prehired website to describe its offerings, saying “After 12 weeks, FastTrack members average \$70,000 in their first year with a 6-figure potential after that. Start with zero upfront cost. Pay after you land a role. No catch.”¹²

The similarities between the Prehired and FastTrack versions of Jordan’s company do not end with the concept and description. In fact, it appears that FastTrack’s structure, promises, and even the vast majority of the content on FastTrack’s website are copied and pasted verbatim from the Prehired website:

- FastTrack has the exact same “Member Success Guarantee” as it did when operating as Prehired.¹³ Both state “We guarantee you land a \$60k+ job offer within 12 months of finishing coursework (\$40k base + expected commissions).” Both go on to list the exact same three qualification requirements for the guarantee, with the only difference being that FastTrack’s guarantee removes any mention of an ISA, instead replacing “ISA” with “contracts” and “payment obligations.”¹⁴
- FastTrack seems to offer students similar loan terms to those it offered as Prehired.¹⁵ Both versions of the company promise students will “pay nothing until you’re hired,”¹⁶ and have a maximum total cost of \$30,000.¹⁷

¹¹ The FastTrack Science-Based Sales Blog, FastTrack <https://www.ft.careers/>, <https://perma.cc/8ZQQ-DV59> (last visited Feb. 24, 2025).

¹² The FastTrack Science-Based Sales Blog, FastTrack <https://www.ft.careers/>, <https://perma.cc/8ZQQ-DV59> (last visited Feb. 24, 2025).

¹³ The preHIRED Guarantee, preHIRED, <https://perma.cc/96J8-87BH> (last visited Feb. 18, 2022); The FastTrack Guarantee, FastTrack, <https://www.ft.careers/guarantee>, <https://perma.cc/W6AG-5TMH> (last visited Feb. 24, 2025); Ben Kaufman, A Predatory School is Dragging 290 Defrauded Students into Court in the Latest Example of the Exploitative State of the Income Share Agreement Market, Protect Borrowers (Feb. 28, 2022), <https://protectborrowers.org/a-predatory-school-is-dragging-290-defrauded-students-into-court-in-the-latest-example-of-the-exploitative-state-of-the-income-share-agreement-market/>.

¹⁴ The FastTrack Guarantee, FastTrack, <https://www.ft.careers/guarantee>, <https://perma.cc/W6AG-5TMH> (last visited Feb. 24, 2025).

¹⁵ Frequently Asked Questions, FastTrack, <https://www.ft.careers/go#faq>, <https://perma.cc/SFU5-B443> (last visited Feb. 24, 2025); Frequently Asked Questions, preHIRED, <https://perma.cc/V48P-VLS2> (last visited Feb. 18, 2022); Membership Dues, FastTrack, <https://www.ft.careers/membership-dues>, <https://perma.cc/5DJ3-LQSU> (last visited Feb. 24, 2025); Membership Dues, preHIRED, <https://perma.cc/5J7A-S6ZL> (last visited Feb. 18, 2022).

¹⁶ *Id.*

¹⁷ *Id.*

- On FastTrack’s “Member Reviews Page,” the over 700 reviews of FastTrack are all reviews of Prehired.¹⁸ The webpage notes “some reviews may be from the FastTrack Founders and their previous ventures but all have been mentored in FastTrack's Science-Based Sales.”¹⁹ The reviews all mention Prehired by name and predate FastTrack.
- FastTrack’s page that compares it to “everyone else” names Prehired in the URL (www.ft.careers/prehired-comparison). The Prehired website had the same exact page comparing Prehired to its competitors, the only difference being the company names.²⁰
- FastTrack’s “Day in the Life” page houses videos from the Prehired Youtube channel.²¹
- Other than the company name, FastTrack’s member code of conduct is identical to when the company operated as Prehired.²²
- FastTrack’s trademark-registered “Science-Based Sales” method appears to be the same as when it was Prehired’s trademark-registered “Science-Based Sales” method, consisting of nearly identical modules, and both promising 1:1 mentoring, content updates, job opportunities, and a network where connections are made.²³
- FastTrack claims their “training is award-winning” and depicts badges for Career Karma’s “Best Tech Sales Bootcamp” and Course Report’s “Best Tech Sales

¹⁸ Member Reviews, FastTrack, <https://www.ft.careers/reviews>; <https://perma.cc/VC2N-CUBO>; <https://perma.cc/GG6J-V4DM> (last visited Feb. 18, 2022).

