

AWESOME INC

Phone (502) 209-9960 | 348 E Main St Lexington, KY 40507 | www.awesomeinc.org

Dear Mr. Atkins,

Thank you in advance for your time in reviewing this application. We are underway with our project for which we are requesting \$100,000 in grant funding. The funding will help support our coding school, Awesome Inc U, which is an initiative of Awesome Inc. The grant will be used for operating costs, primarily salaries.

Awesome Inc U was launched in the summer of 2013 with the goal of educating software developers who will strengthen the high tech workforce in Lexington and cities like it. This is accomplished by offering 1-day crash courses, week-long camps, and 14-week programs. The course topics consist of web development, mobile apps, and video games. The program is differentiated through a tight feedback loop with industry, a focus on "fun" in the learning environment, and significant hands-on instruction. Awesome Inc U has partnered with several local high tech companies in order to guide the curriculum and to provide a faster onboarding process for students as they search for jobs. Current employer partner companies include SIS, Dell, Volar Video, Frogdice, APAX Software, and SuperSoul. Since its inception, Awesome Inc U has taught over 500 students the essentials of software development.

Below is what some of our employer partners had to say about acquiring skilled software developers in the region:

"At ArchVision, software developers are critical to our success. Unfortunately, the lack of a deep pool of local talent means we often find ourselves needing to train incoming recruits or leave positions unfilled for months." - Randall Stevens, CEO, ArchVision

"One of the most challenging aspects of our business is finding the right talent to work on our projects. Our clients expect experienced developers in cutting edge technologies, and it's difficult to find that locally. Most of our workforce require on the job training to ramp into a new project, and this hinders our progress and affects our ability to provide the best level of service." - Keith Kurzendoerfer, Senior Project Manager, Apax Software

Over the next 12 months, the primary growth of Awesome Inc U will be achieved by enrolling more students in our semester long Academy and Membership programs, running more week long camps, and selling more corporate training sessions. Our shorter term courses are treated as lead generation activities for the longer courses, which have a much larger profit margin. In the short term, our plan is to grow vertically, enrolling more students in our existing location. The next step is to grow regionally, parallelizing our efforts by providing training in locations such as Louisville, Cincinnati, and Indianapolis. As the software developer training market matures, there are opportunities for additional revenue streams such as sales of educational content, software as a service (SaaS) tools for course logistics, and job placement services. We are also well-positioned to partner with school districts, universities, corporations, and nonprofits, which could yield faster growth.

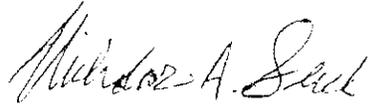
In the nascent programmer training space, significant fundraises include \$18M by Galvanize in Denver, \$4.25M by ThinkFul in the Bay Area, and \$5.5M by Flatiron School in New York. The non-profit Code.org in Seattle has raised over \$15M since 2013. Notable acquisitions include the purchase of DevBootCamp by Kaplan, Zipfian by Galvanize, and Code School by PluralSight for \$36M.

The \$100,000 grant will directly create 1 additional job on the Awesome Inc U staff. This employee will be the Program Manager with a starting annual salary of \$50,000. The Program Manager will be responsible for creating the curriculum and will also serve as the primary instructor. Furthermore, since the focus of Awesome Inc U is on developing a high tech workforce, graduates of Awesome Inc U will provide critical support to Lexington companies looking for skilled developers. Access to high tech talent will help attract new companies to Lexington, allow current companies to expand, and ultimately help grow the Lexington economy.

There is a need in Kentucky for this type of education. According to Code.org, there are currently 3,592 available computing jobs in Kentucky, but our universities will provide fewer than 500 computer science graduates this year, leaving 85% of these openings unfilled. The average starting salary of a programmer in the US is \$80,000. Nationwide, there are 570,000 programming jobs available with that number expected to rise to 1.2M by 2020. If Kentucky follows the same pattern of growth, by 2020 there will be 7,562 available computing jobs in the state. Furthermore, recent research suggests that each new software job results in 4.3 additional jobs created in the community (Bay Area Council Economic Institute Report, 2012). Therefore, creating talent to supply the demand for these types of positions, as well as increasing opportunity for new high tech startups, will have a ripple effect on the economy.

