LOCAL GOVERNMENT OFFIC DISCLOSURE STATEMENT (Instructions for completing and	CER CONFLICTS	FORM CIS
This questionnaire reflects changes made to the law	by H.B. 23, 84th Leg., Regular Session.	OFFICE USE ONLY
This is the notice to the appropriate local govern government officer has become aware of facts that in accordance with Chapter 176, Local Governmen	require the officer to file this statement	Date Received
1 Name of Local Government Officer		
Sr. Dream, Che	nie Pantrus	RFP# 25/013YR Advisors, Coaches, Counselors,
3 Name of vendor described by Sections 176.001 Code	(7) and 176.003(a), Local Government	Consultants, Speakers, and Trainers.
4 Description of the nature and extent of each en with vendor named in item 3.	nployment or other business relationshi	p and each family relationship
5 List gifts accepted by the local government of from vendor named in item 3 exceeds \$100 du		
Date Gift Accepted Description	on of Gift	
Date Gift Accepted Descriptio	on of Gift	
	of Gift	
(1) A TOL Government Code. Please (1) Affidavis For of 0 NOTATIVI STAMENSEAL Sworn to and subscribed before me by Jeff 20 2 5, to certify which, witness my hand and seal of 0 0 0 0 0 0 0 0 0 0 0 0 0 0	complete either option below:	Government Officer
(2) Unsworn Declaration		
My name is	, and my date of binn is	······································
(street)	(city) (stat	e) (zip code) (country)
Executed in County, State of	, on the day of (month)	, 20 (year)
Form provided by Texas Ethics Commission	Signature of Local Gove	mment Officer (Declarant) Revised 8/17/2020

LOCAL GOVERNMENT OFFICER CONFLICTS DISCLOSURE STATEMENT	FORM CIS
(Instructions for completing and filing this form are provided on the next p	age.)
This questionnaire reflects changes made to the law by H.B. 23, 84th Leg., Regular Session.	OFFICE USE ONLY
This is the notice to the appropriate local governmental entity that the following local government officer has become aware of facts that require the officer to file this statement in accordance with Chapter 176, Local Government Code.	Date Received
1 Name of Local Government Officer LAURA MCFARIAND	
2 Office Held	
MANA GER	RFP# 25/013YR Advisors, Coaches, Counselors,
3 Name of vendor described by Sections 176.001(7) and 176.003(a), Local Government Code N/A	Consultants, Speakers, and Trainers.
4 Description of the nature and extent of each employment or other business relationsh with vendor named in item 3. N/A	
5 List gifts accepted by the local government officer and any family member, if aggree from vendor named in item 3 exceeds \$100 during the 12-month period described by	gate value of the gifts accepted y Section 176.003(a)(2)(B).
Date Gift Accepted Description of Gift	
Date Gift Accepted Description of Gift	
Date Gift Accepted Description of Gift	
(attach additional forms as necessary)	
(attach additional forms as necessary) 6 SIGNATURE I swear under penalty of perjury that the above statement is true and correct. I act to each family member (as defined by Section 176.001(2), Local Government Code also acknowledge that this statement covers the 12-month period described by Section MATOL Government Code. Signature of Local Please complete either option below:	de) of this local government officer. I
(TFAMidavit F OF TOP OF	
Sworn to and subscribed before me by Lawra MCFarland this the 3	and day of February.
20, to certify which, witness my hand and seal of office,	1101 D.11.
Charism Talbox Charisma Tollart	Title of officer administering oath
Signature of officer administering oath Printed name of officer administering oath	The or only a chunstening ogti
(2) Unsworn Declaration	
My name is, and my date of birth is _	·
My address is	•
(street) (city) (sta	
Executed in County, State of, on theday of(month)	, 20 (year)
Signature of Local Gov	emment Officer (Declarant)
a state the Town Ethics Completion and the state in the	Pavisad 8/17/202

