

2024 IMPACT REPORT

Portfolio Results

10,800+
PEOPLE EMPLOYED
(+22% from 2023)

\$56M
TOTAL WAGES
PAID

\$21.74 **AVERAGE
HOURLY WAGE**
(+\$1.54/+8% from 2023)

\$2.1M
**CAPITAL
DEPLOYED**
(5 loans closed)

\$425K
AVERAGE
LOAN SIZE
(+\$105k/+32% from 2023)

\$114M
REVENUE
GENERATED
BY PORTFOLIO

\$833K
CAPITAL
REPAID
(4 loans)

\$6.5M
LENDING
CAPITAL RAISED

Year in Review

In 2024, RIIF continued to close the capital gap for employment social enterprises across the country. RIIF's capital reached more borrowers and regions in 2024, with record employment outcomes and measurable improvements in wage growth and job quality. RIIF's capital reached borrowers with operations in 20 states and the District of Columbia.

Redefining Risk

As RIIF's portfolio matures and capital is recycled, we are demonstrating that inclusive employers are investable prospects. RIIF's risk rating system incorporates lessons from 25+ years of building capacity and improving financial sustainability of social enterprises.



REDF Impact Investing Fund (RIIF) provides flexible loan capital and technical assistance to a portfolio of employment social enterprise borrowers, to catalyze growth and attract new sources of capital for these businesses.

OIC Florida

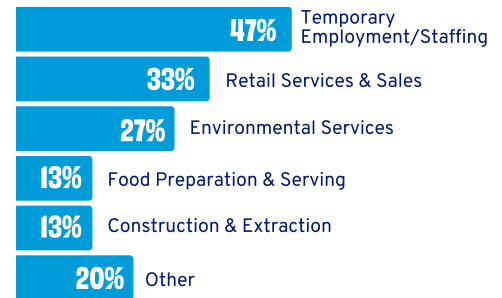


Who We Fund



Urban University, Oakland, CA

Portfolio Industries by % of Employment



Leadership

71%

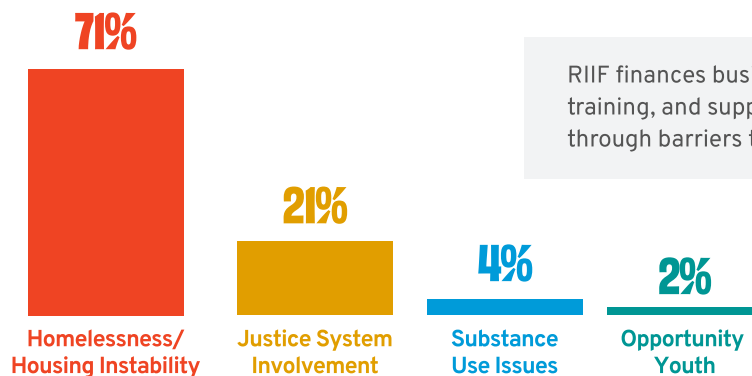
LED BY BIPOC LEADERS

58%

LED BY LEADERS WITH LIVED EXPERIENCE

Employment Barriers

PARTICIPANTS EMPLOYED BY CURRENT PORTFOLIO COMPANIES ARE OVERCOMING:



RIIF finances businesses who offer jobs, training, and support to people breaking through barriers to employment.

OTHER BARRIERS INCLUDE: mental health challenges, domestic violence, and asylee/refugee

Workforce Supports

RIIF portfolio companies achieved a retention rate of 87% and grew wages at 8% over 2023 while providing supportive services to employees.

TYPES OF SUPPORTS:

ECONOMIC MOBILITY



Financial Literacy



Certifications / Credentials



Benefits Enrollment



Incentivized Savings



Registered Apprenticeships

EMPLOYMENT BARRIER REMOVAL



Mental Health Counseling



Legal Support



Housing Assistance



Childcare Assistance



Digital Literacy

11%

Avg. Wage Increase After Exiting the ESE

\$24.14

Average wage AFTER EXITING the ESE

\$21.74

Average wage at the ESE



Impact Snapshots

Weld Seattle

Weld Seattle is a lived-experience-led social enterprise supporting people returning from incarceration through housing, employment, and reentry services. Since 2021, RIIF has provided line of credit financing to support the organization's working capital needs as it fulfills growing public contracts. In 2024, Weld transitioned its employment social enterprise from individual job placements to a crew-based staffing model, offering longer-term, more stable employment to participants.

Weld's leadership, including Executive Director Patrick Arney, a former program participant, is deeply committed to shaping systems that work for people reentering society. As the organization grows, so does its visibility as a model for inclusive employment.

"We've been having some great conversations on scaling – without this product in place I don't know that we could have those conversations."

