

The Impact We *Carry Forward*

Where Purpose Makes a Measurable Difference

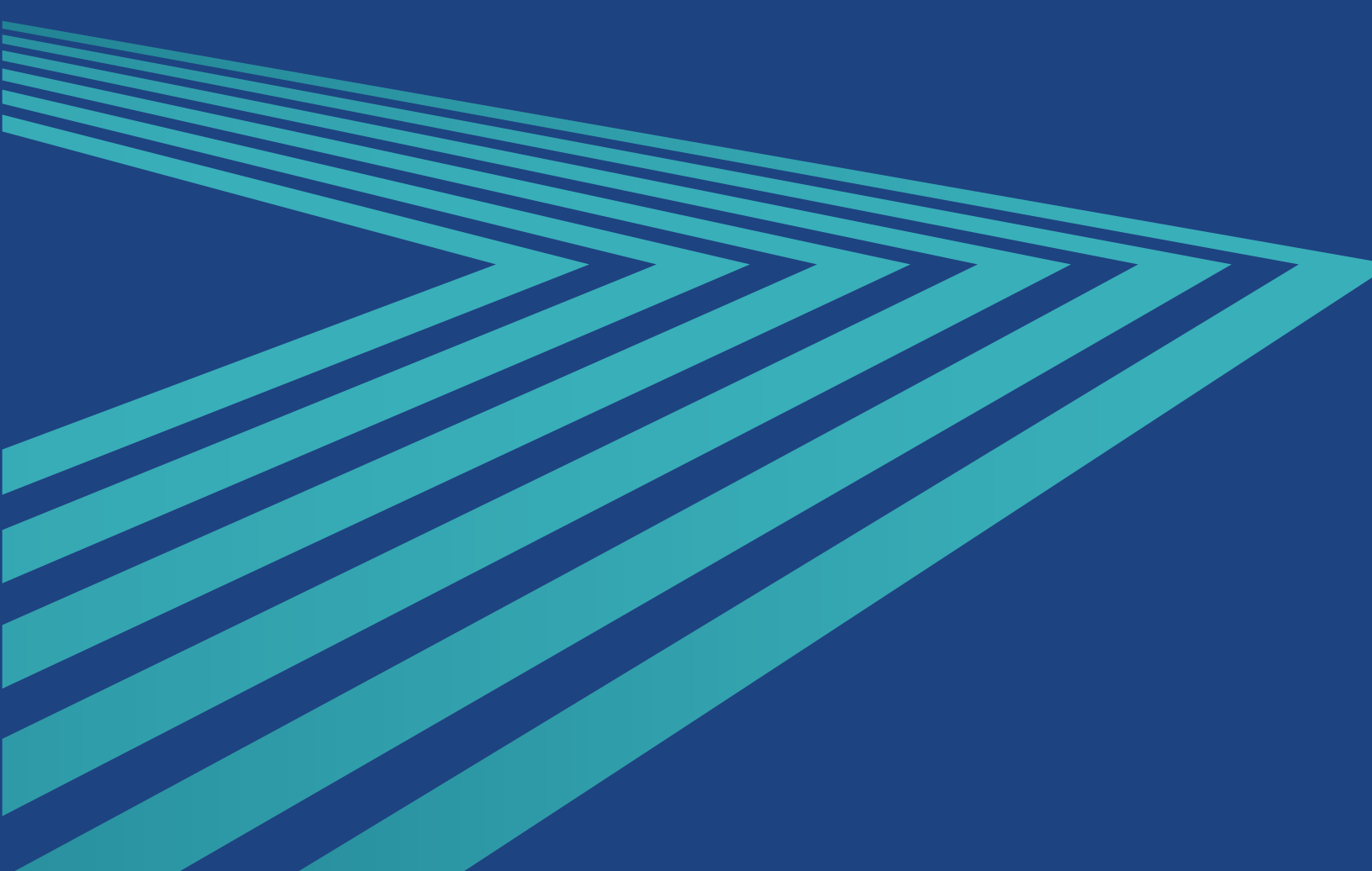
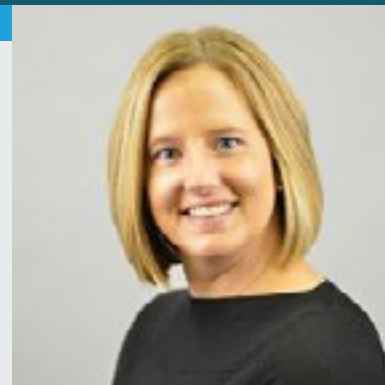


