Contestant Capacity

1. **Organizational Background**
   1. **Name of Organization:** Turn 2 U Inc dba The Last Mile
   2. **Contact Info:** Natrina Gandana, 909-569-4428, natrina@thelastmile.org

The Last Mile (TLM) is a 501(c)(3) nonprofit based in San Francisco, California, and was established in 2010 at San Quentin State Prison. As the first technology entrepreneurship and computer programming training programs inside a US prison, TLM represents a unique and revolutionary approach to recidivism prevention. Our mission is to teach marketable skills that lead to successful employment. Our goal is to have all released TLM graduates gainfully employed and positively contributing to society, thus breaking the cycle of recidivism.

TLM's six-month intensive Computer Programming Training (CPT) cover practical and relevant business and technology training, which are precursors for successful employment in today's business environment. This is a proven approach to prepare inmates for successful reentry into society. Graduates have unanimously confirmed that TLM is the most powerful, meaningful, and productive program ever offered in today's correctional system.

As of this date, 92 incarcerated men and women are participating in our Computer Programming programs. Of the 18 alumni who have reentered society, all are working in various roles in technology companies and service organizations, some in management positions, 0 have returned back to prison. Programs are currently in session across four California facilities: San Quentin State Prison, Ironwood State Prison, Chuckawalla Valley State Prison and Folsom Women's Facility.

2. Background of Management Team:
TLM Leaders provide a breadth of qualifications needed to successfully achieve project goals. Co-founders, Beverly Parenti and Chris Redlitz are entrepreneurs and investors who understand the transformation of people and companies. Both have developed a strong technology/entrepreneurship curriculum, successfully navigating the complexities of California's correctional system. Their resourcefulness and robust networks enable them to deploy creative solutions to California's recidivism problem. They have administered programs at San Quentin State Prison since 2010.

Natrina Gandana, Program Manager, is experienced in prison programs and volunteer coordination, with deep knowledge of prison reform. She manages program implementation, volunteer recruiting, community development and grant writing. Prior to joining TLM, Natrina was the Director of UC Berkeley's Teach in Prison program and Committee Chair for Human Rights of the Incarcerated, where she worked directly with San Quentin State Prison EDU department and criminal justice reform non-profit organizations in the Bay Area. Through her work at San Quentin, Natrina has coordinated, trained, and escorted over 400 volunteers.

Tulio K. Cardozo, Technical Manager, is experienced in website development technologies including WordPress, JavaScript, HTLM, CSS, cloud server infrastructure, web security, and in-depth experience creating technology-based solutions that drive organizational goals and objectives. He manages TLM projects, accounts, and cloud deployments. Before joining TLM, Tulio was a consultant/developer and led a team of web developers and designers. He has also worked as the development lead for Launch Podium, LLC., overseeing the development of client technology products, internal products, cloud security and infrastructure. Through his personal experience as a graduate of the TLM, Tulio has successfully transitioned into a technology career as a formerly incarcerated person.

Kyle Graehl, Staff Software Engineer, brings to the program his extensive breadth and depth of knowledge in software development and operations. He acts as lead on all aspects of the TLM technical infrastructure, develops the learning management system, and manages the programming curriculum. In addition, Kyle frequently gives instruction to students in SQ. Prior to TLM, Kyle ran a profitable software consulting company and made a living as an independent app developer.

Entrepreneurial Education Delivery Solution

1. Participant Recruitment Plan:

Our program has been fortunate enough to be featured on every major news outlet (CNN, NBC, New York Times, Huffington Post, etc). TLM is frequently featured in San Quentin News, the only in-prison publication distributed to every facility in California. From these outlets, we are able to attract a huge population of interested applicants. Any given cohort can accumulate over 150 applications for 20 slots. Applicants are then put through a rigorous screening process. Applicants to the Last Mile must meet the following minimum criteria:

- Have a high school diploma, or high school equivalency.
- Have at least 12 months and not more than 36 months remaining on their sentence.
- Have no infractions on record for the prior 18 months.
- Do not have a Life Without Possibility for Parole sentence.
- Have no prior record for:
    - Sex crimes
    - Violence against children, women or seniors
    - Cyber crime

After a student fulfills our minimum requirement, they are subjected to a written application, essay questions, in-person interview, and technical assessment before being accepted into the program. While a student is in the program, they are expected to abide by a "zero tolerance" rule, meaning if there are any unexcused absences, violations or infractions during the semester, the student is dropped from the class. TLM students experience meaningful social interactions between disparate ethnic groups and gain experience in communication and group participation reflective of a real-world work environment. Our strict "zero tolerance" policy motivates and inspires participants that accountability and cooperation are key components of success.

2. Classroom Instruction:

Our Computer Programming Training (CPT) was launched in October 2014 at San Quentin State Prison and is the first of its kind to be taught inside a US prison. The goal of CPT is to provide highly employable technological skills for individuals preparing for release into today's high-tech environment.

