FORM CIQ

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A vendor commits an offense if the vendor knowingly violates Section 176.006, Local Government Code. An offense under this section is a misdemeanor.	
1 Name of vendor who has a business relationship with local governmental entity.	
4Zs Solutions LLC	
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Name of local government officer about whom the information is being disclosed.	
N/A	
Name of Officer	
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7	2025
	-2025 Date
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Yes No			
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Form provided by Texas Ethics Commission

Signature of vendor doing business with the governmental entity

www.ethics.state.tx.us

Revised 1/1/2021

03.24.2025

Date

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	onsulting, LLC	
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Signature of vendor do	ing business with the governmental en	titv)ate

POSITIVE BEHAVIOR SUPPORTS CORP.

	CONFLICT OF INTEREST QUESTIONNAIRE	FORM CIQ	
	For vendor doing business with local governmental entity		
	his questionnaire reflects changes made to the law by H.B. 23, 84th Leg., Regular Session.	OFFICE USE ONLY	
ha	his questionnaire is being filed in accordance with Chapter 176, Local Government Code, by a vendor who as a business relationship as defined by Section 176.001(1-a) with a local governmental entity and the endor meets requirements under Section 176.006(a).	Date Received	
th	by law this questionnaire must be filed with the records administrator of the local governmental entity not later nan the 7th business day after the date the vendor becomes aware of facts that require the statement to be led. See Section 176.006(a-1), Local Government Code.		
	vendor commits an offense if the vendor knowingly violates Section 176.006, Local Government Code. An iffense under this section is a misdemeanor.		
囙	Name of vendor who has a business relationship with local governmental entity.	1	
L	NA		
2	Check this box if you are filing an update to a previously filed questionnaire. (The law re completed questionnaire with the appropriate filing authority not later than the 7th busines you became aware that the originally filed questionnaire was incomplete or inaccurate.)	ss day after the date on which	
3	Name of local government officer about whom the information is being disclosed.		
	Name of Officer		
Describe each employment or other business relationship with the local government officer, or a family member of the officer, as described by Section 176.003(a)(2)(A). Also describe any family relationship with the local government officer. Complete subparts A and B for each employment or business relationship described. Attach additional pages to this Form CIQ as necessary. A. Is the local government officer or a family member of the officer receiving or likely to receive taxable income,			
	other than investment income, from the vendor?	•	
	Yes No		
	B. Is the vendor receiving or likely to receive taxable income, other than investment income, from or at the direction of the local government officer or a family member of the officer AND the taxable income is not received from the local governmental entity?		
	Yes No		
Describe each employment or business relationship that the vendor named in Section 1 maintains with a corporation or other business entity with respect to which the local government officer serves as an officer or director, or holds an ownership interest of one percent or more.			
6	Check this box if the vendor has given the local government officer or a family member of as described in Section 176.003(a)(2)(B), excluding gifts described in Section 176.003(a)(B), excluding gifts described gifts described in Section 176.003(a)(B), excluding gifts described gifts descr		
7	Nicole Postma-Gates March	n 31, 2025	
	Signature of vendor doing business with the governmental entity	Date	

Rosalinda Kohut

CONFLICT OF INTEREST QUESTIONNAIRE

FORM CIQ

For vendor doing business with local governmental entity		
This questionnaire reflects changes made to the law by H.B. 23, 84th Leg., Regular Session.	OFFICEUSEONLY	
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A vendor commits an offense if the vendor knowingly violates Section 176.006, Local Government Code. An offense under this section is a misdemeanor.		
1 Name of vendor who has a business relationship with local governmental entity.		
N/A		
Check this box if you are filing an update to a previously filed questionnaire. (The law re completed questionnaire with the appropriate filing authority not later than the 7th busines you became aware that the originally filed questionnaire was incomplete or inaccurate.)	s day after the date on which	
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N/A		
Name of Officer		
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Describe each employment or business relationship that the vendor named in Section 1 m other business entity with respect to which the local government officer serves as an o ownership interest of one percent or more. N/A		
6		
Check this box if the vendor has given the local government officer or a family member of as described in Section 176.003(a)(2)(B), excluding gifts described in Section 176.003(b).		
Signature of vendor doing business with the governmental entity	1075 Tate	

FORM CIQ

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A vendor commits an offense if the vendor knowingly violates Section 176.006, Local Government Code. An offense under this section is a misdemeanor.			
Name of vendor who has a business relationship with local governmental entity.			
STC CONSULTING			
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6			
A. Is the local government officer or a family member of the officer receiving or likely to receive taxable income, other than investment income, from the vendor?			
Yes No			
B. Is the vendor receiving or likely to receive taxable income, other than investment income, from or at the direction of the local government officer or a family member of the officer AND the taxable income is not received from the local governmental entity?			
Yes No			
Describe each employment or business relationship that the vendor named in Section 1 maintains with a corporation or other business entity with respect to which the local government officer serves as an officer or director, or holds an ownership interest of one percent or more.			
Check this box if the vendor has given the local government officer or a family member of as described in Section 176.003(a)(2)(B), excluding gifts described in Section 176.0	of the officer one or more gifts 03(a-1).		
4)1	125		
Signature of vendor doing business with the fovernmental entity	dte		
orm provided by Texas Ethics Commission // www.ethics.state.tx.us	Revised 1/1/2021		

CONFLICT OF INTEREST QUESTIONNAIRE For vendor doing business with local governmental entity