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The past year, 2025, was undoubtedly one for the books as American College of Education (ACE) celebrated its 20th anniversary, a milestone marked by notable impact and doing higher education differently. From our inaugural cohort of 24 students to more than 14,000 students and 52,000 alumni, it's incredible to see our mission to offer accessible learning grow year after year.



At ACE, our work takes many forms – student outcomes, employee engagement, community involvement, partnerships and more. We aim not only to create impactful moments but also lasting impressions and real-world, measurable changes that cascade into future generations.

ACE continued to prove that accessible, ROI-driven education and strong business performance are not mutually exclusive. Our partnerships with school districts, healthcare systems and organizations strengthen workforce pipelines nationwide. In 2025 alone, we honored more than 6,700 graduates, including those who attended our annual commencement ceremony.

There are many other exciting examples of how we made a difference in 2025 throughout this report, including ACE's recognition as a Top Workplaces USA Winner for the fourth consecutive year and a Top Workplace for Remote Work for the first time. Earning awards based on anonymous employee surveys completed by most of our employees demonstrates our commitment and ability to balance culture, compliance and growth.

And it was pure joy to gather in person with employees for ACE's 20th anniversary retreat, where we truly felt the energy of our mission in each and every moment. Celebrating this chapter of our story has come with numerous special experiences, including hearing from employees who have been with us for more than a decade and have witnessed our evolution firsthand.

As we reflect on the difference we made in 2025 and look forward to a new chapter of social responsibility in 2026, ACE is more committed than ever to our mission of creating accessible pathways to education and increasing our impact.

With sincerity,

A handwritten signature in black ink that reads "KK Guess".

KK Guess

ACE Chief Human Resources Officer

Mission Statement

Our mission is to deliver high-quality, affordable and accessible online programs grounded in evidence-based content and relevant application, preparing graduates to serve, lead, and achieve personal and professional goals in diverse, evolving communities.

Education That Changes What's Possible

From ACE's first graduating class to our 20th, we continuously strive to build upon our founding mission, and 2025 was no different. Measurable growth, student satisfaction and debt-free outcomes reinforced the strength and positive impact of our approach.

A large majority, **87%**, of ACE students graduate without debt,¹ demonstrating the strong return on investment our graduates experience as they advance their careers. In fact, third-party market research calculates that for every \$1 ACE students invest in their education, they receive \$19.20 in higher future earnings.²

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Since I graduated from ACE, I've had the opportunity to take on various leadership roles, and over time, I realized that I could make an even greater impact. I began publishing children's books based on stories I created throughout my career. One of my books is now part of the Skyline Curriculum for Chicago Public Schools, as well as other school districts.

Milagros Otero

Ed.D. in Educational Leadership 2007,
ACE's first graduating cohort

SINCE 2024

Total student headcount increased

16.6%

Number of course enrollments increased

19.4%

Amount of student credit earned increased

17.5%

87%

of ACE students graduate without debt¹



For every **\$1** ACE students invest in their education, they receive **\$19.20** in higher future earnings.²

The student experience at ACE leaves 96% of students satisfied overall, and our Student Net Promoter Score was 73.6, a 5% increase from 2024, indicating that more students are likely to spread the word about ACE.³ Satisfied students become alumni who are ready for more. In fact, 9% of students who started a program in 2025 were ACE alumni.