LOCAL GOVERNMENT OFFICER CONFLICTS DISCLOSURE STATEMENT (Instructions for completing and filing this form are provided on the	FORM CIS
This questionnaire reflects changes made to the law by H.B. 23, 84th Leg., Regular Sea	sion. OFFICE USE ONLY
This is the notice to the appropriate local governmental entity that the following government officer has become aware of facts that require the officer to file this station accordance with Chapter 176, Local Government Code.	g local
Name of Local Government Officer UNDA FEMBLO	
Office Held Director	RFP# 25/013YR Advisors,
Name of vendor described by Sections 176.001(7) and 176.003(a), Local Gove Code N/A	coaches, Counselors, consultants, Speakers, and Trainers.
Description of the nature and extent of each employment or other business reliable with vendor named in item 3. $N/A$	ationship and each family relationship
List gifts accepted by the local government officer and any family member, i from vendor named in item 3 exceeds \$100 during the 12-month period desc $N/A$	f aggregate value of the gifts accepted ribed by Section 176.003(a)(2)(B).
Date Gift Accepted Description of Gift	
Date Gift Accepted Description of Gift	
Date Gift Accepted Description of Gift	
(attach additional forms as necessary)	
1) Affidavit (13099000) NOTARY STAMP/SEAL	ment Code) of this local government officer. I ed by Section 176.003(a)(2)(B), Local
Swom to and subscribed before me by Linda Fehako th	s the 3rd day or February.
20 and to certify which, witness my hand and seal of office.	Notary Rublic
Signature of officer administering oath Printed name of officer administering oath	Title of officer administering oath
OR	
2) Unsworn Declaration	
ly name is, and my date of a	sinth is
fly address is,,,	
(street) (city)	(state) (zip code) (country)
Executed in County, State of, on the day of _	(month)
	cal Government digter (DeBar an TEPTZS
orm provided by Texas Ethics Commission www.ethics.state.tx.us	Revised 8/17/202

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1 Name of Local Government Officer MMM KAMM 2 Office Held	
3 Name of vendor described by Sections 176.001(7) and 176.003(a), Local Government	RFP# 25/013YR Advisors, Coaches, Counselors,
Code	Consultants, Speakers, and Trainers.
4 Description of the nature and extent of each employment or other business relationshi with vendor named in item 3. $\mathcal{N}/\mathcal{A}$	
5 List gifts accepted by the local govérnment officer and any family member, if aggreg from vendor named in item 3 exceeds \$100 during the 12-month period described by	pate value of the gifts accepted v Section 176.003(a)(2)(B).
Date Gift Accepted Description of Gift N/A	
Date Gift Accepted Description of Gift	
Date Gift Accepted Description of Gift	
(attach additional forms as necessary)	
6 SIGNATURE I swear under penalty of perjury that the above statement is true and correct. I ack to each family member (as defined by Section 176.001(2), Local Government Coo also acknowledge that this statement covers the 12-month period described by Sec Government Code.	le) of this local government officer. I
(1) Affidave (30990810 02-02-202	
NOTARY STAMPUSEAL Swom to and subscribed before me by Jaritza Roman this the 3	day of February.
20 25, to certify which, witness my hand and seal of pffice. have a tolbert	Notary Fulblic
Signeture of officer administering oath Printed name of officer administering oath	Title of officer/administering oath
OR (2) Unsworn Declaration	
My name is, and my date of birth is	
My address is,,,	· · · ·
(street) (city) (sta	te) (zip code) (country)
Executed in County, State of, on theday of(month)	, 20 (year)
Signature of Local Gove	ernment Officer (Declarant)

CONFLICT OF INTEREST QUESTIONNAIRE For vendor doing business with local governmental entity	FORM CIQ
This questionnaire reflects changes made to the law by H.B. 23, 84th Leg., Regular Session.	OFFICE USE ONLY
This questionnaire is being filed in accordance with Chapter 176, Local Government Code, by a vendor who has a business relationship as defined by Section 176.001(1-a) with a local governmental entity and the vendor meets requirements under Section 176.006(a).	Date Received
By law this questionnaire must be filed with the records administrator of the local governmental entity not later than the 7th business day after the date the vendor becomes aware of facts that require the statement to be filed. See Section 176.006(a-1), Local Government Code.	
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.	
2SIC, INC.	
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.)	s day after the date on which
<sup>3</sup> Name of local government officer about whom the information is being disclosed.	
Name of Officer	
<ul> <li><u>4</u> Describe each employment or other business relationship with the local government officier, 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. Attact CIQ as necessary.</li> </ul>	h the local government officer.
A. Is the local government officer or a family member of the officer receiving or l other than investment income, from the vendor?	ikely to receive taxable income,
Yes No	
B. Is the vendor receiving or likely to receive taxable income, other than investmen of the local government officer or a family member of the officer AND the taxable local governmental entity?	
Yes No	
5 Describe each employment or business relationship that the vendor named in Section 1 n other business entity with respect to which the local government officer serves as an o 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.	of the officer one or more gifts D03(a-1).
7 Alenica Hand-2SICTIC I	13/25 Date