¹⁹ *Id.*

²⁰ Note that as of February 24, 2025, the URL www.ft.careers/prehired-comparison redirects to <https://www.ft.careers/fasttrack-comparison>. An earlier version of this page’s URL mentioned Prehired. *See* FastTrack vs All Others, FastTrack, <https://perma.cc/6XWG-QRR7>, <https://perma.cc/ETU3-2X7J> (last visited Feb. 24, 2025); Prehired vs All Others, preHIRED <https://perma.cc/97A7-82HU> (last visited Feb. 18, 2022).

²¹ Note that the channel recently had its name and logo changed to FastTrack’s, but the channel itself, the subscribers, and all of the uploaded videos were from when the company operated as Prehired. *See* What's Life Like Working in Software Sales?, FastTrack, <https://www.ft.careers/day-in-the-life>, <https://perma.cc/9C5Z-OGR6> (last visited Feb. 24, 2025); FastTrack Careers, YouTube, <https://perma.cc/9975-YNC2>; Prehired, YouTube, <https://web.archive.org/web/20230519162843/https://www.youtube.com/@prehired5253> (last visited May 19, 2023).

²² Membership Code of Conduct, FastTrack, <https://www.ft.careers/member-code-of-conduct>, <https://perma.cc/VXM2-VYEU> (last visited Feb. 24, 2025); Member Code of Conduct, preHIRED, <https://perma.cc/DC5P-XBXU> (last visited Feb. 18, 2022).

²³ Membership Benefits, Fast Track, <https://www.ft.careers/membership-benefits>, <https://perma.cc/4WWR-XE4G> (last visited Feb. 24, 2025); Membership Benefits, preHIRED, <https://perma.cc/LY2A-XJFR> (last visited Feb. 18, 2022).

Bootcamp.”²⁴ However, “FastTrack” was never given those awards—they went to Prehired.²⁵

- There are countless other similarities between the FastTrack and Prehired websites.²⁶

An annotated comparison of the Prehired and FastTrack websites is appended to this letter.

Joshua Jordan Appears to Be Violating the Clear Intent, If Not the Actual Terms, of the Prehired Settlement.

Pursuant to the settlement agreement, the Prehired defendants were prohibited from “offering for sale, selling, or assisting in the sale of, or provision of any Consumer Financial Product or Service relating to Vocational Education Services,” whether acting directly or through any person.²⁷ However, FastTrack has allegedly already “helped hundreds” of students,²⁸ and is clearly operating using the same sales pitch, website, and overall playbook as Prehired.²⁹ It appears likely that FastTrack is operating in violation of the settlement agreement, or that at the very least it is engaged in the same unlawful conduct that resulted in the settlement agreement.

It is critical that state attorneys general act immediately to protect consumers. This is especially true since the CFPB has been effectively shuttered. We call on your agencies to investigate whether Prehired and now FastTrack CEO Joshua Jordan is continuing to violate state consumer protection laws, and to consider taking further actions to close FastTrack, provide financial recourse to students that have fallen victim to this version of his scheme, and ban Joshua Jordan from consumer and student lending activities for good. In doing so, we remind you that in addition to your authorities under any relevant state consumer protections, your offices are empowered to enforce the very same federal prohibition on unfair, deceptive, and abusive acts and practices that the Vought-led CFPB is charged with (but currently appears intent on not)

²⁴ Turn Your Current Skills Into a Six-Figure Tech Sales Career, FastTrack, <https://www.ft.careers/why-fasttrack>, <https://perma.cc/GWW9-4GZ> (last visited Feb. 24, 2025).

²⁵ Is Prehired Real?, preHIRED, <https://perma.cc/R9Y2-2TWK> (last visited Feb. 18, 2022); 2025 Best Tech Sales Bootcamps, Career Karma, <https://careerkarma.com/rankings/best-technology-sales-bootcamps/> (last visited Mar. 10, 2025); Prehired, CourseReport, <https://www.coursereport.com/schools/prehired> (last visited Mar. 10, 2025).

²⁶ About, FastTrack, <https://www.ft.careers/about>, <https://perma.cc/RC5E-2SKU> (last visited Feb. 24, 2025); Why a Software Sales Job?, preHIRED, <https://perma.cc/34KL-XR4C> (last visited Feb. 18, 2022); FastTrack’s blogs, authored by Joshua Jordan, predate “FastTrack” and seem to have been originally written for and about the company when it was called Prehired. The FastTrack Science-Based Sales Blog, FastTrack, <https://www.ft.careers/blog>, <https://perma.cc/E2OT-WL98>; Is Prehired a Scam?, preHIRED, <https://perma.cc/V2DC-JTJU> (last visited Feb. 18, 2022).