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As a faculty member, you never know the impact that you're making on students, and in the 15 years I've taught at ACE, we have always prioritized meeting student needs at a cost they can afford. Having a faculty team with outstanding credentials and a passion for student success has allowed ACE to blossom above and beyond expectations.

Dr. Don DeMoulin

ACE Senior Core Faculty, Doctoral Research

ACE doctoral graduate receives her hood during the 2025 ACE Commencement Doctoral Hooding Ceremony.



Global Accessibility Through Partnerships and Technology

While ACE's tuition costs are at the core of our affordability model, we further expand accessibility pipelines through partnerships and online course delivery. With students representing all 50 United States and 77 countries, we're proud to extend education opportunities across the globe.

ACE strongly values collaboration, and we nurture current and create new partnerships each year. Our Field team travels across the country to build relationships with school districts, health systems, businesses, community colleges and professional development organizations seeking education solutions that effectively address employee skill gaps and human capital shortages.

ACE has **more than 2,500 partners**, and **6,056** of our students in 2025 came from partnered organizations.

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Partnerships are incredible opportunities for ACE to leverage our resources and programs to make a difference that furthers our mission and amplifies higher education accessibility. It's always a delight to collaborate with other institutions, organizations, school districts, health systems and nonprofits. We value these connections and seek to design solutions that address various workforce needs.



Monica Carson

ACE Chief Growth Officer

Partnerships in Action

ACE never takes a one-size-fits-all approach to partnerships. We craft solutions that effectively address partner needs and national employment shortages.

These are just some of the benefits our partners have access to:

- Direct bill tuition payments
- Tuition reduction
- Seamless credit transfer pathways
- Concurrent enrollment opportunities
- Custom upskilling bundles
- Coursework/professional development credit transcription

K-12 EDUCATION

Laurens County School District 55 (South Carolina)

Laurens launched a strategic course bundle to support new teachers, targeting key instructional gaps and boosting classroom readiness.

ACE provided a pathway for five focused professional development courses and a direct billing plan, meeting educational needs and removing financial barriers.

The district saw strong participation and positive feedback from educators who reported greater confidence and preparedness.

Temple Independent School District (Texas)

Temple developed the Certification Academy for Temple Teachers (CATT) program to address teacher shortages by advancing paraprofessionals with at least 60 college credit hours toward teacher licensure.

ACE created a pathway for those who complete the program to finish their degrees at ACE.

Temple has experienced 100% teacher employment for the past two school years.

1,200

Norman Regional Health System nurses were sponsored by ACE for National Nurses Week

HEALTHCARE

Norman Regional Health System (Oklahoma)

Norman became ACE's first-ever direct bill partner in 2024 and the partnership continues to enhance opportunities for their employees to grow through education. Norman employees who complete the Leader in Me program are eligible to seamlessly apply earned credits to an ACE degree program, reducing program completion time and total cost while maximizing on-the-job training and development. In 2025, ACE honored approximately 1,200 Norman's nurses, fondly known as "healers," for National Nurses Week by sponsoring personal safety keychain alarms.

HIGHER EDUCATION

Concurrent enrollment pathways between higher education institutions offer students the opportunity to earn two degrees simultaneously – reducing completion time and cost – in high-demand industries like education, nursing and healthcare administration. In 2025, ACE created three concurrent opportunities for nursing and healthcare community college students, bringing essential professionals to the job market more quickly.



Leaders and employees from ACE and Dallas College School of Health Sciences gathered in Dallas to commemorate the new concurrent nurse education pathway.