In the following application you will find: the completed application, financial statements for the most recent fiscal year, monthly cash flow projections for the next 2 years, and a description of our expected customers. Thank you again for your time in reviewing this application. I am happy to answer any questions you have about the information in this application. I look forward to hearing from you.

Best regards,

A handwritten signature in black ink that reads "Nicholas A. Such". The signature is written in a cursive style with a large initial 'N'.

Nick Such
Director, Awesome Inc U

APPLICATION FOR INCENTIVE PROGRAMS PROJECT INFORMATION

Rev 2/2014

Date:

Is this an amendment to the initial application for incentives?

APPLICANT INFORMATION (Entity applying for incentives)

Company Name Awesome Inc			
Street Address 348 E. Main St	City Lexington	State KY	Zip Code 40507
Federal Employer ID Number 90-0442853	NAICS Code 611420	Company Organization Limited Liability Company	State of Organization DE
Contact Person Nick Such	Title Director	Telephone 502-802-5972	Fax
Email Address nick@awosomeinc.org	Company Website www.awosomeinc.com		

Is the applicant registered and in good standing with the Kentucky Secretary of State?

Is the applicant registered and in good standing with the Kentucky Department of Revenue?

Has the applicant, or any owner or affiliate of the applicant, ever been convicted of any criminal offenses, been in receivership or adjudicated a bankruptcy, or been denied a business related license or had a business related license suspended or revoked by any administrative, governmental or regulatory agency?
 If yes, please list the violation and explain (attach additional explanation if needed):

PROJECT LOCATION

Street Address 348 E Main St	City Lexington	State KY	Zip Code 40507
County Fayette	Industry Software development	Is location in a Tax Increment Financing District? <input type="text" value="no"/>	

- a) Will the applicant provide a service to or use technology for customer or affiliate entities predominantly outside Lexington?
- b) Is the applicant designed to serve a multistate, national or international market?

Is the contact person for the project location the same as the person listed

APAX Software

26-0256731

5

Please attach additional listing if more space is needed.

REQUIRED ATTACHMENT: If either affiliate question is answered "yes," then a disclosure statement will be required to be submitted for each affiliated entity along with the applicant.

PUBLIC INCENTIVES

LOCAL

Is the company receiving other local incentives?

If yes, please list other local incentives

STATE

Is the company receiving other state incentives?

If yes, please list other state incentives

FEDERAL

Is the company receiving other federal incentives?

Is the company receiving an SBIR or STTR grant?

If yes, which partner agency?

If yes, which Phase?

PRIVATE FINANCING

Is the company receiving private financing?

If yes, please list the financing entity

Please indicate the (\$) amount of financing for the project

PROJECT COSTS

Fund Program

Proposed Length of Incentive (Years)

Dollar Amount Requested

Please provide the estimated expenses for the incentives

Capital Expenses

Operating Expenses

Land

Building (new construction / acquisition / additions)

no

yes
KY CED grant (rec'd by partner co)

no

yes
APAX Software

\$10,000

Grant	5
\$	100,000

\$	-
\$	100,000

Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Mean Hourly Wage	\$ 25.00	Total Number of Jobs	1

Mean Wages for the New Jobs Below 85% of the County Average (\$17.43):

Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Mean Hourly Wage	#DIV/0!	Total Number of Jobs	0

Employee Benefits are payments by the company for its full-time employees for health insurance, life insurance,

Will new jobs created be offered at least some form of company paid employee benefit? Yes 11.0%

What is the value of the benefit package as a percent of wages or salary?

Indicate which of the following employee benefits will be offered as a company-paid benefit:

<input type="checkbox"/>	Life Insurance	<input type="checkbox"/>	Dental Insurance	<input type="checkbox"/>	Other Retirement Profit Sharing
<input type="checkbox"/>	Health Insurance	<input type="checkbox"/>	Stock Purchase	<input type="checkbox"/>	Other (list below)
<input checked="" type="checkbox"/>	Disability Insurance	401(k)			

TOTAL EMPLOYMENT AND PAYROLL PROJECTIONS

Please provide estimates for the cumulative new employment and new payroll to be created as a result of the project.

