



**REDF Impact Investing Fund (RIIF) provides financing and capacity building assistance to employment social enterprises - businesses with a social mission to provide jobs, training, and support to people breaking through barriers to employment. RIIF, a certified non-profit Community Development Financial Institution (CDFI), helps catalyze growth in companies to create more jobs for overlooked talent nationwide.**

## **WHO OUR PROGRAM SERVES:**

RIIF makes loans to businesses nationwide that provide paid, transitional and/or permanent jobs and wraparound services to individuals breaking through employment barriers, including:



**Justice  
System  
Involvement**



**Homeless/  
Unstably  
Housed**



**Mental  
Health and  
Substance  
Use Challenges**



**Refugee/  
Asylee**



**Survivors of  
Domestic  
Violence  
and  
Trafficking**



**Opportunity  
Youth and  
Emerging  
Adult**

## LOAN PRODUCTS:

- **BRIDGE LOANS** - allow businesses to pay for upfront costs needed to grow and scale, while awaiting receipt of a committed source of funding, such as a government contract, grant, or funder pledge.
- **WORKING CAPITAL TERM LOANS** - provide the capital to hire new staff, acquire equipment, perform leasehold improvements, purchase inventory, and move forward with other expansion needs.
- **LINES OF CREDIT** - tool for businesses that experience cash flow timing challenges while they balance awaiting payment on government or contract receivables with making timely payments on operating expenses, such as payroll.

## RIIF PORTFOLIO TO DATE:

RIIF is demonstrating a model for how flexible loan terms combined with capacity-building support can improve borrower performance and attract new sources of capital to employment social enterprises.

**27**

Loans closed to date

**\$8.2M**

In capital deployed

**20K+**

People employed  
by RIIF borrowers

**\$5.7M**

In repayments

**8**

Borrower repayments

**\$10M**

Capital raised

RIIF works throughout the underwriting process to build borrower creditworthiness and reduce bias to provide credit to enterprises led by people of color and those who share the lived experience of the people they employ.

**64%**

Of businesses in RIIF's  
portfolio are BIPOC-led

**55%**

are led by people who  
themselves have experienced  
employment barriers





## BORROWER SPOTLIGHTS:



Founded and led by Carl Phinney, who wanted to create more quality jobs in his community after returning home from prison, Opportunity Construction is a for-profit employment social enterprise that specializes in highway and bridge construction. They provide valuable on-the-job training and opportunities to people overcoming barriers to employment, including those who have experienced incarceration.

A \$200k working capital loan from RIIF supported the acquisition of two female-only sober living homes that, along with other rental properties in its portfolio, house a minimum of 20 individuals employed with Opportunity Construction annually.



Brandon Smith and Royal Ramey founded the Forestry Fire & Recruitment Program (FFRP) to help others like themselves who had justice-system involvement navigate the complicated process of becoming firefighters. FFRP provides career support and workforce development training to those formerly or currently incarcerated within California's Conservation (Fire) Camps, and other justice-impacted individuals interested in pursuing professional careers within the wildland/forestry sector on release.

A \$250k line of credit provides cash flow timing support for FFRP's operations while it awaits reimbursement from key grant contracts including CAL FIRE; this grant enables FFRP to hire additional crews, creating more jobs for people with criminal justice involvement.

## RIIF FUNDERS:

# \$10M

raised to date from supporters including



THE ANNIE E. CASEY  
FOUNDATION



## RECOGNITION:



For more information go to:  
[www.redf.org/impactlending](http://www.redf.org/impactlending), or  
contact us at [impactlending@redf.org](mailto:impactlending@redf.org)