²⁷ Stipulated Final Judgment and Order as to Debtors Prehired, LLC, Prehired Recruiting, LLC, and Prehired Accelerator, LLC at ¶ 30, *In re: Prehired, LLC*, et al., Dkt. No. 15, 23-50438-JTD (Bankr. D. Del. 2023).

²⁸ Your Six Figure Sales Career Starts Here, FastTrack, <https://web.archive.org/web/20241229021526/http://www.ft.careers/>, <https://perma.cc/V5RX-H9JM>.

²⁹ Given that Prehired filed bankruptcy prior to the CFPB and states’ action and subsequent settlement agreement, the clear use of Prehired’s intellectual property raises serious concerns about whether these assets were properly disclosed and distributed as part of the bankruptcy, or if they are being improperly used by Joshua Jordan.

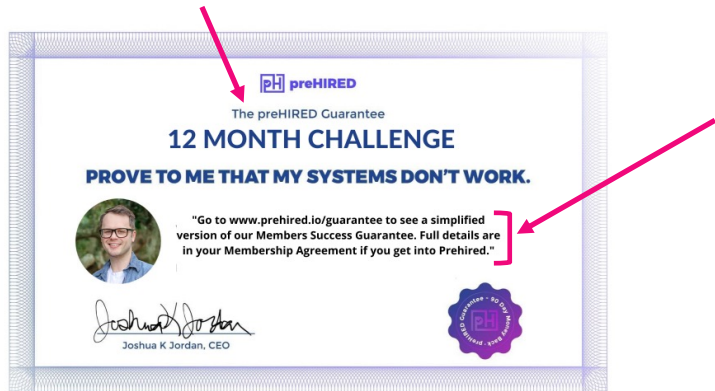
enforcing.³⁰ Students and families are relying on offices like yours to ensure that they are not forced to pay the price as they fall prey to predatory companies jumping at the chance to profiteer at their expense.

Sincerely,

Student Borrower Protection Center

³⁰ Rohit Chopra & Seth Frotman, *State Enforcement As A Federal Legislative Tool*, Harvard Law School Journal on Legislation (Jan. 15, 2025), <https://journals.law.harvard.edu/jol/2025/01/15/state-enforcement-as-a-federal-legislative-tool/>.

APPENDIX



Member Success Guarantee

We guarantee you land a \$60k+ job offer within 12 months of finishing coursework (\$40k base + expected commissions.)

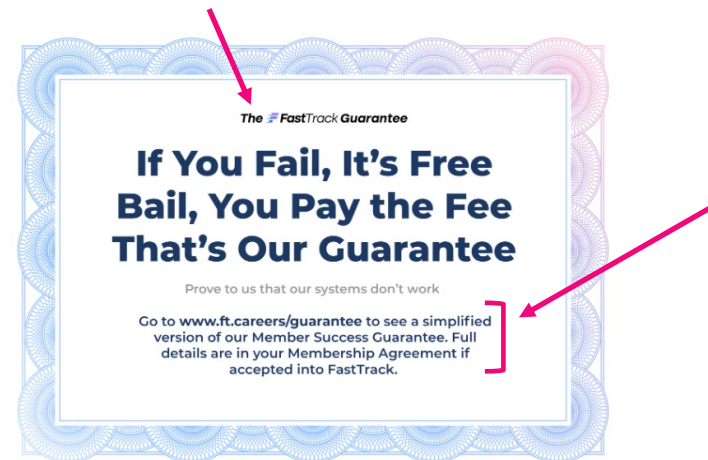
To qualify for the guarantee, just:

1. Complete the coursework before your official completion date.
2. After you're done with the coursework, successfully complete your Career Search Process (CSP) within 12 months.
3. Congrats, you've been hired to a great job... or, if you failed after diligently following everything in your Membership Agreement, email your Mentor within 30 days of your last month to be released from your ISA* (see notes below).

**This is not a "no questions asked" guarantee. Changing your goals, changing your mind, or not following through on your commitments aren't valid reasons for release from your ISA.*

** If you're ever not working and are following our process to find a new job, your ISA payments pause. If you're curious about the Income Share Agreement payments, [you can see details and examples here.](#)*

** This is a simplified explanation of the Member Success Guarantee. Full details are found in your Membership Agreement if you are accepted into Prehired.*



Member Success Guarantee

**If you FAIL, it's FREE.
If you BAIL, you pay the FEE.
AND that's our GUARANTEE.**

We guarantee you land a \$60k+ job offer within 12 months of finishing coursework (\$40k base + expected commissions.)