Revised 1/1/2021

CONFLICT OF INTEREST QUESTIONNAIRE For vendor doing business with local governmental entity	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.	
BetterLesson	
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.)	s day after the date on which
<sup>3</sup> Name of local government officer about whom the information is being disclosed.	
NA	
Name of Officer	
<ul> <li>4 Describe each employment or other business relationship with the local government offi 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.</li> <li>A. Is the local government officer or a family member of the officer receiving or li other than investment income, from the vendor?</li> <li>Yes</li> <li>No</li> <li>B. Is the vendor receiving or likely to receive taxable income, other than investment of the local government officer or a family member of the officer AND the taxable income government and the local government officer or a family member of the officer AND the taxable income.</li> </ul>	h the local government officer. h additional pages to this Form kely to receive taxable income,
Yes No	
5 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.	
NA	
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 176.0	
	9, 2025

CONFLICT OF INTEREST QUESTIONNAIRE For vendor doing business with local governmental entity	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.	
BBH Life Care	
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	
CIQ as necessary.	
A. Is the local government officer or a family member of the officer receiving or l other than investment income, from the vendor?	ikely to receive taxable income,
Yes X No	
B. Is the vendor receiving or likely to receive taxable income, other than investmen of the local government officer or a family member of the officer AND the taxable local governmental entity?	
Yes X No	
5 Describe each employment or business relationship that the vendor named in Section 1 n 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 as described in Section 176.003(a)(2)(B), excluding gifts described in Section 176.	
7 Signature of vender doing the the governmental entity 01/14/2024	
and the first for the sector of the sector o	Date
Form 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
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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.	
Capsuletek, LLC	
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
<sup>3</sup> Name of local government officer about whom the information is being disclosed.	
N/A	
Name of Officer	
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. A. Is the local government officer or a family member of the officer receiving or I other than investment income, from the vendor? Yes No B. Is the vendor receiving or likely to receive taxable income, other than investment of the local government officer or a family member of the officer AND the taxable local governmental entity?	t income, from or at the direction
5 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.	
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(	
7	
Signature of vender doing business with the governmental entity	
Signature of vendor doing business with the governmental entity     []       Form provided by Texas Ethics Commission     www.ethics.state.tx.us	Date Revised 1/1/2021