As of Activation Date	Cumulative Total New,	Cumulative Total Payroll	
End of Fiscal Year 1	1	\$57,500	ERROR - JOBS MUST BE AT LEAST 10
End of Fiscal Year 2	1	\$57,500	ERROR - JOBS MUST BE AT LEAST 10
End of Fiscal Year 3	1	\$58,650	ERROR - JOBS MUST BE AT LEAST 10
End of Fiscal Year 4	1	\$59,800	ERROR - JOBS MUST BE AT LEAST 10
End of Fiscal Year 5	1	\$60,950	ERROR - JOBS MUST BE AT LEAST 10
End of Fiscal Year 6		\$62,100	ERROR - JOBS MUST BE AT LEAST 10
End of Fiscal Year 7			will be filled by technical talent

*vacant jobs in Lexington will be filled by technical talent through the program

End of Fiscal Year 8		
End of Fiscal Year 9		
End of Fiscal Year 10		

INCOME SALES & PROFIT PROJECTIONS

Please provide estimates for the Kentucky taxable income (loss), Kentucky gross sales and Kentucky gross profits to

	Kentucky Taxable	Kentucky Gross Sales	Kentucky Gross
End of Fiscal Year 1	\$239,540	\$0	\$36,890
End of Fiscal Year 2	\$388,680	\$0	(\$101,745)
End of Fiscal Year 3	\$707,730	\$0	(\$10,270)
End of Fiscal Year 4	\$1,164,350	\$0	\$175,800
End of Fiscal Year 5	\$1,500,000	\$0	\$200,000
End of Fiscal Year 6			
End of Fiscal Year 7			
End of Fiscal Year 8			
End of Fiscal Year 9			
End of Fiscal Year 10			

INCENTIVE USAGE INFORMATION

NEW LOCATION
 Will the project be a new location in Lexington? no If no, skip to Expansion
 Site Acreage Building Square Footage

The facility will be:
 New Constructions: Provide the Anticipated Construction Dates: Acquisitions: Answer the following:
 Start: Has the facility been unoccupied for more than 90 days?
 Completion:

EXPANSION

Will the project be an expansion of an existing facility? no If no, skip to New Equipment
 a) Does the project involve additions or renovations to existing buildings?
 b) Does the project involve relocation from an existing facility?
 c) If b) is yes, is real estate available at or adjacent to the existing facility?

Present Acreage	<input type="text"/>	Present Square Footage	<input type="text"/>
Increased Acreage	<input type="text"/>	Increased Square Footage	<input type="text"/>
Total Acreage	0.0	Total Square Footage	0

NEW EQUIPMENT

Will the incentive be for a purchase of new equipment? no If no, skip to Operating Expenses

Does the facility currently own a similar piece of equipment?

Will the new equipment be used for expanded capacity?

OPERATING EXPENSES

Will the incentive be for an operating subsidy? yes If yes, please list monthly expenses

Monthly Lease		Other	
Monthly Utilities		List Other	
Monthly Payroll	4,166	Expenses	
Monthly Supplies			

If the incentive does not match any of the programs listed, please attach a document describing the proposed use of incentive funds with rationale.

COLLATERAL

Please indicate any collateral to secure incentives including serial numbers.

Cash Value of Collateral

personal guarantee will be provided

Please list any lienholders on the existing collateral.

FOR OFFICE USE ONLY

Date Submitted

CDO Review

Board Review

Council Review

Financial Statements

Application Fee

Company Letter

PROGRAM: Grant Loan

INTEREST: Loan Interest Rate Penalty Rate

**APPLICATION FOR JOBS FUND INCENTIVES
CERTIFICATION OF APPLICATION**

Rev 5/2014

Company Name

CERTIFICATION

Eligibility for financial assistance is determined by the information presented in this application and in the required attachments. Any changes in the status of the proposed project from the facts presented herein, including but not limited to the commencement of construction, any public announcement or legal commitment (e.g., lease or contract) without contingency language, could jeopardize the project's eligibility for incentives. Please contact the staff of the LFUCG before taking any action which would change the status of the project as reported herein.

