



Cordova Courier

*Delivering Excellence Nationwide
-Because Every Mile Matters...*

Delivering Excellence Globally

- Because Every Destination Matters

**Cordova Courier – Complete Governance Package
Human Rights Policy Statement | Board Resolution |
Grievance Mechanism Framework
With Global Anti-Corruption & Country Invitation
Framework**

DOCUMENT 1: HUMAN RIGHTS POLICY STATEMENT

CORDOVA COURIER HUMAN RIGHTS POLICY

**Adopted Pursuant to UN Guiding Principles on Business and
Human Rights**

Preamble

Cordova Courier is a nonprofit public benefit corporation organized to build wealth for workers, strengthen communities, and serve as a replicable model for ethical, community-centered enterprise. Our commitment to human rights is fundamental to our identity and operations.

This Human Rights Policy is approved by the Board of Directors and expresses our commitment to meet the responsibility to respect human rights as set forth in the **United Nations Guiding Principles on Business and Human Rights** (UN Human Rights Council Resolution 17/4, June 16, 2011) .



Section 1: Our Commitment

1.1 Core Commitment. Cordova Courier is committed to respecting all internationally recognized human rights throughout our global operations. This commitment extends to every country where we operate, every worker we employ, and every community we serve.

1.2 Scope. This Policy applies to:

- All Cordova Courier employees, officers, and directors
- All subsidiaries, affiliates, and entities under common control
- All contractors, subcontractors, suppliers, and business partners
- All joint ventures where Cordova Courier exercises significant influence

1.3 Foundational Standards. Our commitment is based on:

- The **International Bill of Human Rights** (Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights)
 - The **International Labour Organization Declaration on Fundamental Principles and Rights at Work** (1998)
 - The **United Nations Guiding Principles on Business and Human Rights** (UNGPs)
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Section 2: Our Responsibility to Respect Human Rights (UNGP Pillar II)

2.1 Policy Commitment. This Policy is approved by the Board of Directors and is informed by internal and external expertise. It stipulates our human rights expectations of all personnel, business partners, and other parties directly linked to our operations. This Policy is publicly available and will be communicated to all relevant parties.

2.2 Human Rights Due Diligence. We will undertake ongoing human rights due diligence to identify, prevent, mitigate, and account for how we address adverse human rights impacts. This process includes:



- Assessing actual and potential human rights impacts through meaningful consultation
- Integrating findings across relevant internal functions
- Tracking the effectiveness of our responses
- Communicating externally about how we address human rights impacts

2.3 Remediation. Where we identify that we have caused or contributed to an adverse human rights impact, we will provide for or cooperate in its remediation through legitimate processes, including the grievance mechanism established in Document 3 of this governance package .

Section 3: Rights We Respect

3.1 Workers' Rights. We respect and uphold the fundamental principles and rights at work:

Right	Commitment
Freedom of association	Workers may freely form and join trade unions
Collective bargaining	We recognize the right to bargain collectively
Elimination of forced labor	No forced or compulsory labor in any form
Abolition of child labor	No employment of persons below the minimum age
Non-discrimination	Equal opportunity regardless of race, color, sex, religion, political opinion, national extraction, or social origin

3.2 Safe and Healthy Workplace. We provide and maintain a safe and healthy workplace in accordance with ILO Occupational Safety and Health Convention No. 155 and all applicable laws. We will not compromise worker safety for operational expediency.



3.3 Living Wage. We pay all employees a living wage sufficient to meet basic needs and provide discretionary income, taking into account the cost of living in each community where we operate.

3.4 Community Rights. We respect the rights of communities affected by our operations, including:

- Right to prior consultation on projects affecting them
- Right to a clean and healthy environment
- Right to access remedy for harms

3.5 Vulnerable Populations. We pay particular attention to the rights of women, children, indigenous peoples, migrant workers, persons with disabilities, and other groups at heightened risk of vulnerability or marginalization.

Section 4: Anti-Corruption and Integrity

4.1 Zero Tolerance Policy. Cordova Courier maintains a strict **zero-tolerance policy** towards corruption, bribery, fraud, and all forms of financial misconduct in every country where we operate .

4.2 Prohibited Conduct. No Cordova Courier employee, officer, director, agent, or business partner may, directly or indirectly:

- Offer, promise, or give anything of value to influence official action
- Solicit or accept bribes or kickbacks
- Make facilitation payments (even if culturally expected)
- Engage in embezzlement, fraud, or misappropriation of assets
- Falsify financial records or misrepresent transactions

4.3 Transparency in Operations. We maintain transparent accounting practices, accurate books and records, and internal controls to prevent corruption. All financial transactions will be properly authorized and documented.

4.4 Anti-Corruption Training. All employees and relevant business partners will receive training on anti-corruption policies and procedures appropriate to their roles.



4.5 Reporting. Suspected corruption may be reported through the grievance mechanism established in Document 3, with confidentiality and non-retaliation protections .

Section 5: Supply Chain Responsibility

5.1 Supplier Expectations. We expect all suppliers, contractors, and business partners to uphold human rights standards equivalent to those set forth in this Policy.