Connection Capacity, LLC

	FINTEREST QUESTIONNAIRE ousiness with local governmental entity	FORM CIC
This questionnaire reflects	changes made to the law by H.B. 23, 84th Leg., Regular Session.	OFFICE USE ONLY
This questionnaire is being file	ed in accordance with Chapter 176, Local Government Code, by a vendor who as defined by Section 176.001(1-a) with a local governmental entity and the	Date Received
By law this questionnaire mus than the 7th business day afte filed. <i>See</i> Section 176.006(a	t be filed with the records administrator of the local governmental entity not later er the date the vendor becomes aware of facts that require the statement to be -1), Local Government Code.	
A vendor commits an offense offense under this section is	if the vendor knowingly violates Section 176.006, Local Government Code. An a misdemeanor.	
Name of vendor who h	as a business relationship with local governmental entity.	
completed questi	fyou are filing an update to a previously filed questionnaire. (The law r onnaire with the appropriate filing authority not later than the 7th busine are that the originally filed questionnaire was incomplete or inaccurate.	ss day after the date on which
Name of local governm	nent officer about whom the information is being disclosed.	
	N/A	
	Name of Officer	
officer, as described b	yment or other business relationship with the local government of by Section 176.003(a)(2)(A). Also describe any family relationship wi and B for each employment or business relationship described. Attac	
officer, as described to Complete subparts A a CIQ as necessary. A. Is the	by Section 176.003(a)(2)(A). Also describe any family relationship with	ch additional pages to this Forr
officer, as described to Complete subparts A a CIQ as necessary. A. Is the	by Section 176.003(a)(2)(A). Also describe any family relationship wi and B for each employment or business relationship described. Attac local government officer or a family member of the officer receiving or	ch additional pages to this Forr
A. Is the other than of the loca	by Section 176.003(a)(2)(A). Also describe any family relationship wi and B for each employment or business relationship described. Attac local government officer or a family member of the officer receiving or investment income, from the vendor?	ch additional pages to this Forr likely to receive taxable income nt income, from or at the direction
officer, as described E Complete subparts A a CIQ as necessary. A. Is the other than B. Is the v of the loca	by Section 176.003(a)(2)(A). Also describe any family relationship wi and B for each employment or business relationship described. Attac local government officer or a family member of the officer receiving or investment income, from the vendor? Yes No vendor receiving or likely to receive taxable income, other than investmer al government officer or a family member of the officer AND the taxable	ch additional pages to this Forr likely to receive taxable income nt income, from or at the direction
<ul> <li>officer, as described if Complete subparts A a CIQ as necessary.</li> <li>A. Is the other than</li> <li>B. Is the of the local gove</li> <li>Describe each emploited interest of the complete submership interest of the complete set of the se</li></ul>	by Section 176.003(a)(2)(A). Also describe any family relationship wi and B for each employment or business relationship described. Attac local government officer or a family member of the officer receiving or investment income, from the vendor? Yes No vendor receiving or likely to receive taxable income, other than investmer al government officer or a family member of the officer AND the taxable ernmental entity?	ch additional pages to this Forn likely to receive taxable income in income, from or at the direction income is not received from the maintains with a corporation of officer or director, or holds ar

Form 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
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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.	
$\frac{1}{2}$ Name of vendor who has a business relationship with local governmental entity.	
Deirdre Orr Consulting does not have a business relationship with local governme	nt entity
2 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 busines you became aware that the originally filed questionnaire was incomplete or inaccurate.)	ss day after the date on which
<sup>3</sup> Name of local government officer about whom the information is being disclosed.	
N/A	
Name of Officer	
<ul> <li>Describe each employment or other business relationship with the local government off 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.</li> <li>A. Is the local government officer or a family member of the officer receiving or other than investment income, from the vendor?</li> <li>Yes X No</li> <li>B. Is the vendor receiving or likely to receive taxable income, other than investment officer or a family member of the officer AND the taxable local government and provide the officer of the officer AND the taxable local government and the local government officer or a family member of the officer AND the taxable local government and the local government officer or a family member of the officer AND the taxable local government and the local government officer or a family member of the officer AND the taxable local government and the local government officer or a family member of the officer AND the taxable local government and the local government officer or a family member of the officer AND the taxable local government and the local government officer or a family member of the officer AND the taxable local government and the local government officer or a family member of the officer AND the taxable local government and the local government officer or a family member of the officer AND the taxable local government and the local government officer or a family member of the officer AND the taxable local government officer or a family member of the officer AND the taxable local government officer or a family member of the officer AND the taxable local government officer or a family member of the officer AND the taxable local government of the officer offi</li></ul>	th the local government officer. In additional pages to this Form ikely to receive taxable income, t income, from or at the direction
5 Describe each employment or business relationship that the vendor named in Section 1 n other business entity with respect to which the local government officer serves as an o 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.	
Deirdre C. Orr 01	/13/2025
Signature of vendor doing business with the governmental entity	Date

Revised 1/1/2021

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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.	
Dr. Mary E. White International, LLC	
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 busines you became aware that the originally filed questionnaire was incomplete or inaccurate.	ss day after the date on which
<sup>3</sup> Name of local government officer about whom the information is being disclosed.	
N/A	
Name of Officer	
<ul> <li>4 Describe each employment or other business relationship with the local government off 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.</li> <li>A. Is the local government officer or a family member of the officer receiving or other than investment income, from the vendor?</li> <li>Yes</li> <li>No</li> <li>B. Is the vendor receiving or likely to receive taxable income, other than investment officer or a family member of the officer AND the taxable local governmental entity?</li> <li>Yes</li> <li>Yes</li> <li>No</li> </ul>	th the local government officer. The additional pages to this Form likely to receive taxable income, t income, from or at the direction income is not received from the
other business entity with respect to which the local government officer serves as an o 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.	
7 Mary White Signature of ventor doing business with the governmental entity	r <mark>y 8, 2025</mark> <sup>Date</sup>

