

Conflict of Interest Policy Tamtam Education Society

EIN 41-3348298

1. Purpose

The purpose of this Conflict-of-Interest Policy is to protect the interests of **Tamtam Education Society** (the "Society") when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer, director, trustee, employee, volunteer, or any member of management, or might otherwise result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflicts of interest applicable to nonprofit and educational organizations.

2. Scope

This policy applies to all members of the Board of Directors/Trustees, officers, committee members, key employees, staff, consultants, and volunteers of Tamtam Education Society who have a governing or decision-making role.

3. Definitions

a. Interested Person

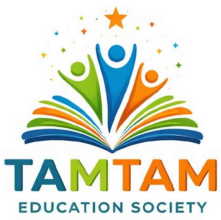
Any director, officer, trustee, committee member, key employee, or volunteer with significant decision-making authority who has a direct or indirect financial or personal interest.

b. Financial Interest

A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- An ownership or investment interest in any entity with which the Society has a transaction or arrangement;
- A compensation arrangement with the Society or with any entity or individual with which the Society has a transaction or arrangement; or
- A potential ownership, investment interest, or compensation arrangement with any entity or individual with which the Society is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are substantial in nature.



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c. Family or Personal Relationship

A close family member (including spouse, domestic partner, parent, child, sibling, in-law) or any other person with whom the interested person has a significant personal relationship.

4. Duty to Disclose

In connection with any actual or possible conflict of interest, an interested person must disclose the existence and nature of the financial or personal interest and all material facts to the Board of Directors or designated committee considering the proposed transaction or arrangement.

5. Determining Whether a Conflict of Interest Exists

After disclosure of the financial or personal interest and all material facts, and after any discussion with the interested person, the interested person shall leave the meeting while the determination of a conflict of interest is discussed and voted upon. The remaining Board or committee members shall decide if a conflict of interest exists.

6. Procedures for Addressing the Conflict of Interest

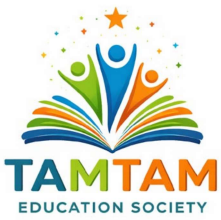
If a conflict of interest is determined to exist, the Board or committee shall follow these procedures:

1. The Chairperson may appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
2. After exercising due diligence, the Board or committee shall determine whether the Society can obtain a more advantageous transaction or arrangement with reasonable efforts from a person or entity that would not give rise to a conflict of interest.
3. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the Board or committee shall determine by a majority vote of the disinterested members whether the transaction or arrangement is in the Society's best interest, for its own benefit, and whether it is fair and reasonable.
4. The interested person shall not be present for discussions or votes related to the conflict.

15911 E Boxthorn St, Wichita, KS 67228

Tamtam.educationsociety@gmail.com

<https://www.tamtameducationsociety.org>



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7. Violations of the Conflict of Interest Policy

If the Board or committee has reasonable cause to believe that a person has failed to disclose actual or possible conflicts of interest, it shall inform the person of the basis for such belief and afford the person an opportunity to explain the alleged failure to disclose.

If, after hearing the response and making further investigation as warranted, the Board or committee determines that the person has failed to disclose a conflict of interest, it shall take appropriate disciplinary and corrective action.

8. Records of Proceedings

The minutes of the Board and all committees with Board-delegated powers shall contain:

- The names of persons who disclosed or otherwise were found to have a financial or personal interest in connection with an actual or possible conflict of interest;
 - The nature of the interest;
 - Any action taken to determine whether a conflict of interest was present; and
 - The Board's or committee's decision as to whether a conflict of interest existed.
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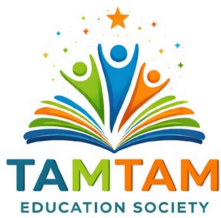
9. Annual Disclosure Statements

Each director, officer, trustee, committee member, key employee, and volunteer with decision-making authority shall annually sign a statement which affirms that such person:

- Has received a copy of the Conflict of Interest Policy;
 - Has read and understands the policy;
 - Has agreed to comply with the policy; and
 - Understands that the Society is a nonprofit educational organization and must engage primarily in activities that accomplish its mission.
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10. Periodic Reviews

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To ensure that the Society operates in a manner consistent with its charitable and educational purposes and does not engage in activities that could jeopardize its tax-exempt status, the Board shall conduct periodic reviews. These reviews shall include:

- Whether compensation arrangements and benefits are reasonable and the result of arm's-length bargaining;
- Whether partnerships, joint ventures, and arrangements with management organizations conform to the Society's mission and written policies.

11. Administration of the Policy

This policy shall be administered by the Board of Directors of Tamtam Education Society. The Board has the authority to interpret, apply, and amend this policy as necessary.

12. Adoption of Policy

This Conflict-of-Interest Policy was adopted by the Board of Directors of Tamtam Education Society on August 3 2026.

Chairperson: Ward Jewell

Digitally signed by Ward Jewell
DN: cn=Ward Jewell, e=wardjewell@tuck.com
Reason: I have reviewed this document
Location:
Date: 2026.08.03 08:49:04-0500
Print PDF Reader Version: 2025.2.0

Secretary: Sai Sumanth Eanumula

13. Annual Conflict of Interest Disclosure Statement

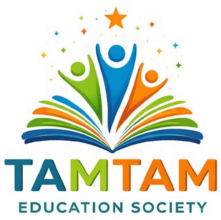
I, M. Edwin Sawan, hereby declare that I have read and understand the Conflict-of-Interest Policy of Tamtam Education Society and agree to comply with it. I disclose the following actual or potential conflicts of interest (if none, write "None"):

None

Signature: M. Edwin Sawan Date: 8/9/2026

To ensure that no person with a conflict-of-interest influences decisions about their own compensation, the organization follows these procedures:

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- **Individuals with a conflict of interest are required to disclose the conflict in writing before any discussion begins.**
- **Any officer, director, or trustee with a conflict of interest must recuse themselves and leave the room during all discussions and votes related to their compensation.**
- **Compensation is determined solely by disinterested board members who have no financial or personal interest in the outcome.**
- **The board uses appropriate comparability data—such as compensation surveys, IRS Form 990 filings of similar organizations, and industry standards—to ensure compensation is reasonable and not excessive.**
- **All decisions, data reviewed, recusals, and votes are documented in the meeting minutes to maintain transparency and compliance.**