Utilizing a proprietary program architecture and templated curriculum allowing for rapid deployment, the emphasis of Track 1 is on three primary front end coding languages (HTML, CSS, and JavaScript). The curriculum is designed to be taught in a secure local development environment, without Internet access. Track 2 incorporates a deeper dive into Javascript, and introduces computer science essentials like basic algorithms and data structures, as well as advanced topics like full stack development and data visualization. All of these subjects and technologies represent highly marketable and sought after skills.

In addition to classroom training in a new institution, these grant funds will enable continued curriculum development and extended education beyond the course term. Once released from prison, qualified graduates will be eligible to participate in advanced training and mentorship programs, as well as job placement services. This expansion will also bring us closer to our to goal of building a resource-efficient organizational plan for statewide scale and replication. Today, there is positive momentum for companies to hire formerly incarcerated individuals in productive roles. California based tech companies, including businesses in our strategic partner network who offer internships and employment, are often leaders in policy change and employee culture. It's our hope that as more companies realize positive results from hiring the formerly incarcerated, a growing number of companies and industries will follow suit. Recent proposed national policy changes are helping to stimulate awareness and pave the way to successful reentry.

The Last Mile is uniquely appropriate for expansion because the program can be administered remotely through live and recorded instructional sessions. The instructional module is presented twice a week (one hour per

session) and the balance of the class time is devoted to working on the projects presented during the lecture. Participants will work in teams to accomplish the exercises presented in the live lectures.

The program duration is 6 months, 4 days per week, 8 hours a day, with progress assessments administered on a timely basis. Each TLM (6 month) session can include up to 24 participants. As a result, as many as 48 participants could be accommodated on an annual basis. Ideally, the selected participants have some formal educational background and math skills. No formal education is required for participation, but an assessment of skills and aptitude will be administered as part of the interview process. Currently, there are 92 students across our four facilities, with a new facility, California Institute for Women opening this year.

Throughout the program, students are assigned a capstone project where they develop and build a website based on a business plan stemmed from a personal passion project. Through this, students not only build their own business plan with marketing strategy and all, but also code their own minimum viable product.

3. Mentoring:
The Last Mile receives daily inquiries from people throughout the country requesting volunteer involvement. Through our professional and personal network, we have engaged over 100 volunteer TLM mentors to provide on-site or virtual mentoring over a secure connection.

This year, The Last Mile has engaged volunteers contributing an estimated total of 1500 volunteer hours dedicated to software engineering and front-end development training. Extensive media coverage, online accessibility, and the virality of volunteer messaging have all played a part to increase awareness and change public perception of both currently and formerly incarcerated individuals. Our volunteers are employed in top engineering companies such as Google, Pandora, Salesforce, Coursera, Lastpass, Twitter, Facebook, LinkedIn and many start-ups in the Bay Area. Furthermore, our virtual mentoring, which allows students to participate in video conferences with off site instructors under the supervision of the program facilitator, makes volunteering more accessible in remote facilities.

Additionally, tech leaders such as Mark Zuckerberg of Facebook, Stewart Butterfield of Slack, Eric Toda of AirBnB have all visited our programs to speak on the power of tech and entrepreneurship, inspiring and motivating our students to continue on the path of education and rehabilitation.

4. Community Connections:
As graduates prepare for reentry, the program also provides soft skills training in order to make assimilation into the business community as seamless as possible. To this end, top brand tech companies from Silicon Valley send volunteers inside prison to assess skill level, cultural fit, and viability for employment.

Once released from prison, qualified graduates will be eligible to participate in advanced training and mentorship programs, as well as job placement services. Today, there is positive momentum for companies to hire formerly incarcerated individuals in productive roles. California based tech companies, including businesses in our strategic partner network who offer internships and employment, are often leaders in policy change and employee culture. It's our hope that as more companies realize positive results from hiring the formerly incarcerated, a growing number of companies and industries will follow suit. Recent proposed national policy changes are helping to stimulate awareness and pave the way to successful reentry.

Access to Capital

1.Access to micro-lending:

The Last Mile has worked primarily with Kiva in the past, providing loans of $5,000 each for The Last Mile, returned citizen graduates. The Last Mile has acted as a trustee, allowing The Last Mile alumni to access value start up capital. The Last Mile will connect with additional intermediaries if necessary and provide similar trustee support.

As an example, The Last Mile graduate Tulio Cardozo, received training in computer programming, and an internship after his release in 2011. He desire was to start his own web development company. He received a $5000 Kiva grant to help launch his business. He has built a successful business, employing 7 additional developers.

2.Connection to capital and funding opportunities:

The Last Mile has a 7-year history of working with incarcerated individuals, preparing them for a successful reentry. The Last Mile provides the necessary assistance to participants related to company creation (business plan and investor presentation), and introductions to potential capital providers. Investor demo days, highlighting pitches by The Last Mile participants provides an opportunity for investors and business leaders to hear ideas, meet potential entrepreneurs, and provide mentorship while they are still in prison. Once a The Last Mile graduate is released they will receive additional mentorship from The Last Mile staff and vetted volunteers. They are placed in 4-month internships, prior to attempting to establish their own businesses. Once they have completed their internships, they are introduced to potential micro lenders, and qualified investors. They will receive mentorship support for a minimum of one year after they receive their investment or loan.