FORM CIQ

For veridor doing business with local governmental entity		
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A vendor commits an offense if the vendor knowingly violates Section 176.006, Local Government Code. An offense under this section is a misdemeanor.		
Name of vendor who has a business relationship with local governmental entity.		
MACEO CARTER INVESTMENTS LLC DBA STERLING STAFFING SOLUTIONS		
Check this box if you are filing an update to a previously filed questionnaire. (The law re completed questionnaire with the appropriate filing authority not later than the 7th busines you became aware that the originally filed questionnaire was incomplete or inaccurate.)		
Name of local government officer about whom the information is being disclosed.		
N/A		
Name of Officer		
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other business entity with respect to which the local government officer serves as an o ownership interest of one percent or more.		
N/A		
Check this box if the vendor has given the local government officer or a family member as described in Section 176.003(a)(2)(B), excluding gifts described in Section 176.003(a)(B), excluding gifts described in Sect		
Stephen L Carter 03/28		
Signature of vendor doing business with the governmental entity	ate	

FORM CIQ

To vertical doing business with local governmental entity		
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Name of vendor who has a business relationship with local governmental entity.		
Granthropology LLC dba Studiously		
Check this box if you are filing an update to a previously filed questionnaire. (The law recompleted questionnaire with the appropriate filing authority not later than the 7th business you became aware that the originally filed questionnaire was incomplete or inaccurate.)		
Name of local government officer about whom the information is being disclosed.		
Not Applicable		
Name of Officer		
Describe each employment or other business relationship with the local government officer, or a family member of the officer, as described by Section 176.003(a)(2)(A). Also describe any family relationship with the local government officer. Complete subparts A and B for each employment or business relationship described. Attach additional pages to this Form CIQ as necessary. A. Is the local government officer or a family member of the officer receiving or likely to receive taxable income, other than investment income, from the vendor? Yes No B. Is the vendor receiving or likely to receive taxable income, other than investment income, from or at the direction of the local government officer or a family member of the officer AND the taxable income is not received from the local governmental entity? Yes No		
Describe each employment or business relationship that the vendor named in Section 1 maintains with a corporation or other business entity with respect to which the local government officer serves as an officer or director, or holds an ownership interest of one percent or more.		
Check this box if the vendor has given the local government officer or a family member of as described in Section 176.003(a)(2)(B), excluding gifts described in Section 176.004.	of the officer one or more gifts 03(a-1).	
Amy E. Davis 03/3:	1/2025	
	ate	

FORM CIQ

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A vendor commits an offense if the vendor knowingly violates Section 176.006, Local Government Code. An offense under this section is a misdemeanor.			
Name of vendor who has a business relationship with local governmental entity.			
Your Education Solutions LLC			
Check this box if you are filing an update to a previously filed questionnaire. (The law re completed questionnaire with the appropriate filing authority not later than the 7th busines you became aware that the originally filed questionnaire was incomplete or inaccurate.)	s day after the date on which		
3 Name of local government officer about whom the information is being disclosed.			
N/A			
Name of Officer			
Describe each employment or other business relationship with the local government officer, or a family member of the officer, as described by Section 176.003(a)(2)(A). Also describe any family relationship with the local government officer. Complete subparts A and B for each employment or business relationship described. Attach additional pages to this Form CIQ as necessary. A. Is the local government officer or a family member of the officer receiving or likely to receive taxable income, other than investment income, from the vendor? Yes No B. Is the vendor receiving or likely to receive taxable income, other than investment income, from or at the direction of the local government officer or a family member of the officer AND the taxable income is not received from the local governmental entity? Yes No Describe each employment or business relationship that the vendor named in Section 1 maintains with a corporation or			
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Check this box if the vendor has given the local government officer or a family member as described in Section 176.003(a)(2)(B), excluding gifts described in Section 176.	of the officer one or more gifts 003(a-1).		
Signature of vendor doing business with the governmental entity 3/13/2025	Date		

FORM CIQ

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A vendor commits an offense if the vendor knowingly violates Section 176.006, Local Government Code. An offense under this section is a misdemeanor.				
Name of vendor who has a business relationship with local governmental entity.				
Zeitgeist Expressions Inc., DBA Zeitgeist Wellness Group				
Check this box if you are filing an update to a previously filed questionnaire. (The law requires that you file an updated completed questionnaire with the appropriate filing authority not later than the 7th business day after the date on which you became aware that the originally filed questionnaire was incomplete or inaccurate.)				
Name of local government officer about whom the information is being disclosed.				
Name of Officer				
Describe each employment or other business relationship with the local government officers.	oor or a family member of the			
officer, as described by Section 176.003(a)(2)(A). Also describe any family relationship with Complete subparts A and B for each employment or business relationship described. Attack CIQ as necessary.	h the local government officer.			
A. Is the local government officer or a family member of the officer receiving or likely to receive taxable income, other than investment income, from the vendor?				
Yes No				
B. Is the vendor receiving or likely to receive taxable income, other than investment income, from or at the direction of the local government officer or a family member of the officer AND the taxable income is not received from the local governmental entity?				
Yes No				
Describe each employment or business relationship that the vendor named in Section 1 maintains with a corporation or other business entity with respect to which the local government officer serves as an officer or director, or holds an ownership interest of one percent or more.				
6				
Check this box if the vendor has given the local government officer or a family member as described in Section 176.003(a)(2)(B), excluding gifts described in Section 176.003(a)(2)(B), excluding gifts described in Section 176.003(a)(a)(b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c				
Patricia E. Adams 03.31	.2025			
Signature of vendor doing business with the governmental entity	ate			