Partner Program → ACE Program

PARTNER	PARTNER PROGRAM	ACE PROGRAM
Dallas College	Bachelor of Science in Nursing (BSN)	Master of Science in Nursing (MSN)
GateWay Community College	BSN	MSN
Houston City College	Bachelor of Applied Science in Healthcare	Master of Healthcare Administration

CREDIT FOR PRIOR LEARNING

iteach

Through ACE’s partnership with iteach, a platform within the K12 Coalition Company, eligible aspiring educators can obtain licensure in as little as two years,⁴ with eligibility for teaching positions in even less time. This pathway makes a multifaceted impact for:

- **School districts:** Recruitment, retention and promotion incentives to upskill support staff within the district
- **Aspiring teachers and/or paraprofessionals:** Affordable, flexible journey toward teacher certification
- **Students:** More qualified educators allow for decreased teacher-to-student ratios and increased personalized instruction

LETRS® Professional Learning

A long-term partner with ACE, LETRS® Professional Learning is a literacy-focused program within Lexia®, a leading provider of teacher professional development, that equips educators with research-based strategies proven to enhance student literacy skills. Educators who complete the program can submit their transcripts to ACE and receive graduate-level credit that can be applied toward an advanced degree at ACE. In 2025, 521 students transferred 4,794 LETRS® credits into an ACE program.



Partner Scholarships Change Lives

Partnerships sometimes include scholarship opportunities. Since ACE opened its doors in 2005, we've awarded a grand total of more than \$19 million in scholarships. In 2025 alone, ACE awarded more than \$1.2 million in partnership and alumni grants, including full tuition scholarships.

- ➔ Rosina Martinez, Oceanside Unified School District Lead Community School Coordinator
 - ▶ 2025 Resilient Leadership Scholarship in partnership with the Education Research and Development Institute (ERDI)
- ➔ Breeze Peele, Ivy Tech Sellersburg Nursing Faculty/Staff
- ➔ Danielle Chiaro, Ivy Tech Lake County Nursing Faculty/Staff
- ➔ Brooke Irzyk, Ivy Tech Valparaiso Nursing Faculty/Staff
- ➔ Heather Lunsford, Ivy Tech Richmond Nursing Faculty/Staff
- ➔ Byron Arroba Freire, Houston Independent School District Teacher of the Year
 - ▶ In partnership with the Houston ISD

“”

I am very surprised and truly honored to accept this scholarship from ACE. Earning a master's degree is a way of breaking cycles and creating new legacies for immigrants who have sacrificed everything to make their dreams come true in the United States. I want to see my daughter and every other student grow up knowing that ambition, family, leadership and love can coexist in a powerful way.



Rosana Martinez

Oceanside Unified School District
Lead Community School Coordinator

“”

We're thrilled to see four of our outstanding nursing faculty and staff members awarded full scholarships through our partnership with ACE. By equipping more nurse educators with advanced degrees, we're actively tackling one of the most pressing challenges in nursing education.



***Kimberly Weigand,
DNP, RN, CNE***

Ivy Tech Assistant Vice President
for Nursing

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What a true delight it is to celebrate our Teacher of the Year, Mr. Freire, with a full scholarship. We have seen the fruit of our partnership with ACE, and this is just one component of it. We look forward to continuing our collaboration and creating opportunities that support our educators and their career goals.



Sandi Massey

Houston ISD Chief of Schools

Leveraging AI and Technology for Greater Impact

An integral part of ACE's impact stems from our proactive integration of technology and artificial intelligence (AI). Toward the end of 2025, we were named to the 2026 GSV 150, a list of the top 150 public and private companies worldwide for driving transformational growth in digital learning and workforce skills. Innovation and advanced educational technology have always been at the forefront of what we do.

From an AI-specific vision and mission to integrating it into our academic experience and business operations, our goal is to reinforce and increase our impact as an organization while equipping our graduates to push technology forward.

Dr. Nneka McGee, who graduated from ACE in 2024 with an Ed.D. in Curriculum and Instruction, has become a national leader in implementing AI in K-12 classrooms, as her dissertation research examined how teachers learn about and use AI tools. Her impact on evolving the education landscape ahead of AI advancements proves the power of a quality education.