Helping Hearts Heal, LLC

For vendor doing busin	NTEREST QUESTIONNAIRE ness with local governmental entity	FORM CIC
his questionnaire reflects cha	nges made to the law by H.B. 23, 84th Leg., Regular Session.	OFFICE USE ONLY
his questionnaire is being filed in as a business relationship as de andor meets requirements under	accordance with Chapter 176, Local Government Code, by a vendor who fined by Section 176.001(1-a) with a local governmental entity and the Section 176.008(a).	Date Received
	led with the records administrator of the local governmental entity not later date the vendor becomes aware of facts that require the statement to be ocal Government Code.	Contraction of the second
vendor commits an offense if the fense under this section is a mise	vendor knowingly violates Section 176.006, Local Government Code. An demeanor.	
and the second of the second	business relationship with local governmental entity.	
Check this box if you completed questionna	are filing an update to a previously filed questionnaire. (The law re ire with the appropriate filing authority not later than the 7th busines at the originally filed questionnaire was incomplete or inaccurate.)	s day after the date on which
	officer about whom the information is being disclosed.	
	NIA	
	Name of Officer	
	government officer or a family member of the officer receiving or I	likely to receive taxable income
		likely to receive taxable income
other than inve B. Is the vendo	Yes No or receiving or likely to receive taxable income, other than investment vernment officer or a family member of the officer AND the taxable	t income, from or at the direction
B. Is the vendo of the local gov	Yes No or receiving or likely to receive taxable income, other than investment vernment officer or a family member of the officer AND the taxable	t income, from or at the direction
B. Is the vendo of the local gov local governme Describe each employme	Yes No Yes No or receiving or likely to receive taxable income, other than investmen vernment officer or a family member of the officer AND the taxable ental entity? Yes No ret or business relationship that the vendor named in Section 1 in th respect to which the local government officer serves as an officer serves	t income, from or at the directio income is not received from the
B. Is the vendo of the local gov local governme Describe each employme other business entity wi	Yes No Yes No or receiving or likely to receive taxable income, other than investmen vernment officer or a family member of the officer AND the taxable ental entity? Yes No ret or business relationship that the vendor named in Section 1 in th respect to which the local government officer serves as an officer serves	t income, from or at the direction income is not received from the
B. Is the vendo of the local gov local governme other business entity wir ownership interest of on Check this box if t	Yes No Yes No or receiving or likely to receive taxable income, other than investment vernment officer or a family member of the officer AND the taxable ental entity? Yes No No ent or business relationship that the vendor named in Section 1 in th respect to which the local government officer serves as an officer the percent or more.	t income, from or at the direction income is not received from the maintains with a corporation or officer or director, or holds an
B. Is the vendo of the local governme local governme other business entity wi ownership interest of on Check this box if t as described in S	Yes No or receiving or likely to receive taxable income, other than investment vernment officer or a family member of the officer AND the taxable ental entity? Yes No ent or business relationship that the vendor named in Section 1 in th respect to which the local government officer serves as an officer repercent or more.	t income, from or at the directio income is not received from the maintains with a corporation o officer or director, or holds ar

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1 Name of vendor who has a business relationship with local governmental entity. $E_{and} S S $	5
Check this box if you are filing an update to a previously filed questionnaire. (The law completed questionnaire with the appropriate filing authority not later than the 7th busine you became aware that the originally filed questionnaire was incomplete or inaccurate	ess day after the date on which
3 Name of local government officer about whom the information is being disclosed.	
N (A	
Name of Officer	
A. Is the local government officer or a family member of the officer receiving o other than investment income, from the vendor?	r likely to receive taxable income,
Yes No	
B. Is the vendor receiving or likely to receive taxable income, other than investme of the local government officer or a family member of the officer AND the taxable local governmental entity?	ent income, from or at the direction le income is not received from the
Yes No	
5 Describe each employment or business relationship that the vendor named in Section other business entity with respect to which the local government officer serves as a ownership interest of one percent or more.	I maintains with a corporation or n officer or director, or holds an
6 Check this box if the vendor has given the local government officer or a family membras described in Section 176.003(a)(2)(B). excluding gifts described in Section 17	per of the officer one or more gifts 76.003(a-1).
7 <u>Fic Bundl</u> Signature of vendor doing business with the governmental entity	23-2025 Date
Form provided by Texas Ethics Commission www.ethics.state.tx.us	Revised 1/1/2021