I, the undersigned, on behalf of the applicant, hereby represent and certify that the foregoing application information, including all attachments, to the best of my knowledge, is (a) true, complete and accurate with respect to the information concerning the proposed project for which financial incentives are sought; and (b) does not contain any information for which any entity competing with the applicant may claim a proprietary interest.

Select which of the following is applicable:

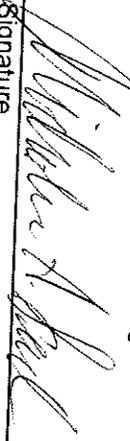
For a new location project, I represent and certify that, but for the financial incentives being provided through this application, the proposed project could not reasonably and efficiently locate in Lexington and would likely locate outside of Lexington.

For an expansion project, I represent and certify that the financial incentives being provided in this application are necessary for the expansion to occur.

The undersigned, on behalf of the applicant, acknowledges that information contained within the application and its attachments may be subject to public disclosure to the extent required by law. Notwithstanding the above, except as otherwise agreed to by the applicant in writing, no confidential or proprietary application information shall be knowingly disclosed by the LFUCG if an appropriate legal exception exists. Information reported to the Economic Development Investment Board or the Urban County Council with regard to the incentive agreement, employment numbers, average wages, investment, eligible costs, approved costs and other information as required by an incentive agreement shall be available for public disclosure.

The undersigned, on behalf of the applicant, acknowledges that the applicant will be required to self-report annually the total amount of incentives claimed for each year during the term of the incentive agreement and agrees to provide this information annually. Failure to provide the information may result in suspension of incentives.

In addition, the undersigned, on behalf of the applicant, acknowledges and grants permission to the LFUCG to share any and all information contained within the application and its attachments with appropriate state agencies, local jurisdiction(s) and contracted consultants to determine the feasibility and potential impacts associated with the project for which incentives are sought.


Signature

Director
Title

Nick Such
Print Name

March 6, 2015
Date

For Electronic Signature: The person responsible for signing the document may type his/her name in the signature field, but the name must be preceded by a "/s/" (e.g., /s Jim Smith). An email is also required from the signer providing a statement certifying/authenticating the typed signature on the document is his/her signature.

EMPLOYMENT, WAGES & BENEFITS

Full-time, Lexington resident employees are persons who are subject to Kentucky income tax and are employed by the company (or affiliate) at the project located in Lexington for at least 35 hours per week. (Do not include contract employees)

Current number at the project location Full-time, Lexington
 Total number of new jobs to be created _____
 Total jobs projected by the end of the project 0

Total annual payroll for the current number of full-time, Lexington resident employees: \$ 30,000

Anticipated Wages for the New Jobs to be Created:

Hourly Wage	\$ 25.00	Number of Jobs	
Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Unweighted Median Hourly Wage	\$ 25.00	Total Number of Jobs	0

Median Wages for the New Jobs Above 85% of the County Average (\$17.43):

Hourly Wage	\$ 25.00	Number of Jobs	
Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Median Hourly Wage	\$ 25.00	Total Number of Jobs	0

Median Wages for the New Jobs Below 85% of the County Average (\$17.43):

Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Hourly Wage		Number of Jobs	
Median Hourly Wage	#NUM!	Total Number of Jobs	0

Employee Benefits are payments by the company for its full-time employees for health insurance, life

Will new jobs created be offered at least some form of company paid employee

What is the value of the benefit package as a percent of wages or salary?

11.0%

Indicate which of the following employee benefits will be offered as a company-paid benefit:

<input type="checkbox"/>	Life Insurance	<input type="checkbox"/>	Dental Insurance	<input type="checkbox"/>	Other Retirement
<input checked="" type="checkbox"/>	Health Insurance	<input type="checkbox"/>	Stock Purchase	<input type="checkbox"/>	Profit Sharing
<input type="checkbox"/>	Disability Insurance	<input type="checkbox"/>	401(k)	<input type="checkbox"/>	Other (list below)



custom software for mobile and web

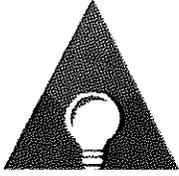
Phone (859) 421-1690 348 E Main St. Lexington, KY 40507 www.apaxsoftware.com

This statement discloses that the entity APAX Software is affiliated with Awesome Inc.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian Raney". The signature is written in a cursive style with a large, sweeping flourish at the end.

