

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."

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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?

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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Nick Johnson
nick.johnson@kairosacademies.org





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Whitney Young whitney.young@kairosacademies.org

Whitney Young

07 / 20 / 2021

Document Ref.: 3RBTS-WBXS5-7NFLK-ZBFC4

Document signed by:



Whitney Young

Verified E-mail: whitney.young@kairosacademies.org

Whitney Young 20 Jul 2021 19:29:21 UTC

97.88.219.172

Document completed by all parties on: 20 Jul 2021 19:29:21 UTC Page 1 of 1



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Amanda Sullivan
amanda.sullivan@kairosacademies.org

Awauda Sullivau

07 / 15 / 2021

Document Ref.: DDFE6-2272L-LCMJ8-GU8SS

Document signed by:



Amanda Sullivan

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Awauda Sullivau

2: 24.217.41.53

Date: 15 Jul 2021 23:39:32 UTC

Document completed by all parties on:

15 Jul 2021 23:39:32 UTC Page 1 of 1



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Chisom Uche chisom.uche@kairosacademies.org

Chisou Uche

07 / 25 / 2021

Document Ref.: 3QNXZ-J8GTC-YTDFJ-DSWCR

Document signed by:



Chisom Uche

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Chisou Uche 26 Jul 2021 03:20:16 UTC

10.1.64.83

Document completed by all parties on: 26 Jul 2021 03:20:16 UTC

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The Miriam Foundation has contracted with the consultancy I work with to conduct two leadership searches for that organization. I consulted on both of these projects.

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Mike Vachow
mike.vachow@kairosacademies.org

Mike Vachow

07 / 23 / 2021

Document Ref.: KAR6F-2FJ7V-SUNP6-TRDYE

Document signed by:



Mike Vachow

Verified E-mail: mike.vachow@kairosacademies.org

Mike Vachow 23 Jul 2021 17:39:22 UTC

99.153.198.179

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Yes - Dan Huebner (Brother) works for Teach For America

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Ben Huebner ben.huebner@kairosacademies.org

Beu Huebuer

07 / 15 / 2021

Document Ref.: BJVRS-TOPYV-MQBXO-JMD3U

Document signed by:



Ben Huebner

Verified E-mail: ben.huebner@kairosacademies.org

Ben Huebuer Date: 15 Jul 2021 18:41:44 UTC

68.185.107.58

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Brittany Kelleher brittany@kairosacademies.org

Brittauy Kelleher

07 / 27 / 2021

Document Ref.: RMMTN-PIPRC-V4QWN-MUR2G

Document signed by:



Brittany Kelleher

Verified E-mail: brittany@kairosacademies.org

Brittany Kelleher

P: 10.1.65.152

Date: 27 Jul 2021 18:44:14 UTC

Document completed by all parties on: 27 Jul 2021 18:44:14 UTC

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Hugh Eastwood hugh.eastwood (@kairosacademies.org

Hugh Eastwood

07 / 15 / 2021

Document Ref.: XBNES-3VAVU-G3BEP-BKR2K

Document signed by:



Hugh Eastwood

Verified E-mail: hugh.eastwood@kairosacademies.org

Hugh Eastwood 15 Jul 2021 19:23:14 UTC

99.46.236.127

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No, I nor any related party financially benefit from Kairos.

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, I nor any related party have received any indirect funds from organizations Kairos does business with.

c. Future Conflicts

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No, I nor and related party have any future/potential benefit or interest.

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Aaron Jackson
aaron.jackson@kairosacademies.org

Aarou Jacksou

07 / 19 / 2021

Document Ref.: 5HARS-PHNSN-MT5I9-32ZCB

Document signed by:



Aaron Jackson

Verified E-mail: aaron.jackson@kairosacademies.org

Aarou Jacksou Date: 19 Jul 2021 14:52:42 UTC

174.86.214.200

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Eloise Schlafly
eloise.schlafly@kairosacademies.org

Eloise Schlafly

07 / 15 / 2021

Document Ref.: GPPP5-BUC3S-BG5HA-VX6BH

Document signed by:



Eloise Schlafly

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140.239.35.134

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Gavin Schiffres gavin@kairosacademies.org

Gaviu Schiffres

07 / 19 / 2021

Document Ref.: 63TYO-JFURH-CFVUX-CDVXH

Document signed by:



Gavin Schiffres

Verified E-mail: gavin@kairosacademies.org

Gaviu Schiffres

P: 68.185.107.58

Date: 19 Jul 2021 13:02:10 UTC

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Kevin Kerr (kevin.kerr (kevin

Keviu Kerr

07 / 15 / 2021

Document Ref.: NYLZ8-WM2KN-RERRO-S2UHC

Document signed by:



Kevin Kerr

Verified E-mail: kevin.kerr@kairosacademies.org



12.179.58.154

Document completed by all parties on: 16 Jul 2021 00:05:45 UTC Page 1 of 1



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Nicole Plair nicole.plair@kairosacademies.org

Nicole Plair

07 / 17 / 2021

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