“““

My dissertation work came out when ChatGPT exploded. People saw me as a teacher with campus experience, district leadership and administration experience, and I had a doctoral degree. That just wouldn't have been possible without ACE's program, and the care and consideration of my teachers.

Dr. Nneka McGee

Muon Global Founder and Strategic Advisor

“““

At ACE, we see AI as a catalyst for innovation and efficiency across every department. Equipping our employees with the tools and training to use AI ethically and effectively allows us to better serve our students, stay agile in a rapidly evolving landscape, and lead with both purpose and precision.



Geordie Hyland

ACE President and CEO

Teachers and
Artificial
Intelligence
in Education



 Dissertation
Spotlight

Read a
summary of
[Dr. McGee's
dissertation](#)

Affordable Degrees That Never Sacrifice Quality

Our Academic team works tirelessly to keep ACE programs relevant, innovative and adept to the latest research. The team made innovative revisions to existing programs to adapt to workforce demand while also launching five new programs — one of which stemmed from a key program update.

NEW PROGRAMS IN 2025

- Certificate in Professional Skills in Travel Nursing
- Certificate in Transition to Teaching in Special Education
- M.Ed. in Instructional Design and Instructional Technology
- Ed.S. in Literacy
- Ed.D. in Literacy

“““

We achieved meaningful gains across all of our student success measures in 2025, from academic performance to satisfaction and engagement. This progress is a testament to the collective efforts of our teams and their shared commitment to supporting students in achieving their academic goals.



Dr. Jodi Feikema
ACE Chief Academic Officer

All of ACE’s academic programs are held to nationally recognized standards, and in 2025, the Commission on Collegiate Nursing Education (CCNE) reaffirmed the quality of our nursing programs, earning us a decade-long accreditation.



ACE’s Bachelor of Science in Nursing (BSN) and Master of Science in Nursing (MSN) programs are accredited by CCNE.



Committed to Measurable Impact Since Day One

From our humble beginnings as a small group of educators to today's 745 employees, impact has always been at the core of ACE's mission. We made a public commitment in 2016 when we became a Certified B Corporation (B Corp), meeting rigorous social and environmental standards that accomplish a triple bottom line — a positive impact on people, planet and profit.

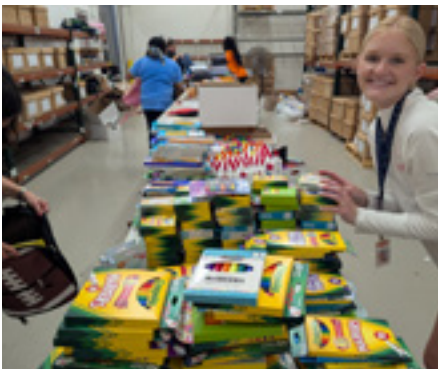
Since then, we've made a measurable difference that will last for years to come:

- Over **\$650,000** in charitable contributions and nonprofit sponsorships
- Over **\$580,000** paid to ACE employees for ACE tuition
- Over **\$15 million** awarded in scholarships
- Over **\$162,000** paid to ACE employees in tuition reimbursement funds (non-ACE programs)
- Over **15,500** civic PTO hours reported (more than \$700,000 in volunteer time)

Upholding B Corp status requires us to earn a minimum score of 80 points on the B Impact Assessment, and our current score is 97, with the median score for ordinary businesses⁵ that complete the assessment being 50.9. The assessment evaluates our operations, policies and practices to measure outcomes on our:

- ▶ **Employees**
- ▶ **Community**
- ▶ **Environment**
- ▶ **Stakeholders**

Each year, employees volunteer to serve on our internal B Corp committee, which is grouped into three subcommittees: community, workers and environmental. In 2025, the subcommittees led initiatives spanning from educational resources to early stages of future programs.