To qualify for the guarantee, just:

1. Complete the coursework before your official completion date.
2. After you're done with the coursework, successfully complete your Career Search Process (CSP) within 12 months.
3. Congrats, you've been hired to a great job... or, if you failed after diligently following everything in your Membership Agreement, email your Mentor within 30 days of your last month to be released from your contracts (see notes below).

**This is not a "no questions asked" guarantee. Changing your goals, changing your mind, or not following through on your commitments aren't valid reasons for release from your payment obligations.*

** This is a simplified explanation of the Member Success Guarantee. Full details are found in your Membership Agreement if you are accepted into FastTrack.*

An Investment in Our Members' Success

You can join Prehired, launch your tech sales career and level up for life, all without paying anything upfront.



We align our success with yours...

Rather than paying upfront or borrowing money for a Membership in Prehired, members commit to pay a certain percentage of their future income in exchange for their Lifetime Membership Benefits.

Prehired is proud to offer Income Share Agreements (ISAs) allowing members to get access to all our programs and perks with no out-of-pocket cost to start.

Our members only start paying dues only after they land a job and make enough money per month. See below for details.

An Investment in Our Members' Success

You can join FastTrack, launch your tech sales career and level up for life, all without paying anything upfront.



We align our success with yours...

We're proud to offer \$0-upfront payment plans to U.S. citizens and permanent residents, so you don't need to borrow money for a FastTrack Membership.

That way, you only start paying dues after starting work. And, even when you're done paying, you keep your Lifetime Membership Benefits.

Income Share Agreement Details



Guarantee	12 months, \$60k guarantee See Guarantee page for details
Upfront Payment	\$0
Trial	<u>7 days (or up to 30% of the first program, whichever comes first)</u>
First Payment	After you start your new job. YES, don't pay us anything until you've been paid for your first month's work!
Total Cost	Variable, capped at \$30k
Payments Duration	48 monthly payments (If you're ever not working and are following our process to find a new job, your ISA payments pause)
Average Monthly Payment	~\$500 in the first few months and increases with income

Membership Dues Details




Upfront Payment	\$0
Trial	<u>7 days (or up to 30% of the first program, whichever comes first)</u>
First Payment	After you get hired.
Total Cost	\$30k
Payments Duration	60 monthly payments (0% interest)
Monthly Payment	\$500 (interest free)

MEMBER REVIEWS


700+ Documented Success Stories

...some reviews may be from the FastTrack Founders and their previous ventures but all have been mentored in FastTrack's Science-Based Sales®


Jaryl Barley

 **Jaryl Barley** 9:27 AM
Beyond excited to be announcing I just accepted a job offer and will be starting Nov. 7th! Pre-Hired just might be a G.O.A.T. Appreciate you guys!


Artie Moorman

 **Artie Moorman** 1:10 PM
After the most thorough background check of my life 😊 I'm excited to announce I accepted a job offer and will be starting Monday Oct 24th!! Thanks for all the help and support @David Bollinger (Prehired Staff) and @Brendan Pinner (Prehired Staff - Partnerships and Admissions Lead) 🙌 Good luck everyone, keep going!

John Branham


 **John Branham** 5 days ago
Thrilled to announce I accepted a job offer! Position starts Oct. 24th. Thank you PreHired!

Rebecca Pinner

 **Becca** 11:03 AM
I accepted a job offer! Official start date is October 3 😊 couldnt have gotten here without Prehired!

Drew Byrd

Great experience with PreHIRED

 Drew Byrd graduated Prehired


Prehired Review: ★★★★★
Created 4 months ago

PreHIRED performed exactly as I needed them to. I found a great job in record time, in a field that I previously had ZERO experience in. Super excited to get started in my new career, and it's all thanks to PreHIRED!

Pros - Easy to use website - Personable and helpful staff - Accountability from your mentor/connector

Cons The one small thing I would change about PreHIRED is to have coursework scattered all throughout the modules, instead of having it all at the end of the course. That way, students can test their knowledge AS they learn the skills taught inside the course. [Less](#)

Melanie Prugh

 **Melanie** 3:26 PM
I am so excited to share with everyone that I signed a job offer from yesterday and will be starting my new job Monday as an SDR for a company called Moozoom!