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CONFLICT OF INTEREST QUESTIONNAIRE For vendor doing business with local governmental entity	FORM CIQ
This questionnaire reflects changes made to the law by H.B. 23, 84th Leg., Regular Session.	OFFICE USE ONLY
This questionnaire is being filed in accordance with Chapter 176, Local Government Code, by a vendor who has a business relationship as defined by Section 176.001(1-a) with a local governmental entity and the vendor meets requirements under Section 176.006(a).	Date Received
By law this questionnaire must be filed with the records administrator of the local governmental entity not later than the 7th business day after the date the vendor becomes aware of facts that require the statement to be filed. <i>See</i> Section 176.006(a-1), Local Government Code.	
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.	
HJ Staffing	
<ul> <li>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 busines you became aware that the originally filed questionnaire was incomplete or inaccurate.</li> </ul>	ss day after the date on which
<sup>3</sup> Name of local government officer about whom the information is being disclosed.	
N/A	
Name of Officer	
<ul> <li>4 Describe each employment or other business relationship with the local government off officer, as described by Section 176.003(a)(2)(A). Also describe any family relationship wi Complete subparts A and B for each employment or business relationship described. Attac CIQ as necessary.</li> <li>A. Is the local government officer or a family member of the officer receiving or other than investment income, from the vendor?</li> </ul>	th the local government officer. In additional pages to this Form
Yes No	
<ul> <li>B. Is the vendor receiving or likely to receive taxable income, other than investmen of the local government officer or a family member of the officer AND the taxable local governmental entity?</li> <li>Yes</li> <li>No</li> </ul>	
<ul> <li>Describe each employment or business relationship that the vendor named in Section 1 n other business entity with respect to which the local government officer serves as an ownership interest of one percent or more.</li> </ul>	
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.	
	ry 8,2025 Date