Brian Raney



AWESOME FELLOWSHIP

*Phone (502) 209-9960 | 348 E Main St Lexington, KY 40507 |
www.fellowship.awesomeinc.org*

This statement discloses that the entity Awesome Fellowship Program is affiliated with Awesome Inc.

Sincerely,

A handwritten signature in black ink, appearing to read 'Brian Raney', with a horizontal line underneath.

Brian Raney

Awesome Inc

Profit and Loss

January - December 2014

	TOTAL
Income	
Awesome Fellowship Sponsorship Income	4,500.00
Awesome Inc U	
Academy	10,748.00
Awesome Inc U - #DayOfCode Kids	2,201.45
Awesome Inc U - Basic Web Course	2,618.55
Awesome Inc U - Educators Course	1,159.15
Awesome Inc U - Hour of Code	375.00
Awesome Inc U - iPhone Courses	8,023.95
Awesome Inc U - Membership Fee	436.70
Awesome Inc U - On Site Course	13,750.00
Awesome Inc U - PHP Course	1,510.11
Awesome Inc U - Unity Course	472.46
Awesome Inc U - Week of Code	13,161.53
Service/Fee Income	13.83
Total Awesome Inc U	\$ 54,470.73
Awesome Space Revenue	27,462.44
Discounts given	-152.65
Entrepreneur HOF	0.00
Services	348.60
Entrepreneurship Education	2,000.00
Event Revenue	5,403.00
5 Across	13,875.14
Startup Weekend	
SW Sponsorship	1,000.00
Total Startup Weekend	\$ 1,000.00
Total Event Revenue	\$ 20,278.14
Total Services	\$ 22,626.74
Total Income	\$108,907.26
Gross Profit	\$108,907.26
Expenses	
Awesome Fellowship Sponsorship	5,000.00
Awesome Inc U Expenses	25,649.33
Awesome Inc U - Instructional Expenses	12,688.50
Awesome Inc U - Marketing	1,398.05
Awesome Inc U - Supplies	1,079.33
Awesome Inc U Square Fees	236.45
Total Awesome Inc U Expenses	\$ 41,051.66
Bank Charges	234.00
Commissions & Fees	23.00
Dues & Subscriptions	1,792.49
Employee Development	5,815.53
Event Costs	18.70
5 Across	10,524.78
Food Cost	107.24

Hall of Fame	2,000.00
Startup Weekend	1,268.03
Total Event Costs	\$ 13,918.75
Fulbright Program Instructor Fees	2,000.00
Insurance	536.99
Legal & Professional Fees	150.00
Meals and Entertainment	343.95
Office Expenses	1,537.14
Cell Phone	1,000.00
Home Office	1,000.00
Total Office Expenses	\$ 3,537.14
Promotional	214.64
Rent or Lease	35,408.00
Square CC Transaction Fees	39.69
Supplies	3,182.59
Taxes & Licenses	572.00
UK150 - Marketing Materials	702.17
Uncategorized Expense	2,400.00
Utilities	6,359.91
Total Expenses	\$123,282.51
Net Operating Income	-\$ 14,375.25
Other Income	
Sponsorship	19,500.00
Total Other Income	\$ 19,500.00
Other Expenses	
Miscellaneous	43.00
Total Other Expenses	\$ 43.00
Net Other Income	\$ 19,457.00
Net Income	\$ 5,081.75