Deirdre Brady helped fill more than 350 backpacks with school supplies for Sarasota County Schools as part of their Back to School Drive.





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HAPPY BIRTHDAY, ACE!

Just like a family would, 236 ACE employees gathered in Phoenix from across the country to celebrate our 20th anniversary in person. From professional development sessions and team strategy meetings to volunteering and creating silly holiday sweaters, we strengthened our connection as an organization while recognizing the progress we've made over the years as an institution.

The same sense of responsibility that shaped our first 20 years continues to guide how we show up with purpose every day and increase our commitment to measuring performance, strengthening accountability and evolving how we define institutional impact.



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1 ACE employees celebrated ACE's 20th anniversary with an all-staff retreat in Phoenix. 2 Anissa Anderson joined the team in making 950 dog toys out of t-shirts. 3 Marcia Dunn works alongside other ACE employees to pack mindfulness kits for kids. 4 Michael Wallace delivers more than 238 pounds of pop tabs to an employee of the Ronald McDonald House Charities of Central and Northern Arizona. 5 Nicky Wiley, Victoria Brooks and Robert Houston posed after reuniting at the retreat.

Stronger Together, Joining Forces for Good

Partnering or simply volunteering with nonprofit organizations connects resources to needs, and ACE employees are always willing to roll up their sleeves! Most times, we volunteer in our local communities, and other times, we get to serve as a team. For example, a group of employees gathered in Dallas in the fall at the Tarrant Area Food Bank and organized 18,245 meals for local families in need.



Removing Barriers to Pre-K-12 Student Success

As an institution founded by teachers for teachers, ACE understands the critical need for school supplies and resources, as many classrooms nationwide lack funding to support student success. Limited budgets and poverty can create inequitable pre-K-12 learning environments. Through nonprofit partnerships, we help organizations who are committed to meeting these needs in their local communities.

- A Gift for Teaching (Orlando, Fla.)
- Crayons and Beyond (Cincinnati)
- Teachers' Teammates (Folcroft, Pa.)
- Teachers' Treasures (Indianapolis)
- Treasures 4 Teachers (Tempe, Ariz.)



Nonprofit Partnerships Creating Educator Career Advancement

Educators are constantly focused on their students. At ACE, we take the opportunity to serve educators' needs. Many of our partnerships allow us to offer scholarships for those who are ready to take the next step in their education careers. In 2025, we offered full tuition scholarships to educators in partnership with:

- A Gift for Teaching
- Indiana Association of Public Education Foundation (Brownsburg, Ind.)
- Teachers' Teammates

ACE employees prepared thousands of meals for individuals in need in Dallas.



ACE employees volunteered at the 10th Annual Circle City Donut Dash 5K in Indianapolis supporting Teachers' Treasures.



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Who would have known that nine years ago, when ACE found our small teacher-serving nonprofit, that we'd get the perfect partner! They bring strong collaboration, proven trust and a shared vision to our relationship each year. Not only do they genuinely want to help solve problems, but they also put their best people in leadership roles to support our mission. Plus, they faithfully volunteer, and it's not in the most glamorous ways. The people who work at ACE transform lives and our community's ability to be and do better. For this long-time friendship and partnership, Teachers' Treasures is forever grateful.



Margaret Sheehan

Teachers' Treasures
Executive Director

Teachers' Treasures

One of ACE's longest nonprofit partnerships is with Teachers' Treasures, an organization that provides free school supplies to local teachers. In 2025, ACE cosponsored an exclusive teacher's event and donated \$5,000 for giveaways during Teacher Appreciation Week. Additionally, we raised:

- \$10,000 for the 10th Annual Circle City Donut Dash 5K, where seven employees volunteered
- \$11,026 for the Dream Big Gala, where 10 employees attended
- \$1,960 for the Gr8 Paper Push, with 13 employee donors



ACE employees attended the Dream Big Gala for a fun and meaningful way to celebrate Teachers' Treasures and their service to teachers in Indianapolis.

