



# Have a Conflict?

That'd be bad, so Kairos Academies made this super easy conflict of questionnaire to help you, Whitney Young, figure it out!



# 1

## What's this About?

Every dollar counts at Kairos, and we obsess over maximizing every dollar's ROI. Enriching our team instead of our children's lives is a crime against the very community we profess to serve. That's why, annually, Kairos board members—duly elected stewards of the public trust—complete a conflict of interest form. This form is meant to identify any personal interests you may have that conflict with your duty to act in the interest of the Kairos community. Specifically, it identifies financial interests for you and "related parties."

Related parties include family members, such as forbears, siblings, and descendants, either by birth or law. It also includes organizations where you, a family member, or a trust thereto benefiting is (i) an employee, director, or officer, or (ii) owns, directly or indirectly, or expects to own more than 5% interest.

### a. Direct Conflicts

Do you or a related party (defined above) financially benefit from Kairos Academies? Do you foresee any potential conflicts of interest? If so, please expound and estimate the actual or potential financial benefit.

No

### b. Indirect Conflicts

As far as you're aware, in the past year, have you or a related party received any salary, gifts, or loans from any organization Kairos Academies does business with?

No

### c. Future Conflicts

Do you or a related party have any direct or indirect financial interest in one of Kairos Academies' pending or, as far as you can see, potential transactions?

No







## 2

### Let's Get it in Writing

Given the above questions and our board's [conflict of interest policy](#), are you aware of any financial interests that may incent you to NOT faithfully act on Kairos Academies' behalf? (Answer "no" if you have no known conflicts.)

No

#### Signature

By signing below, you confirm understanding and agreeing to the spirit and intent of Kairos Academies' conflict of interest policy. You further agree to disclose any potential conflicts as you become aware of them. Finally, you understand that Kairos Academies is a charitable organization and must engage exclusively in federally tax-exempt charitable activities (hence why we can't funnel Benjamins to your pocket).

Whitney Young

whitney.young@kairosacademies.org

A handwritten signature in black ink that reads "Whitney Young". The script is cursive and fluid.




08 / 31 / 2020



# Signature Certificate

Document Ref.: WE4MW-DFXED-FFXAY-CWMVM

Document signed by:

	<p><b>Whitney Young</b></p> <p>Verified E-mail: whitney.young@kairosacademies.org</p> <p>IP: 165.225.0.200      Date: 31 Aug 2020 11:42:02 UTC</p>	 
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# Have a Conflict?

That'd be bad, so Kairos Academies made this super easy conflict of questionnaire to help you, Eloise Schlafly, figure it out!



# 1

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No

### b. Indirect Conflicts

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No

### c. Future Conflicts

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No





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No

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Eloise Schlafly  
eloiseschlafly@gmail.com






08 / 17 / 2020



# Signature Certificate

Document Ref.: 68FDE-QCSWM-4W9Y8-EZ6CW

Document signed by:

	<p><b>Eloise Schlafly</b></p> <p>Verified E-mail: eloiseschlafly@gmail.com</p> <p>IP: 174.234.128.53      Date: 17 Aug 2020 23:02:43 UTC</p>	 
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# Have a Conflict?

That'd be bad, so Kairos Academies made this super easy conflict of questionnaire to help you, Hugh Eastwood, figure it out!



# 1

## What's this About?

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No.

### b. Indirect Conflicts

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No.

### c. Future Conflicts

Do you or a related party have any direct or indirect financial interest in one of Kairos Academies' pending or, as far as you can see, potential transactions?

No.





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### Let's Get it in Writing

Given the above questions and our board's [conflict of interest policy](#), are you aware of any financial interests that may incent you to NOT faithfully act on Kairos Academies' behalf? (Answer "no" if you have no known conflicts.)

No

#### Signature

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Hugh Eastwood

[hugh.eastwood@kairosacademies.org](mailto:hugh.eastwood@kairosacademies.org)






08 / 18 / 2020



# Signature Certificate

Document Ref.: DEOWN-BHMPV-OVQRY-ZTQEM

Document signed by:

	<p><b>Hugh Eastwood</b> Verified E-mail: hugh.eastwood@kairosacademies.org</p>	 
<p>IP: 97.88.79.143      Date: 19 Aug 2020 02:57:35 UTC</p>		

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# Have a Conflict?