– Patrick Arney, Executive Director, Weld Seattle



181 People Employed in 2024

\$23/hr Starting Wage

3 LOC Renewals Through RIIF

OIC Strategic Integration, LLC

OIC Strategic Integration (OIC SI) is a more than sixty year old, BIPOC-founded for-profit social enterprise that provides janitorial and hospital-grade cleaning services through long-standing contracts with Broward County, Florida. OIC SI creates transitional jobs for individuals returning from incarceration or experiencing housing instability.

In 2024, RIIF provided a \$250,000 line of credit to support OIC's payroll needs as it scaled its workforce to meet growing contract demand. The LOC marked OIC SI's first financing from RIIF, following earlier participation in REDF's Accelerator and active partnership and capacity building investments in employee feedback systems through REDF's Growth Portfolio. RIIF financing helped stabilize cash flow during this period of growth and operational improvement.



87 People Employed in 2024

\$19.10-19.55/hr Starting Wage

Lifetime Fund Performance

33

TOTAL LOANS

17

LOANS REPAID

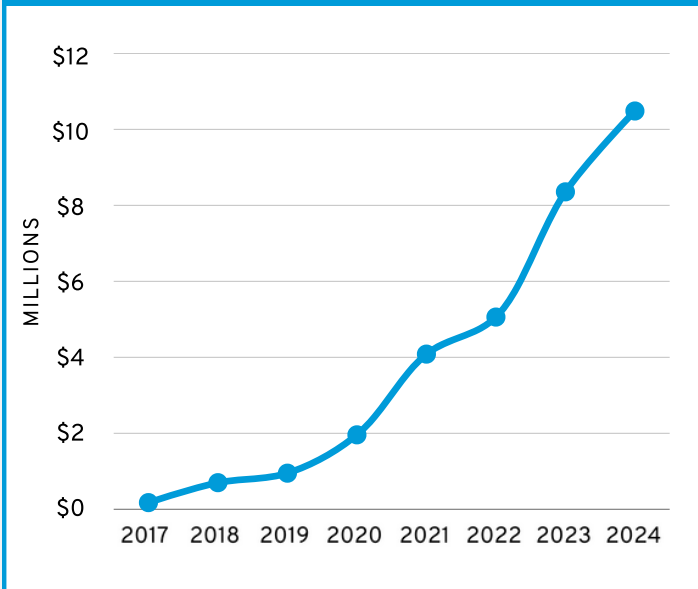
\$10.5M

APPROVED LOANS

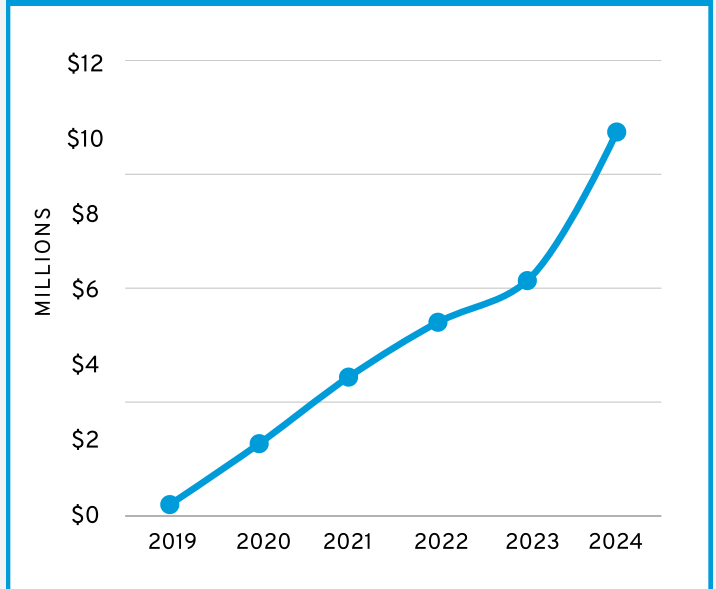
\$4M

LOANS REPAID

Cumulative Total Lending
2017-2024



Cumulative Capital Raised
2019-2024



AWARDS & RECOGNITION



For more information, go to: www.redf.org/impact-investing, or contact us at impactlending@redf.org

2025: Looking Ahead

On the Horizon

- Building off of the groundwork laid in 2024, RIIF expanded financing products to equity-like capital through a newly formed, wholly owned subsidiary, RIIF Capital, LLC. RIIF Capital will manage two new mission-driven private equity funds, investing in quality job creation for underserved communities across California and the Appalachian region.
- RIIF's new Growth & Mobility Fund provides term loans and lines of credit with pricing linked to investments in job quality.
- RIIF will continue refining our understanding of portfolio risk to expand access to capital for companies creating quality jobs.