Where Our Mission Begins

For ACE to make an impact externally, we first cultivate it internally as a strong, unified team of dedicated employees and leaders. This involves extensive intentional efforts, including but not limited to upskilling and training opportunities, wellness initiatives, PTO conversion programs, tuition reimbursement programs, employee recognition, and more.

In 2025, ACE was recognized as a Top Workplaces USA Winner for the fourth consecutive year, and we were also named a Top Workplace for Remote Work. These honors were given based on anonymous employee engagement surveys conducted by Energage, where 89% of our full-time employees participated.

According to the 2025 Energage survey findings:

93%

of ACE employees feel the college operates by strong values

91%

of ACE employees say their job makes them feel they are part of something meaningful

89%

of ACE employees say they feel included at work

Each of these metrics and more led to an Employee Experience Score of 82%, which is higher than the 12-month average scores of participating Top Workplaces in all industries (78%), including education (76%) and organizations of a similar size (74%).⁶ Additionally, organizations that were named Top Workplaces held 13 more percentage points in their 12-month average Workplace Experience Scores (80%) than aspiring Top Workplaces (67%).⁶

In 2025, ACE introduced the Employee Net Promoter Score (eNPS) as an additional engagement metric. Our score of 49 places ACE firmly within the excellent range and reflects a highly engaged, advocacy-driven workforce.



Investing in Our Teams and Impacting Organizational Growth

In 2025, we invested \$50,000 in an upskilling program that allowed employees to gain critical, high-demand skills that built confidence and tangible performance improvements.

One of our most unique employee benefits is our in-house Organizational Development and Training (ODT) team who ideates, develops and delivers original training modules – including Empower Hour sessions where leaders present key education that builds our institutional knowledge and professional skills.

The team developed 30 custom trainings in 2025 and marked significant milestones by transitioning trainings into more secure platforms, leading Quality Matters workshops, supporting employee feedback analysis and more.

Plus, ACE was thrilled to have 55 internal promotions in 2025 and see more than 2,800 employees recognizing one another through our virtual kudos platform. When our teams are supported, students feel it.

Healthy Teams, Stronger Outcomes

Work-life balance and wellness are key components of creating a healthy organizational culture at ACE. We encourage our employees to take paid time off, and for hours they don't use, they can convert or donate them. In 2025, ACE employees converted 5,468 PTO hours, which amounted to:

- More than **\$27,000** toward student loan payments
- More than **\$114,000** toward 401K contributions
- More than **\$21,000** toward 529 savings accounts
- More than **\$6,900** toward a cause

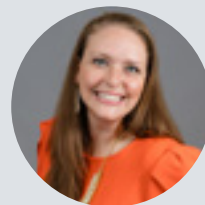
And, 416 hours were donated toward an internal PTO bank for employees who face emergencies and need extra PTO.

For employees seeking degrees and credentials, ACE invested:

- More than **\$92,000** in tuition reduction (where employees enrolled in an ACE program)
- More than **\$9,000** in tuition reimbursement (where employees enrolled in a program at another institution)

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The 2025 Upskilling Program delivered clear, measurable benefits to employees and teams across ACE. It was exciting to see 82% of participants report improved performance abilities and enhanced day-to-day effectiveness. This initiative was just one way that we exemplify our mission internally, ensuring our teams have access to learning and development.