5.2 Supply Chain Due Diligence. We will conduct risk-based due diligence on our supply chain to identify, prevent, and mitigate human rights risks, including forced labor, child labor, unsafe working conditions, and corruption .

5.3 Contractual Protections. Our contracts with suppliers include provisions requiring compliance with this Policy and providing for remedies, up to and including termination, for violations.

Section 6: Governance and Accountability

6.1 Board Oversight. The Board of Directors has ultimate oversight of human rights performance. The Board receives annual reports on human rights due diligence, grievance mechanisms, and material human rights impacts.

6.2 Implementation Responsibility. Management is responsible for implementing this Policy and integrating human rights considerations into all relevant business processes.

6.3 Annual Reporting. We will publish an annual human rights report addressing:

- Implementation of this Policy
 - Human rights due diligence processes and outcomes
 - Grievances received and resolved
 - Material human rights risks identified
 - Progress toward continuous improvement
-



Section 7: No Retaliation

Cordova Courier strictly prohibits retaliation against any person who, in good faith:

- Raises concerns about human rights impacts
 - Reports suspected corruption or misconduct
 - Seeks remedy for an adverse human rights impact
 - Participates in any grievance mechanism or remedial process
-

Section 8: Policy Availability and Communication

This Policy is:

- Approved by the Board of Directors
 - Publicly available on our website
 - Communicated to all employees, officers, and directors
 - Provided to business partners and made available to affected communities
 - Reflected in operational policies and procedures
-

ADOPTION

This Human Rights Policy is adopted by the Board of Directors of Cordova Courier on this **31st day of March 2026**.

DOCUMENT 2: BOARD RESOLUTION



RESOLUTION OF THE BOARD OF DIRECTORS OF CORDOVA COURIER

Adoption of Bylaws, Human Rights Policy, and Grievance Mechanism Framework

WHEREAS, Cordova Courier is organized as a nonprofit public benefit corporation under the laws of the State of California for the purpose of operating a global purpose-driven enterprise that builds wealth for workers, strengthens communities, and serves as a replicable model for ethical business;

WHEREAS, the Board of Directors has determined that the Corporation should adopt governing documents and policies that reflect its commitment to human rights, transparency, anti-corruption, and accountability;

WHEREAS, the United Nations Guiding Principles on Business and Human Rights (UN Human Rights Council Resolution 17/4, June 16, 2011) establish the global standard for corporate responsibility to respect human rights ;

WHEREAS, the Corporation intends to operate globally and welcomes partnership with countries, communities, and stakeholders who share its commitment to ethical business;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of Cordova Courier hereby adopts the following:

Resolution 1: Adoption of Bylaws

The Bylaws of Cordova Courier, including the incorporation by reference of the UN Guiding Principles on Business and Human Rights and the anti-extraction provisions set



forth therein, are hereby adopted as the Bylaws of the Corporation effective immediately.

Resolution 2: Adoption of Human Rights Policy

The Human Rights Policy of Cordova Courier, which includes the Corporation's zero-tolerance commitment to anti-corruption and its commitment to respect human rights in accordance with the UN Guiding Principles, is hereby adopted effective immediately.

Resolution 3: Adoption of Grievance Mechanism Framework

The Grievance Mechanism Framework attached hereto as Exhibit A, which establishes operational-level grievance mechanisms meeting the effectiveness criteria set forth in UN Guiding Principle 31, is hereby adopted effective immediately.

Resolution 4: Establishment of Anti-Corruption Compliance Program

The Board directs management to implement an anti-corruption compliance program, including:

- Anti-corruption training for all employees and relevant business partners
- Financial controls to prevent and detect corruption
- A confidential reporting channel as provided in the Grievance Mechanism Framework

Resolution 5: Global Invitation and Partnership

The Board hereby declares that Cordova Courier invites countries, governments, and communities around the world to partner with and accept Cordova Courier as a purpose-driven enterprise dedicated to serving workers and communities.

FURTHER RESOLVED, that the Corporation shall:

- Comply with all applicable anti-corruption laws in every country where it operates



- Cooperate with government authorities in investigating and remediating corruption
- Share best practices and lessons learned to promote ethical business globally
- Work with international organizations, including the World Customs Organization and TRACE International, to promote integrity in global business

Resolution 6: Authority to Implement

The President and Secretary are authorized and directed to take all actions necessary to implement these resolutions, including:

- Filing any required documents with government authorities
 - Publishing the Human Rights Policy and Bylaws on the Corporation's website
 - Establishing the grievance mechanism and reporting channels
 - Communicating these policies to all employees and business partners
-

Certification

I, the undersigned Secretary of Cordova Courier, certify that the foregoing resolutions were duly adopted by the Board of Directors at a meeting held on 03/31/2026, 2026, at which a quorum was present and voting throughout.

