

# Founder's Charter

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INTELLECTUAL FOUNDATION

The Root Cause of Social Issues

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STATUS

Living document. Subject to revision by the founding community.

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STATEMENT OF PURPOSE

The K&O Foundation exists to address a structural failure in the relationship between labor, capital, and technological change. This charter establishes the founding principles, commitments, and directional demands that govern the organization. It is a public document, binding on the founders and subject to the scrutiny of the community it serves.

This organization was not founded in response to a single event or a short-term economic condition. It was founded in response to a pattern: the systematic transfer of risk from institutions to individuals, accelerated by automation and globalization, and unaddressed by the legal frameworks that govern employment in the United States.

The K&O Foundation operates from one foundational premise, drawn from the research of its co-founder: the social and economic crises visible to the public are not the origin of the problem. They are the output of systems built at the industry and institutional level, sustained by individual participation that is rarely examined and rarely voluntary in any meaningful sense.

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THE CONDITION BEING ADDRESSED

**10.5%–10.8%**

Youth unemployment rate, ages 16 to 24, United States, Q1 2026

**2x**

Ratio of youth unemployment to the general population rate of 4.2% to 4.3%

**0**

Federal mandates requiring domestic hiring thresholds as AI displaces entry-level roles

These figures do not capture the full scope of the problem. The statistical unemployment rate excludes workers who have stopped searching, workers in involuntary part-time positions, and workers employed in roles that do not correspond to their qualifications or their investment in education. The lived condition of this generation is materially worse than the published numbers indicate.

#### ILLUSTRATIVE CASE

In early 2026, a major publicly traded enterprise technology corporation announced the elimination of between 20,000 and 30,000 positions, representing approximately 18 percent of its global workforce. The company had reported a 95 percent increase in net income in the preceding quarter. The stated rationale was the reallocation of capital toward artificial intelligence infrastructure, with projected annual cash flow savings of \$8 billion to \$10 billion to be redirected toward a \$50 billion AI data center investment. The workforce reduction was announced and executed without meaningful regulatory review, without mandatory domestic replacement obligations, and without legal consequence. This is not an anomaly. It is the operating model.

The expansion of remote work has introduced a secondary dimension to this condition. American workers at the entry and mid-career levels now compete in a global labor market without reciprocal access to foreign markets, without wage floor protections commensurate with that competition, and without legal frameworks designed for that reality. The competitive disadvantage is structural, not individual.

Job placement services marketed to displaced workers routinely charge fees in exchange for advice, resume review, and referrals that produce no measurable placement advantage. These services operate within a legal vacuum that permits the monetization of economic desperation without accountability for outcomes.

*The burden of adapting to structural economic failure has been placed entirely on the individual. This organization rejects that distribution of responsibility as both inaccurate and unjust.*

#### INTELLECTUAL FOUNDATION

The analytical framework of the K&O Foundation is grounded in the work of co-founder Omar Amjad, specifically his research on the systemic origins of social issues. The central argument is as follows: the social problems that are visible at the surface of a society, including unemployment, poverty, inequality, and political instability, are not the cause of that society's dysfunction. They are the output of decisions made at the industry, institutional, and governmental level, and they are sustained by the largely uninformed participation of individuals within those systems.

The education system in the United States was not designed to produce independent thinkers or self-determined individuals. Its modern structure was shaped by industrialists who required a disciplined, compliant, and interchangeable workforce. The institutions that credential workers today are the direct successors of that framework. The expectation that one must obtain a degree, enter a corporation, and perform within its constraints is not a neutral social norm. It is a designed outcome.

At the organizational level, the relationship between employer and employee is not a partnership. A corporation that pays an employee \$100,000 annually and generates ten times that figure in value from that employee's labor is not an exception to the rule of capitalism. It is the rule. The employee is a variable cost. The organization is a compounding asset. When the calculus shifts, the employee is eliminated. This is not a moral failure on the part of any individual corporation. It is the predictable output of a system that has never been legally required to operate differently.

The ripple effect of individual participation in these systems extends beyond the employment relationship. The taxes drawn from labor fund government contracts. Those contracts fund corporations. Those corporations develop the technology, the infrastructure, and in some cases the weapons systems that shape global conflict. The individual worker is rarely aware of this chain. They are not required to be. The system functions precisely because individual participation does not require systemic understanding.

*Understanding that chain is the precondition for changing it. This is what K&O describes as systemic awareness, and it is the first principle on which this organization is built.*

#### IV POSITION ON INSTITUTIONAL HYPOCRISY

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A recurring pattern in the social impact sector involves individuals who spent the productive years of their careers within the institutions and corporations that generate the conditions they later seek to address. These individuals frequently leverage the credentials, networks, and capital accumulated during that period to position themselves as advocates for systemic change. They advise young people to enter the same institutions while simultaneously criticizing those institutions in public forums.