Dr. Natalie Pelham

ACE Senior Vice President,
Human Resources

ACE partners with American Health and Wellness to give our teams space to grow healthier together, and 2025 was a great year as:

- 84 employees earned a gift card for completing a preventative exam
- 16 employees participated in the diabetes prevention program, decreasing their average glucose levels
- 6 employees completed the HealthyMe program, losing a total of 156 pounds

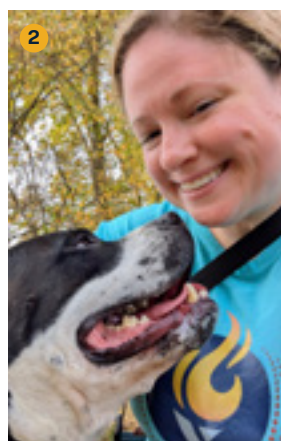
Our teams also ran or walked more than 5,200 miles in Charity Miles, a fundraising tool that allows employers to sponsor individuals or groups to transform fitness into charitable giving, raising over \$3,900. In 2025, ACE logged miles for the Tunnels to Towers Foundation, an organization that provides accessible, mortgage-free homes to Gold Star and fallen or critically-injured first responder families while also advocating against veteran homelessness.

Ways ACE Employees Give Back

ACE teams' generosity spreads into their local communities, and we encourage it! Through our civic PTO program, employees can take up to 16 civic PTO hours per year to serve others. With 5,867 hours used by more than 200 employees, we invested more than \$129,000 worth of time giving back. As an institution, we donated over \$100,000 to charitable causes.

Celebrating work anniversaries is truly special at ACE, and we offer employees the opportunity to select an exclusive branded item or to give a gift that supports a charitable cause. Through Gifts for Good, many needs were met through our employees' generosity in 2025, including meals, lifesaving vitamins, animal care, water, medical care and more.

- 1 Elizabeth Abs helped set up a garage sale supporting the Animal Rescue Foundation in Wheaton, Ill.
- 2 Julie Carrico took a shelter dog on a Doggy's Day Out for the DeKalb Humane Society.
- 3 Melinda Swigart built the balloon arch for a zumbathon event in Pensacola, Fla. supporting breast cancer research.
- 4 Flora Reichanadter created corsages and boutonnieres for guests at the 6th Annual Night to Shine event hosted by Eternal Anchor.
- 5 Tammy Blefeld processed orders for her local Girl Scout Service Unit.





Evolving With Purpose

From our first day as an institution, ACE’s operations have been driven by decisions grounded in purpose and designed to create lasting real-world change. It’s been our honor to meet and exceed the rigorous social responsibility standards set by B Lab as a B Corp for ten years (2015-2025), and as our time as a B Corp comes to an end, we’re thrilled to start a new chapter as an Impact Institution.



“ ”

As an Impact Institution, we close the gap between quality higher education and affordability. Our programs position students for future success with measurable outcomes and without unpayable debt. Additionally, employers benefit from our graduates, who are well-prepared, confident employees ready for influential leadership.



Geordie Hyland

ACE President and CEO

Introducing Impact Institution

As of 2026 and beyond, ACE's designation as an Impact Institution reflects the core of who we are and holds us accountable to our mission. Further, we are committed to:

- ➔ Creating pathways to high-quality online education that meet adult learners where they are
- ➔ Holding ourselves to high standards that resolve challenges in communities, classrooms and workplaces
- ➔ Embedding volunteerism, recognition and sustainability in our operations

Within Impact Institution are two pillars – Torch of Responsibility and ACE Cares – that demonstrate how ACE transforms our mission into action.

- ➔ **Torch of Responsibility:** Represents internal initiatives that cultivate and maintain our award-winning work culture while also recognizing others who exemplify our core values
- ➔ **ACE Cares:** Represents our heart for giving back through volunteering, sponsoring community events, leading sustainability initiatives and more

¹Internal research completed in November 2025

²Lightcast Study

³ACE 2025 Graduate Exit Survey

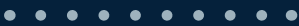
⁴This is an estimated time to completion. Actual completion time may vary depending on the number of transfer credits applied, availability of courses, satisfactory pace, multiple course requests, successful course completion, and meeting program milestones as required.

⁵bcorporation.net

⁶Data collected in the Energage Culture Trends Q4 2025 report



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This report includes aggregate data, internal research, and illustrative examples. Individual outcomes, including employment, earnings, and educational experiences, may vary.