

CHILD CARE SERVICES AGREEMENT

The following Child Care Services Agreement (“Agreement”), effective on the date as shown on the attached **Exhibit A** (“Effective Date”), is between **KCE Champions LLC** (“Champions”) and the School or School District (“School”) as shown on the attached Exhibit A. The parties agree as follows:

1. RESPONSIBILITIES OF CHAMPIONS.

A. Champions will provide Before and/or After School and Child Care Services (“Program”), as set forth in attached Exhibit A.

B. Tuition and fees charged by Champions for Program enrollment are set forth in Exhibit A. Champions, in its sole discretion, may increase the tuition and fees charged for the Program at any time. Except as otherwise set forth on Exhibit A, Champions will operate the Program on regular school days, all conference days, and school holidays (and during summer, if included). Except as otherwise set forth on Exhibit A, the Program will be closed on the following national holidays: New Year’s Day, Martin Luther King Day Jr. Memorial Day, July 4th, Labor Day, Thanksgiving Day and the day after Thanksgiving, and Christmas Day.

C. Champions will comply with all applicable state and federal laws and regulations governing the Program and its employees. Champions further agrees to immediately apply for all necessary licenses in order to operate the Program. Obtaining all such licenses will be a condition precedent to Champions’ obligations under this Agreement. Once obtained, Champions agrees to maintain all such licenses for the duration of this Agreement.

D. Champions agrees to:

- i. Provide all necessary curriculum, materials, staffing, and management to operate the Program effectively.
- ii. Leave the Program location(s) in a neat and clean condition at the end of each Program session.
- iii. Maintain appropriate communication with the Principal at each Program location.
- iv. Maintain appropriate communication with families of enrolled children and provide a Parent Handbook.
- v. Repair, replace, or reimburse School for any equipment, furniture or fixtures damaged by Champions in the course of its operation of the Program as mutually agreed by School and Champions, except that Champions will not be responsible for reasonable wear and tear, casualty, or acts of God.

2. RESPONSIBILITIES OF SCHOOL.

A. School will be responsible for and provide at its cost the following items:

- i. Licensable space(s) sufficient to accommodate the Program. The specific space(s) agreed to by the parties are set forth in Exhibit A.
- ii. Furniture, fixtures, and equipment appropriate and sufficient for the Program including a minimum of five tables with appropriate seating.
- iii. Approximately 150 square feet of secure equipment storage space that is convenient to the Program location.
- iv. Safety equipment (including fire extinguishers) and building safety features required by state or local authorities.
- v. Access to the gymnasium and outdoor playground, both of which must meet applicable licensing requirements.

- vi. Utilities including, but not limited to, heating, lighting, power, toilet facilities and supplies, and hot and cold water.
- vii. General cleaning and maintenance of the Program space including refuse removal.
- viii. Access to a facsimile and copy machine/scanner at each location at which Champions is to provide the Program.
- ix. Repair, replacement, or reimbursement to Champions for any Champions equipment or materials damaged by School.
- x. A completed and signed IRS form W-9.

B. At Champions' request, School will promptly provide to Champions copies of all current school floor plans and a copy of any documentation required in order for Champions to obtain its childcare license and government agencies for each location at which Champions is to provide a Program including, but not limited to: certificate of occupancy and fire, health and safety inspections including lead, asbestos, and other environmental or site testing results. The specific documentation required in the relevant jurisdiction is set forth in Exhibit A.

C. In the event that any governmental authority requires changes or repairs to School facilities to operate the Program, School will be solely responsible for promptly making such changes or repairs at its own cost and expense. School has the option to terminate this Agreement or the Program session with 15 days' prior written notice if it elects not to incur the cost of the repairs or changes.

D. School will make information regarding Champions available to School families each year, including sending Champions program information via email, with registration or enrollment materials to families, and on bulletin boards or other postings. School will also add Champions as a link to School's website. School will invite Champions to attend parent-facing events (e.g., open houses, back-to-school night, etc.) when appropriate for Champions to market directly to families.

E. School will provide Champions with guest access to School's wireless network along with School IT support for potential network upgrades or issues in accessing Champions' Horizon applications through School's network.