## Hushura World Karate

	OF INTEREST QUESTIONNAIRE business with local governmental entity	FORM CIC
This questionnaire reflec	ets changes made to the law by H.B. 23, 84th Leg., Regular Session.	OFFICE USE ONLY
	filed in accordance with Chapter 176, Local Government Code, by a vendor who p as defined by Section 176.001(1-a) with a local governmental entity and the under Section 176.006(a).	Date Received
han the 7th business day a	ust be filed with the records administrator of the local governmental entity not later after the date the vendor becomes aware of facts that require the statement to be (a-1), Local Government Code.	
vendor commits an offens flense under this section is	se if the vendor knowingly violates Section 176.006, Local Government Code. An s a misdemeanor.	
Name of vendor who	has a business relationship with local governmental entity.	
	N/A	and the second second
completed ques	If you are filing an update to a previously filed questionnaire. (The law n stionnaire with the appropriate filing authority not later than the 7th busine ware that the originally filed questionnaire was incomplete or inaccurate. Inment officer about whom the information is being disclosed.	ss day after the date on which
1	N/A	
	Name of Officer	
officer, as described	I by Section 176.003(a)(2)(A). Also describe any family relationship wi A and B for each employment or business relationship described. Attac	
officer, as described Complete subparts A CIQ as necessary. A. Is the	by Section 176.003(a)(2)(A). Also describe any family relationship wi	ch additional pages to this Forr
officer, as described Complete subparts A CIQ as necessary. A. Is the	by Section 176.003(a)(2)(A). Also describe any family relationship with and B for each employment or business relationship described. Attack	ch additional pages to this Forr
officer, as described Complete subparts A CIQ as necessary. A. Is the other tha B. Is the of the loo	by Section 176.003(a)(2)(A). Also describe any family relationship with and B for each employment or business relationship described. Attack the business relationship described attack to business re	ch additional pages to this Forr likely to receive taxable income nt income, from or at the direction
officer, as described Complete subparts A CIQ as necessary. A. Is the other tha B. Is the of the loo	A and B for each employment or business relationship described. Attack the local government officer or a family member of the officer receiving or an investment income, from the vendor? Yes Vendor receiving or likely to receive taxable income, other than investment to government officer or a family member of the officer AND the taxable	ch additional pages to this Forr likely to receive taxable income nt income, from or at the directior
A. Is the other that be complete subparts A CIQ as necessary. A. Is the other that be complete subparts A CIQ as necessary. B. Is the other that be of the local good subparts A complete	A and B for each employment or business relationship described. Attack the local government officer or a family member of the officer receiving or an investment income, from the vendor? Yes I No a vendor receiving or likely to receive taxable income, other than investment local government officer or a family member of the officer AND the taxable ivernmental entity?	ch additional pages to this Forr likely to receive taxable income it income, from or at the directior income is not received from the
<ul> <li>officer, as described Complete subparts A CIQ as necessary.</li> <li>A. Is the other that</li> <li>B. Is the of the loo local good</li> <li>Describe each emp other business en ownership interest</li> </ul>	A and B for each employment or business relationship described. Attack the local government officer or a family member of the officer receiving or an investment income, from the vendor? Yes Mo a vendor receiving or likely to receive taxable income, other than investment local government officer or a family member of the officer AND the taxable wernmental entity? Yes Mo Yes Mo Ployment or business relationship that the vendor named in Section 1 in tity with respect to which the local government officer serves as an	ch additional pages to this Forr likely to receive taxable income it income, from or at the directior income is not received from the maintains with a corporation or officer or director, or holds an
<ul> <li>officer, as described Complete subparts A CIQ as necessary.</li> <li>A. Is the other that</li> <li>B. Is the of the loc local gov</li> <li>Describe each emp other business en ownership interest</li> </ul>	And B for each employment or business relationship described. Attack the local government officer or a family member of the officer receiving or an investment income, from the vendor? Yes M No a vendor receiving or likely to receive taxable income, other than investment incoment officer or a family member of the officer AND the taxable vernmental entity? Yes M No ployment or business relationship that the vendor named in Section 1 n tity with respect to which the local government officer serves as an of one percent or more. box if the vendor has given the local government officer or a family member ed in Section 176.003(a)(2)(B), excluding gifts described in Section 176.	ch additional pages to this Forr likely to receive taxable income it income, from or at the directior income is not received from the maintains with a corporation or officer or director, or holds an



CONFLICT OF INTEREST QUESTIONNAIRE For vendor doing business with local governmental entity	FORM CIQ
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By law this questionnaire must be filed with the records administrator of the local governmental entity not later than the 7th business day after the date the vendor becomes aware of facts that require the statement to be filed. <i>See</i> Section 176.006(a-1), Local Government Code.	
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.	
Meagan Copelin Global Management Consultants, LLC	
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.)	
<sup>3</sup> Name of local government officer about whom the information is being disclosed.	
N/A	
Name of Officer	
<ul> <li>4 Describe each employment or other business relationship with the local government offiofficer, 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.</li> <li>A. Is the local government officer or a family member of the officer receiving or liother than investment income, from the vendor?</li> <li>Yes</li> <li>Yes</li> <li>No</li> <li>B. Is the vendor receiving or likely to receive taxable income, other than investment officer or a family member of the officer AND the taxable i local government and the vendor?</li> <li>Yes</li> <li>Yes</li> <li>Yes</li> <li>No</li> </ul>	h the local government officer. h additional pages to this Form kely to receive taxable income, income, from or at the direction ncome is not received from the
other business entity with respect to which the local government officer serves as an o ownership interest of one percent or more.	
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 176.0	
	y 9, 2025 Pate

CONFLICT OF INTEREST QUESTIONNAIRE For vendor doing business with local governmental entity	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.	1	
One-By-One Solutions, LLC		
Check this box if you are filing an update to a previously filed questionnaire. (The law r completed questionnaire with the appropriate filing authority not later than the 7th busine 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.		
Non Applicable		
Name of Officer		
4 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 other than investment income, from the vendor?	likely to receive taxable income,	
Yes No		
B. Is the vendor receiving or likely to receive taxable income, other than investmer of the local government officer or a family member of the officer AND the taxable local governmental entity?		
Yes No		