Monday, Mar 09, 2015 12:31:30 AM PDT GMT-4 - Accrual Basis

Awesome Inc
Balance Sheet
As of December 31, 2014

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
Checking - 5/3	18,200.07
Petty Cash	322.12
Total Bank Accounts	\$ 18,522.19
Accounts Receivable	
Accounts Receivable	164.89
Total Accounts Receivable	\$ 164.89
Other current assets	
PayPal Account	15,314.24
Undeposited Funds	3,101.75
Total Other current assets	\$ 18,415.99
Total Current Assets	\$ 37,103.07
TOTAL ASSETS	\$ 37,103.07
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
Mastercard 4788	1,561.60
Total Credit Cards	\$ 1,561.60
Other Current Liabilities	
Debt - 0%	28,558.63
Total Other Current Liabilities	\$ 28,558.63
Total Current Liabilities	\$ 30,120.23
Total Liabilities	\$ 30,120.23
Equity	
Investment - Brian	15,638.39
Investment - Kettering	25,000.00
Investment - Luke	3,564.49
Opening Balance Equity	19,822.00
Retained Earnings	-62,123.79
Net Income	5,081.75
Total Equity	\$ 6,982.84
TOTAL LIABILITIES AND EQUITY	\$ 37,103.07

Awesome Inc U

	2014 balance	2015 total	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Cash Flow Balance	\$18,982	\$86,890	\$22,056	\$25,130	\$28,205	\$31,279	\$34,353	\$37,427	\$40,501	\$93,575	\$96,650	\$99,724	\$102,798	\$105,872
Revenue		\$239,540	\$15,795	\$15,795	\$15,795	\$15,795	\$15,795	\$15,795	\$15,795	\$65,795	\$15,795	\$15,795	\$15,795	\$15,795
Academy		\$124,740	\$10,395	\$10,395	\$10,395	\$10,395	\$10,395	\$10,395	\$10,395	\$10,395	\$10,395	\$10,395	\$10,395	\$10,395
On-Site		\$16,800	\$1,400	\$1,400	\$1,400	\$1,400	\$1,400	\$1,400	\$1,400	\$1,400	\$1,400	\$1,400	\$1,400	\$1,400
1-Day		\$48,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000
Jobs Fund Grant		\$50,000								\$50,000				
Expenses		\$152,650	\$12,721											
Salaries and wages		\$67,500	\$5,625	\$5,625	\$5,625	\$5,625	\$5,625	\$5,625	\$5,625	\$5,625	\$5,625	\$5,625	\$5,625	\$5,625
Payroll taxes		\$22,500	\$1,875	\$1,875	\$1,875	\$1,875	\$1,875	\$1,875	\$1,875	\$1,875	\$1,875	\$1,875	\$1,875	\$1,875
Employee benefits		\$6,400	\$533	\$533	\$533	\$533	\$533	\$533	\$533	\$533	\$533	\$533	\$533	\$533
Office space		\$14,400	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
Marketing/Advertising		\$37,650	\$3,138	\$3,138	\$3,138	\$3,138	\$3,138	\$3,138	\$3,138	\$3,138	\$3,138	\$3,138	\$3,138	\$3,138
Supplies		\$4,200	\$350	\$350	\$350	\$350	\$350	\$350	\$350	\$350	\$350	\$350	\$350	\$350
Net Income			\$3,074	\$3,074	\$3,074	\$3,074	\$3,074	\$3,074	\$3,074	\$53,074	\$3,074	\$3,074	\$3,074	\$3,074



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Who Our Customers Are

From June of 2013 through December 2014, we worked with 502 students. Our “students” range from middle and high school-aged boys and girls, to startup co-founders, and employed software developers. Each of these students participated in at least one of our 6-hour “Crash Courses”, Week of Code summer camps, on-site training sessions for organizations, or our extended Membership and Academy programs. For the Academy, our nine students ranged from ages 9 - 16. Most were enrolled in a private school, and had found out about Awesome Inc through a contact at their school. Most of our students had some prior programming experience, whether through their school, or participation in one of our Crash Courses or the Week of Code. While our students for the Academy frequently enjoy playing video games (especially Minecraft) or making things with Legos, their parents are frequently well-educated professionals, who strongly value their child’s education, and may have some exposure to, but no direct experience with, software development. A frequent comment from parents was, “My student wants to learn to code, but I have no idea how to help them.” Parents were also interested in the career prospects their students would gain from learning to code, as well as the empowerment of spending “screen time” not just consuming, but creating.



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Audited financial statements will be provided to the committee upon request, after initial review, as per Wes Holbrook's approval.