@Brendan Pinner (Prehired Staff - Partnerships Lead and Mentor)
@David Bollinger (Prehired Staff)

Prehired vs All Others

Prehired Lifetime Membership

Everyone Else (bootcamps)

	Prehired Lifetime Membership	Everyone Else (bootcamps)
<u>Speed to Start</u>	You can apply, interview, get accepted and start in as fast as a day	Often a couple of weeks to apply and interview followed by weeks to months to start on predetermined dates
<u>Speed to Finish</u>	6-12 weeks for coursework. 12.2 weeks average from starting to getting hired	12+ weeks in coursework, unknown time to get hired
<u>Learning Convenience</u>	Online, video-based training with worksheets, plus 1:1 live mentoring over Zoom (10 hours / week)	Some online (though you often have to attend live), some in-person at physical locations
<u>Real-World Experience</u>	You do outreach to hiring companies the way a Sales Development Rep would, showing you can do the job	Often limited to role play
<u>Getting Hired</u>	Work at any of 1,000s of U.S. software companies (including our partners like Drift, Sage Intacct and ZoomInfo)	Some require you to work for 1-2 years (in only 1-2 cities) for a company paying recruiting fees
<u>Speed to Promotion</u>	3-9 months before a 6-figure income potential	Unknown (dice roll)
<u>Ongoing Support</u>	LIFETIME content updates, mentoring, training, job opps and references, group and yearly summits.	Varies from none up to 1 year
<u>Community</u>	100s of active members in a Slack group (many want to hire other members to their companies)	Smaller community, if any
<u>Education Required</u>	High school diploma or GED	Often requires 4-year college degree
<u>Guarantee</u>	We guarantee you get at least one offer for \$60,000+ (with at least \$40,000 from base salary)*	Often no specific guarantee on job offer value because your contract or payment is enforced regardless of outcome

* This is a simplified explanation of the Member Success Guarantee. Full details are found in your Membership Agreement if you're accepted into Prehired.

FastTrack vs All Others

FastTrack Membership

Everyone Else (bootcamps)

	FastTrack Membership	Everyone Else (bootcamps)
<u>Speed to Start</u>	You can apply, interview, get accepted and start in as fast as a day	Often a couple of weeks to apply and interview followed by weeks to months to start on predetermined dates
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* This is a simplified explanation of the Member Success Guarantee. Full details are found in your Membership Agreement if you're accepted into FastTrack.

Member Code of Conduct

To ensure your success, Members must follow our Code of Conduct or otherwise be subject to withdrawal from Prehired and/or loss of membership privileges.

- 1. Attitude.** Attitude is defined as a settled way of thinking or feeling about someone or something, typically one that is reflected in a person's behavior. Prehired Members and Staff have diverse backgrounds. Members are required to contribute to creating a positive experience for everyone by being respectful, tolerant, open-minded, and coachable.

Prehired strives for a welcoming place to learn with encouragement, support, and active listening. Members are likewise required to respect Prehired's Confidentiality & Limited License for Use.

- 2. Aptitude.** To be invited to join Prehired, you've demonstrated you have a natural or learned ability to follow instructions without being told the same thing multiple times. You have basic computer skills and fundamental communication abilities in the English language. We expect you to maintain this level of excellence you demonstrated during your admissions process throughout your Prehired Membership.

- 3. Ambition.** You're excited to work in sales, join the tech industry, challenge yourself and help others. You understand the bigger the problems you help others solve, the more money you can make. You're motivated not to work more hours, but to be paid more per hour so you have more time to do the things that matter most to you.

- 4. Accountability.** Accountability means following through with your commitments, promises, and showing respect for other peoples' time. Accountability includes an expectation that you achieve your weekly CAs and CSP goals, promptly respond to any and all communication from potential employers or Prehired -- and be on time to all scheduled meetings, job interviews, and other scheduled obligations. Until this Agreement terminates, any communication received from Prehired must be responded to within two (2) business days. As an SDR, you are expected to manage multiple relationships, which includes returning communications promptly. This is one of the primary skills needed to be a successful SDR.

- 5. Coachability.** Having Coachability or being coachable means you're leaving room for the possibility that there's something you haven't learned yet that could make you even better. Coachable Members are willing to relinquish control to improve their performance and accept feedback without becoming ruffled, angry, or dejected. You are expected to implement things you learn in the Coursework and implement instructions from your Prehired Mentors. Being Coachable is crucial not only for your success at Prehired, but also in your career.

- 6. Commitment to Excellence.** Members are required to complete all Coursework Assignments on time.