5	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 as described in Section 176.003(a)(2)(B), excluding gifts described	
7		Signature of vendor doing business with the governmental entity	02/14/2025 Date
Form	provideo	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
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1 Name of vendor who has a business relationship with local governmental entity.	1
N/A	
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
<sup>3</sup> Name of local government officer about whom the information is being disclosed.	
N/A	
Name of Officer	
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.         A. Is the local government officer or a family member of the officer receiving or other than investment income, from the vendor?         Yes       No         B. Is the vendor receiving or likely to receive taxable income, other than investment officer or a family member of the officer AND the taxable local government officer or a family member of the officer AND the taxable local government and unity?         Yes       No         B. Is the vendor receiving or likely to receive taxable income, other than investment officer or a family member of the officer AND the taxable local government and the local government officer or a family member of the officer AND the taxable local governmental entity?         Yes       No	t income, from or at the direction income is not received from the
other business entity with respect to which the local government officer serves as an o     ownership interest of one percent or more.      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
	2-17-24 Date

CONFLICT OF INTEREST QUESTIONNAIRE For vendor doing business with local governmental entity	FORM CIQ
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Name of vendor who has a business relationship with local governmental entity.	
SourceX Consulting, 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
<sup>3</sup> Name of local government officer about whom the information is being disclosed.	
N/A	
Name of Officer	
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.         A. Is the local government officer or a family member of the officer receiving or I other than investment income, from the vendor?         Yes       No         B. Is the vendor receiving or likely to receive taxable income, other than investment officer or a family member of the officer AND the taxable local government al entity?         Yes       No         5       Describe each employment or business relationship that the vendor named in Section 1 n	h additional pages to this Form ikely to receive taxable income, t income, from or at the direction income is not received from the
other business entity with respect to which the local government officer serves as an o ownership interest of one percent or more.	
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.	
7     Lucia Cissplak     12/17/2       Signature of vendor doing busikess with the governmental entity     12/17/2	2024

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1 Name of vendor who has a business relationship with local governmental entity.	1
Thrive Nonprofit Solutions, LLC	
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 busines you became aware that the originally filed questionnaire was incomplete or inaccurate.)	s day after the date on which
<sup>3</sup> 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.	
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 176.0	
7     Kimberly Torses     12/30       Signature of vendor doing business with the governmental entity     12/30	0/2024
Signature of vendo doing business with the governmental entity	Date

CONFLICT OF INTEREST QUESTIONNAIRE	FORM CIQ
For vendor 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.	
1 Name of vendor who has a business relationship with local governmental entity.	
Fredia R Washington-N/A	
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.)	s day after the date on which
<sup>3</sup> Name of local government officer about whom the information is being disclosed.	
Name of Officer	
Complete subparts A and B for each employment or business relationship described. Attac CIQ as necessary. A. Is the local government officer or a family member of the officer receiving or I	
other than investment income, from the vendor?	•
Yes No	
B. Is the vendor receiving or likely to receive taxable income, other than investmen of the local government officer or a family member of the officer AND the taxable local governmental entity?	
Yes No	
5 Describe each employment or business relationship that the vendor named in Section 1 n other business entity with respect to which the local government officer serves as an o ownership interest of one percent or more.	naintains with a corporation or officer or director, or holds an
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.	of the officer one or more gifts 003(a-1).
7 Signature of vendor doing business with the governmental entity	11 2025 Date
Form provided by Texas Ethics Commission www.ethics.state.tx.us	Revised 1/1/2021

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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.	
VV Sopher LLC	
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.)	s day after the date on which
<sup>3</sup> Name of local government officer about whom the information is being disclosed.	
N/A	
Name of Officer	
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. A. Is the local government officer or a family member of the officer receiving or I other than investment income, from the vendor? Yes No B. Is the vendor receiving or likely to receive taxable income, other than investmen of the local government officer or a family member of the officer AND the taxable local governmental entity? Yes No 5 Describe each employment or business relationship that the vendor named in Section 1 m	h additional pages to this Form ikely to receive taxable income, t income, from or at the direction income is not received from the
other business entity with respect to which the local government officer serves as an o ownership interest of one percent or more.	
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 176.0	
7     Multiplication     2/2/20       Signature of vendor doing business with the governmental entity     0	25 Date