3. INSURANCE. Champions will list the School as an additional insured under Champions' general commercial liability insurance policy(ies) and, upon request, will furnish the School with a certificate of insurance evidencing the liability insurance policy coverages as well as an additional insured endorsement.

4. INDEMNITY.

A. To the extent permitted by law, School indemnifies and holds Champions and Champions' affiliates and their respective members, managers, shareholders, officers, directors, agents, employees, successors and assigns harmless from and against any and all third-party claims, demands, liabilities, and expenses, including reasonable attorneys fees and litigation expenses, arising from the negligent acts or omissions or willful misconduct of School or its agents, employees, or contractors. In the event any action or proceeding is brought against Champions by reason of any such claim, School will defend the same at School's expense by counsel selected by Champions.

B. Champions indemnifies and holds School and School's nominees, officers, directors, agents, employees, shareholders, successors and assigns harmless from and against any and all third-party claims, demands, liabilities, and expenses including reasonable attorneys fees and litigation expenses, arising from the negligent acts or omissions or willful misconduct of Champions or its agents, employees, or contractors. In the event any action or proceeding is brought against School by reason of any such claim, Champions will defend the same at Champions' expense by counsel selected by School.

5. TERM AND TERMINATION. The term of this Agreement will be as written on Exhibit A, as may be amended from time to time, unless:

A. School fails to comply with any material term or condition of this Agreement within 30 days after written notice from Champions specifying the nature of the failure with particularity; or

B. Champions fails to comply with any material term or condition of this Agreement within 60 days after written notice from School specifying the nature of the failure with particularity; or

C. Either party terminates this Agreement or a specific Program session, with or without cause, by giving 90 days' prior written notice to the other; or

D. Either party terminates this Agreement as otherwise permitted by this Agreement.

6. MISCELLANEOUS.

A. **Intellectual Property.** School acknowledges it does not have any rights whatsoever in or to any trademarks, trade names, copyrights, names, logos or other intellectual property of Champions or its affiliated companies, and will not use or cause or allow others to use the same or any variations thereof without the prior express written permission of Champions. Champions reserves all rights to its intellectual property rights, past, present and future.

B. **Survival.** The terms and conditions of Sections 3, 4, 5, and 6 will survive expiration or termination of this Agreement for any reason.

C. **Personal Property.** The parties agree that Champions is the sole owner of any equipment provided by Champions to operate the Program. Upon termination of this Agreement (for any reason), all such equipment will remain the property of Champions, and Champions will have access to the School facilities for the purpose of removing the equipment.

D. **Employees.** During the term of this Agreement, should either party to this Agreement hire an employee of the other party, such that the employee will no longer be able to continue working his or her regularly scheduled hours for the other party, then, prior to that employee's effective hire date, the hiring party will give the other party 30 days' notice so that the other party may make reasonable efforts to hire and train a replacement employee.

E. **Force Majeure.** Neither party will be liable for its failure to fulfill any term or condition of this Agreement if fulfillment has been delayed, hindered or prevented by event of force majeure including, but not limited to, civil commotion, strike, lockout or other industrial dispute, acts of God, inability to obtain equipment, power, necessary governmental licenses or permits, materials or transportation, or any other circumstances beyond such party's reasonable control. Should such an event of force majeure continue for a commercially unreasonable period of time, this Agreement may then be terminated immediately upon written notice by either party.

F. **Notices.** All notices given pursuant to this Agreement will be in writing, addressed to the recipient as shown on Exhibit A, and will be (i) mailed, postage prepaid, certified or registered with return receipt requested, (ii) delivered in person or by nationally recognized overnight courier, or (iii) sent by facsimile or electronic transmission. Any notice sent by mail, in person or by courier will be deemed given when delivery is first attempted; any notice given by facsimile or electronic transmission will be deemed given when receipt has been confirmed electronically.

A. Independent Contractor. Champions is, and will remain at all times, an independent contractor with exclusive control of the Program, including but not limited to the selection of and hiring of Champions' employees, and is not an agent, servant, or employee of School. Champions' engagement with School is limited solely to the operation of the Program. Neither party has the authority to act in any capacity on behalf of the other party.