That'd be bad, so Kairos Academies made this super easy conflict of questionnaire to help you, Aaron Jackson, figure it out!



# 1

## What's this About?

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No

### b. Indirect Conflicts

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No

### c. Future Conflicts

Do you or a related party have any direct or indirect financial interest in one of Kairos Academies' pending or, as far as you can see, potential transactions?

No





## 2

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No

#### Signature

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Aaron Jackson

aaron.jackson@kairosacademies.org



08 / 24 / 2020



# Signature Certificate

Document Ref.: PVPKK-A7GY7-9Z5MI-TXINA

Document signed by:

	<p><b>Aaron Jackson</b></p> <p>E-mail: aaron.jackson@kairosacademies.org</p> <p>Signed via link</p> <p>IP: 174.86.214.200      Date: 24 Aug 2020 18:02:34 UTC</p>	 
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# Have a Conflict?

That'd be bad, so Kairos Academies made this super easy conflict of questionnaire to help you, Mike Vachow, figure it out!



# 1

## What's this About?

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no

### b. Indirect Conflicts

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no

### c. Future Conflicts

Do you or a related party have any direct or indirect financial interest in one of Kairos Academies' pending or, as far as you can see, potential transactions?

no





## 2

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No

#### Signature

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Mike Vachow

mike.vachow@kairosacademies.org

*Mike Vachow*

08 / 24 / 2020



# Signature Certificate

Document Ref.: CHULG-V57PZ-M7OZG-J37ZY

Document signed by:

	<p><b>Mike Vachow</b> E-mail: <a href="mailto:mike.vachow@kairosacademies.org">mike.vachow@kairosacademies.org</a> Signed via link</p>	 
IP: 99.153.198.179	Date: 24 Aug 2020 19:05:28 UTC	

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# Have a Conflict?

That'd be bad, so Kairos Academies made this super easy conflict of questionnaire to help you, Amanda Sullivan, figure it out!



# 1

## What's this About?

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no

### c. Future Conflicts

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no





## 2

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Amanda Sullivan

amanda.sullivan@kairosacademies.org





08 / 17 / 2020



# Signature Certificate

Document Ref.: WNOEV-ZBM5E-JM9WU-P7HOQ

Document signed by:

	<p><b>Amanda Sullivan</b></p> <p>Verified E-mail: amanda.sullivan@kairosacademies.org</p> <p>IP: 24.217.41.53      Date: 18 Aug 2020 02:37:34 UTC</p>	 
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# Have a Conflict?

That'd be bad, so Kairos Academies made this super easy conflict of questionnaire to help you, Ted Stann, figure it out!



# 1

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No





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Ted Stann

ted@cfos4tec.com






08 / 19 / 2020



# Signature Certificate

Document Ref.: NFUVV-UV422-VT9PA-CNBFB

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	<p><b>Ted Stann</b> Verified E-mail: ted@cfos4tec.com</p> <p>IP: 47.232.71.171      Date: 19 Aug 2020 23:07:33 UTC</p>	 
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# Have a Conflict?

That'd be bad, so Kairos Academies made this super easy conflict of questionnaire to help you, Chisom Uche, figure it out!



# 1

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No.

### b. Indirect Conflicts

As far as you're aware, in the past year, have you or a related party received any salary, gifts, or loans from any organization Kairos Academies does business with?

It is my understanding that Brex gave my employer, SixThirty, a referral bonus for signing up with their corporate credit card platform. I believe the referral bonus was a \$250 Amazon gift card. To my best knowledge, I have not directly benefited from this referral bonus.

### c. Future Conflicts

Do you or a related party have any direct or indirect financial interest in one of Kairos Academies' pending or, as far as you can see, potential transactions?

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Chisom Uche

chisom.uche@kairosacademies.org






08 / 19 / 2020



# Signature Certificate

Document Ref.: 8SZV7-Q99M4-R3WVK-BQYHH

Document signed by:

	<p><b>Chisom Uche</b> Verified E-mail: chisom.uche@kairosacademies.org</p> <p>IP: 68.185.108.163      Date: 19 Aug 2020 23:15:45 UTC</p>	 
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