- 7. Ask for Help.** Prehired encourages Members to proactively reach out to their instructors, coaches, or other Members for help. The Prehired community is a strong network of like-minded professionals who are willing to go out of their way to assist one another. This is one of the key benefits of membership. Take advantage of this support network!

- 8. No Harassment.** Prehired is a place to learn and connect with other like-minded individuals. We aim to create a community of mutual trust and the absence of intimidation, disparagement, and exploitation. Member hereby promises to not make or publish any statement (orally, electronically or in writing), or instigate, assist or participate in the making or publication of any statement, which would or could be reasonably likely to libel, slander or disparage (whether or not such disparagement legally constitutes libel or slander), expose to hatred, contempt or ridicule, or otherwise reflect negatively upon or to the detriment of Prehired, Prehired staff, or Prehired Members. Members and staff must be able to work and learn in a safe, yet stimulating atmosphere. As such, Prehired will not tolerate any form of disparagement, verbal or written, designed to threaten or intimidate others, which includes but is not limited to the following: verbal or written harassment, comments that are offensive or unwelcome regarding a person's nationality, origin, race, color, religion, gender, sexual orientation, age, body, disability or appearance, epithets, slurs and negative stereotyping. Nonverbal harassment includes distribution, display or discussion of any written or graphic material that ridicules, denigrates, insults, belittles or shows hostility, aversion or disrespect toward an individual or group because of national origin, race, color, religion, age, gender, sexual orientation, pregnancy, appearance, disability, sexual identity, marital or other protected status.

- 9. You Get What You Give.** You will get out of your Prehired Membership what you put into your Prehired Membership. Our members, staff, and community are here to help you succeed. If you don't respect your time or theirs, you will not get the most out of your Membership Privileges. Failure to duly and timely respond and resolve communication requests, whether sent to you via text, email, or phone call, may show a disregard for your or Prehired's time, or your inability to manage your own time well (both are qualities expected of successful SDRs). Continued use of all your Membership Privileges requires respect and professionalism to be shown to your fellow Members and Prehired staff. Having Prehired on your resume does not guarantee that you will get hired. Following the Program and Prehired's process is what will get you hired.

Member Code of Conduct

To ensure your success, Members must follow our Code of Conduct or otherwise be subject to withdrawal from FastTrack and/or loss of membership privileges.

- 1. Attitude.** Attitude is defined as a settled way of thinking or feeling about someone or something, typically one that is reflected in a person's behavior. FastTrack Members and Staff have diverse backgrounds. Members are required to contribute to creating a positive experience for everyone by being respectful, tolerant, open-minded, and coachable.

FastTrack strives for a welcoming place to learn with encouragement, support, and active listening. Members are likewise required to respect FastTrack's Confidentiality & Limited License for Use.

- 2. Aptitude.** To be invited to join FastTrack, you've demonstrated you have a natural or learned ability to follow instructions without being told the same thing multiple times. You have basic computer skills and fundamental communication abilities in the English language. We expect you to maintain this level of excellence you demonstrated during your admissions process throughout your FastTrack Membership.

- 3. Ambition.** You're excited to work in sales, join the tech industry, challenge yourself and help others. You understand the bigger the problems you help others solve, the more money you can make. You're motivated not to work more hours, but to be paid more per hour so you have more time to do the things that matter most to you.

- 4. Accountability.** Accountability means following through with your commitments, promises, and showing respect for other peoples' time. Accountability includes an expectation that you achieve your weekly CAs and CSP goals, promptly respond to any and all communication from potential employers or FastTrack -- and be on time to all scheduled meetings, job interviews, and other scheduled obligations. Until this Agreement terminates, any communication received from FastTrack must be responded to within two (2) business days. As an SDR, you are expected to manage multiple relationships, which includes returning communications promptly. This is one of the primary skills needed to be a successful SDR.

- 5. Coachability.** Having Coachability or being coachable means you're leaving room for the possibility that there's something you haven't learned yet that could make you even better. Coachable Members are willing to relinquish control to improve their performance and accept feedback without becoming ruffled, angry, or dejected. You are expected to implement things you learn in the Coursework and implement instructions from your FastTrack Mentors. Being Coachable is crucial not only for your success at FastTrack, but also in your career.

- 6. Commitment to Excellence.** Members are required to complete all Coursework Assignments on time.

- 7. Ask for Help.** FastTrack encourages Members to proactively reach out to their instructors, coaches, or other Members for help. The FastTrack community is a strong network of like-minded professionals who are willing to go out of their way to assist one another. This is one of the key benefits of membership. Take advantage of this support network!

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