B. General. This Agreement shall be governed by and construed in accordance with the laws of the State of Oregon without regard to its conflicts of law principles. This Agreement reflects the entire agreement between the parties regarding the subject matter of this Agreement. No other previous agreement, statement or promise made by the parties that is not contained in this Agreement will be binding or valid with respect to the Program(s) being provided under this Agreement. Any modifications, amendments or changes to this Agreement must be in writing and signed by an authorized representative or officer of the parties. This Agreement will be binding upon the parties' successors and permitted assigns. The section headings in this Agreement are solely for convenience of reference and are not to be construed or considered in interpreting this Agreement. If any provision of this Agreement is deemed invalid, illegal or unenforceable in any respect, the validity of the remaining provisions contained in this Agreement will not be affected. Failure of either party at any time to require performance of any provision of this Agreement will not limit the party's right to enforce the provision. Waiver of any breach of any provision will not be a waiver of any succeeding breach of the provision or a waiver of the provision itself or any other provision. Each party has had the opportunity to be represented by counsel of its choice in negotiating this Agreement. This Agreement will be deemed to have been negotiated and prepared at the joint request, direction and construction of the parties, at arm's length, with the advice and participation of counsel, and will be interpreted in accordance with its terms without favor to either party. This Agreement may be executed in counterparts and delivered by facsimile or electronic transmission, each of which will be deemed to be an original, and such counterparts will, together, constitute and be one and the same instrument. Such counterparts taken together will constitute one and the same agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their duly authorized officers or representatives as of the Effective Date.

REVIEWED BY LEGAL (KCE)
DATE: 10/10/2025
INITIALS CK

JEFFERSON COUNTY PUBLIC SCHOOLS

KCE CHAMPIONS LLC

By: _____

Printed Name: Dr. Brian Yearwood

Title: Superintendent

By: 

Printed Name: Dan Figurski

Title: President, Champions

CHILD CARE SERVICES AGREEMENT

EXHIBIT A

Effective Date: August 7, 2025

1. **School or District Name:** Jefferson County Public Schools (“School”)
2. **Term:** This Exhibit A is made part of that certain Child Care Services Agreement made as of the Effective Date. This Exhibit A commences on the Effective Date and will continue for 3 Years from the Projected Program Start Date (“**Initial Term**”) between the parties at the locations and on the dates for those Programs shown in this Agreement. This Agreement will automatically renew for successive one (1) year periods (each, a “**Renewal Term**”) on the yearly anniversary of the Effective Date. Initial Term and Renewal Term are collectively the “**Term**”.
3. **Champions** will provide the Programs at the sites set forth below:

Site Location	Program	Hours of Operation
Luhr Elementary 6900 Fegenbush Lane Louisville, KY 40228	Before School After School	06:30 am- 09:40 am 04:30 pm- 06:30 pm

Projected Program Start Date: November 19, 2025

Facility Use Terms: School will provide Champions with access to the gymnasium, cafeteria, multipurpose room, or other appropriate spaces to operate the Programs.

Tuition and Fees:

Program	1-2 Day Weekly Rate	3-5 Day Weekly Rate
Before School	\$40	\$65
After School	\$45	\$70
Combined Before & After	n/a	\$95

Other Fees:

Student Registration	\$60
Family Registration	\$100
Drop In Before School	\$23
Drop In After School	\$25

Discounts:

School District Employee	10%
Military	10%
Multi-Child	10%

Minimum Enrollment: Champions will establish minimum enrollments at each school and for each program to ensure sustainability. If daily attendance in any session fails to meet these target levels at any time, Champions may choose to terminate the Program session or this Agreement with 30 days’ advance written notice.

Documents Required for Licensing: *To be provided to Champions Legal by Champions Business Development at time of contract creation.*

4. **Additional Client Provided Services or Additional School Closure Days:** N / A

5. **Addresses for Notice:**

School: Jefferson County Public Schools
3332 Newburg Road
Louisville, KY 40218
Attn: Sarah Williams
Phone: 502-485-8295
E-mail: sarah.williams@jefferso.kyschools.us

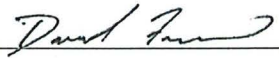
Champions: KCE Champions LLC
5005 Meadows Rd., Suite 200
Lake Oswego, OR 97035
Phone: 503-872-1300
Facsimile: 503-736-1954
Attn: Vice President, Champions