The K&O Foundation does not recognize institutional pedigree as a qualification for participation in this community. This position is not ideological posturing. It is a practical boundary. An organization that accepts the framing of the systems it seeks to reform will not reform them. It will be absorbed by them.

This charter is authored without reference to university affiliations, corporate backgrounds, or professional titles. The founders do not use those credentials as leverage within this organization, and they do not expect members of this community to do so either.

#### SCOPE LIMITATION

This organization is not designed for individuals whose primary contribution is the validation of their background. It is designed for individuals who are prepared to analyze the systems they are embedded in, accept what that analysis reveals, and act accordingly. Participation requires neither a title nor a degree. It requires intellectual honesty and a willingness to build.

#### V FOUNDING COMMITMENTS

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01

### Diagnosis precedes solution

The K&O Foundation does not propose solutions to symptoms. Every initiative, program, and public position taken by this organization will begin with an accurate identification of the structural cause. Surface-level interventions that leave underlying systems intact are not within the scope of this organization's work.

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02

### Community before political action

Organized communities produce durable political change. Advocacy without an organized constituency produces noise. The K&O Foundation will build the community first. Policy demands will follow from the community's collective position, not from the founders' preferences alone.

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03

### Construction outside the system, pressure within it

This organization will build economic alternatives, shared knowledge infrastructure, and mutual support networks that do not require institutional permission. Simultaneously, it will apply direct pressure on the legal and regulatory systems that govern employment, automation, and corporate conduct. Both tracks are permanent and concurrent.

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04

### No credential hierarchy within this community

Participation in the K&O Foundation is not stratified by educational background, employer history, or professional title. The standing of a member is determined by the quality of their analysis and the integrity of their participation. This commitment is enforced at the organizational level, beginning with the founders.

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05

### Transparency as an organizational standard

The K&O Foundation will disclose its funding sources, its partnerships, and any institutional relationships that could constitute a conflict of interest with the community it represents. If this standard is violated, the community has standing to raise that violation publicly. This commitment is unconditional.

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06

### Intergenerational scope

The conditions being addressed affect workers across age groups. The 22-year-old entering a closed labor market and the 45-year-old displaced after two decades of employment are responding to the same structural failure. This organization is designed to serve both, with equal standing, in the same space.

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07

### The intellectual foundation is living, not fixed

*The Root Cause of Social Issues* by Omar Amjad provides the analytical framework from which this organization operates. It is not a fixed doctrine. The community is expected to extend, challenge, and develop it across industries and generations. The work is a starting point, not a boundary.

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## Precision over volume

This organization will name systems, industries, and practices with specificity. General statements about inequality or injustice that do not identify a cause, a mechanism, or a responsible party are not within the operational standard of K&O. Vague advocacy is not a substitute for analysis.

### VI DIRECTIONAL POLICY DEMANDS

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The following represent the directional demands of the K&O Foundation as established at founding. Specific legislative language, percentage thresholds, and implementation timelines will be developed by the community through a structured process. The categories below are not subject to revision. The specifics are.

1

**Mandatory domestic hiring thresholds for corporations operating in the United States.** Any private corporation that derives revenue from the United States market, receives federal tax benefits, or holds government contracts should be subject to enforceable minimum domestic workforce requirements. The appropriate threshold will be determined by the community.

2

**Legal accountability for AI-driven mass displacement.** Corporations that eliminate workforce categories through automation should bear legal and financial obligations to the displaced workers. The current framework imposes no such obligation. That absence is a policy choice, not an inevitability, and it should be reversed.

3

**Modernization of the labor protection framework.** Federal labor law was not designed to govern an economy in which artificial intelligence can eliminate entire job categories within a single fiscal year. A legal system that cannot respond at the pace of technological change does not function. Comprehensive revision is required.

4

**Workforce transparency requirements for publicly subsidized corporations.** Any corporation receiving federal contracts, tax incentives, or other forms of public subsidy should be required to disclose the size, composition, and geographic distribution of its workforce on a regular basis. Public money warrants public accountability.

### VII CLOSING STATEMENT

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The conditions described in this charter were not created by this generation. They are the cumulative output of decades of policy decisions, institutional priorities, and corporate practices that consistently favored capital over labor and short-term returns over long-term workforce stability. The individuals most affected by those decisions were not consulted in making them.

This organization does not exist to assign blame. It exists to build the infrastructure, the community, and the political leverage necessary to change those conditions in a durable way. That process begins with an accurate understanding of how the current system operates, who benefits from it, and what it would take to restructure it.

The complacency that sustains these conditions is not a character failure. It is a designed outcome of systems that benefit from the absence of organized opposition. Recognizing that design is the first act of resistance. Building an alternative is the second.

*This generation did not design the system it inherited. It is, however, the generation that will determine whether that system continues unchanged.*

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