With a copy to: KinderCare Education Legal
PO Box 190
Stockbridge, MI 49285
Phone: (248) 227-1373
Attn: Christopher Kind

JEFFERSON COUNTY PUBLIC SCHOOLS

KCE CHAMPIONS LLC

By: _____

By: 

Printed Name: Dr. Brian Yearwood

Printed Name: Dan Figurski

Title: Superintendent

Title: President, Champions



CERTIFICATE OF LIABILITY INSURANCE

DATE(MM/DD/YYYY)
07/22/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Aon Risk Insurance Services West, Inc. Portland Oregon Office 851 SW 6th Avenue Suite 550 Portland OR 97204-1309 USA	CONTACT NAME: PHONE (AC, Ho, Ext): (503) 224-9700 FAX (AC, No.): (503) 295-0923 E-MAIL ADDRESS: INSURER(S) AFFORDING COVERAGE NAIC #
INSURED KUEHG Corp.; KinderCare Education LLC; KC REE Holdings, Inc.; and Their Wholly Owned Subsidiaries 5005 Meadows Road, Suite 200 Lake Oswego OR 97035 USA	INSURER A: Arch Insurance Company 11150 INSURER B: AIG Specialty Insurance Company 26883 INSURER C: Endurance Specialty Insurance Ltd. AA3194130 INSURER D: INSURER E: INSURER F:

Holder Identifier :

Certificate No : 570114542346



COVERAGES CERTIFICATE NUMBER: 570114542346 REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

Limits shown are as requested

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> Abuse/Molestation - Claims Made GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input checked="" type="checkbox"/> LOC OTHER:	Y		71GPP0512316	12/01/2024	12/01/2025	EACH OCCURRENCE \$5,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$5,000,000 MED EXP (Any one person) Excluded PERSONAL & ADV INJURY \$5,000,000 GENERAL AGGREGATE \$10,000,000 PRODUCTS - COMP/OP AGG \$5,000,000
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)
	UMBRELLA LIAB EXCESS LIAB DED RETENTION						EACH OCCURRENCE AGGREGATE
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER / MEMBER EXCLUDED? (Mandatory in NH) (If yes, describe under DESCRIPTION OF OPERATIONS below)	Y/N	N/A				PER STATUTE E.L. EACH ACCIDENT E.L. DISEASE-EA EMPLOYEE E.L. DISEASE-POLICY LIMIT
B	Cyber Liability			023091458 Cyber - Claims Made SIR applies per policy terms & conditions	12/01/2024	12/01/2025	SIR \$1,000,000 Media Content \$2,000,000 Security & Privacy \$5,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Workers' Compensation for all states except Monopolistic states. Certificate Holder, Jefferson County Public Schools and its Board of Education are included as Additional Insured in accordance with the policy provisions of the General Liability policy.

CERTIFICATE HOLDER

CANCELLATION

Board of Education Jefferson County 3332 Newburg Road Louisville KY 40218 USA	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE <i>Aon Risk Insurance Services West, Inc.</i>
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ADDITIONAL REMARKS SCHEDULE

AGENCY Aon Risk Insurance Services West, Inc.		NAMED INSURED KUEHG Corp.;	
POLICY NUMBER See Certificate Number: 570114542346			
CARRIER See Certificate Number: 570114542346	NAIC CODE	EFFECTIVE DATE:	

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,
FORM NUMBER: ACORD 25 FORM TITLE: Certificate of Liability Insurance

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER	
INSURER	
INSURER	
INSURER	

ADDITIONAL POLICIES

If a policy below does not include limit information, refer to the corresponding policy on the ACORD certificate form for policy limits.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFFECTIVE DATE (MM/DD/YYYY)	POLICY EXPIRATION DATE (MM/DD/YYYY)	LIMITS
	OTHER						
B	Cyber Liability			023091458 Cyber - Claims Made SIR applies per policy terms & conditions	12/01/2024	12/01/2025	Event Management \$3,000,000
							Cyber Extortion \$5,000,000
B	E&O - Professional Liability Primary			023091458 Professional Liab-Claims SIR applies per policy terms & conditions	12/01/2024	12/01/2025	Specialty Professional \$5,000,000