Secretary, Cordova Courier Board of Directors

DOCUMENT 3: GRIEVANCE MECHANISM FRAMEWORK

CORDOVA COURIER ACCESS TO REMEDY FRAMEWORK



Operational-Level Grievance Mechanism for Employees, Workers, and Affected Communities

Part 1: Purpose and Scope

1.1 Purpose. This Grievance Mechanism Framework establishes operational-level mechanisms for individuals and communities who believe they have been adversely impacted by the operations of Cordova Courier to raise concerns and seek remedy. This Framework implements the access to remedy pillar of the UN Guiding Principles on Business and Human Rights (Pillar III) .

1.2 Scope. This Framework applies to:

- All Cordova Courier employees and workers
 - Contractors and subcontractor personnel working with Cordova Courier
 - Individuals and communities affected by Cordova Courier operations
 - Any person who in good faith reports concerns about human rights impacts or corruption
-

Part 2: Effectiveness Criteria

In accordance with **UN Guiding Principle 31** , this grievance mechanism is designed to meet the following effectiveness criteria :

Criterion	How Cordova Courier Meets This Criterion
Legitimate	The mechanism is established by Board Resolution and operates independently; stakeholder consultation informs its design
Accessible	Multiple reporting channels; free of charge; language assistance; no barriers to access



Predictable	Clear procedures with defined timelines; outcomes communicated in writing
Equitable	Fair process; parties have access to information; reasonable assistance provided
Transparent	Mechanism procedures are public; parties kept informed; aggregated data published
Rights-Compatible	Outcomes accord with internationally recognized human rights standards
Continuous Learning	Mechanism reviewed annually; lessons used to prevent future harm
Engagement and Dialogue	Based on constructive engagement with affected stakeholders

Part 3: Types of Grievances Covered

The grievance mechanism addresses concerns related to:

3.1 Worker-Related Grievances

- Workplace safety and health
- Wage and hour issues
- Discrimination or harassment
- Denial of freedom of association
- Forced labor or child labor
- Retaliation for raising concerns

3.2 Human Rights Grievances

- Adverse impacts on communities
- Environmental harm
- Land rights or displacement concerns
- Violations of indigenous peoples' rights
- Privacy violations



3.3 Corruption and Integrity Grievances

- Bribery or improper payments
- Fraud or embezzlement
- Conflicts of interest
- Financial misconduct
- False recordkeeping

3.4 General Concerns

- Any other concern related to Cordova Courier's human rights commitments
-

Part 4: Reporting Channels

4.1 Multiple Access Points. Grievances may be submitted through any of the following channels:

Channel	Access Method
Online Form	Available on Cordova Courier website
Email	grievance@cordovacourier.org
Confidential Hotline	Telephone number available in each country of operation
Messaging Apps	WhatsApp, Signal, or other secure messaging
In-Person	Designated points of contact at each facility
Third-Party	May be submitted through trusted civil society organizations

4.2 Confidentiality and Anonymity. Reporters may choose to remain anonymous. The Corporation will protect the confidentiality of reporters to the greatest extent possible consistent with fair process and legal obligations.

4.3 Language Assistance. Grievances may be submitted in any language. The Corporation will provide interpretation and translation services as needed.



Part 5: Grievance Process

5.1 Process Overview

Step	Action	Timeline
1. Receipt	Acknowledgment of receipt sent to reporter	Within 5 business days
2. Initial Assessment	Determine jurisdiction, admissibility, and appropriate response	Within 10 business days
3. Investigation	Fact-finding, stakeholder interviews, document review	Within 30 business days
4. Dialogue and Engagement	Facilitated dialogue with affected parties	As needed
5. Remedial Action	Determination of appropriate remedy	Within 10 business days after investigation
6. Communication	Outcome communicated to reporter and affected parties	Within 5 business days after determination
7. Monitoring	Follow-up to ensure remedy implemented	Ongoing

5.2 Admissibility.

 A grievance will be considered admissible if:

- It concerns a potential adverse human rights impact linked to Cordova Courier operations
- It is submitted in good faith
- It provides sufficient information to allow assessment

5.3 Grounds for Non-Admissibility.

 A grievance may be declined if:

- It is manifestly frivolous or vexatious
- It is already being addressed through another legitimate process
- It falls outside the scope of Cordova Courier's operations or influence



Part 6: Remedial Outcomes

6.1 Types of Remedy. When a grievance is substantiated, appropriate remedy may include:

Type of Remedy	Examples
Acknowledgment	Formal acknowledgment of harm
Apology	Formal apology to affected parties
Cessation	Stopping ongoing harmful practices
Restitution	Restoring property or rights
Financial Compensation	Payment for economic losses
Rehabilitation	Medical, psychological, or other support
Preventive Measures	Policy changes to prevent recurrence
Disciplinary Action	Appropriate action against responsible individuals
Public Disclosure	Transparency about findings and remedies

6.2 Prohibition on Retaliation. Cordova Courier strictly prohibits retaliation against any person who submits a grievance or participates in the grievance process .

Part 7: Anti-Corruption Specific Provisions

7.1 Reporting Corruption. Reports of corruption, bribery, fraud, or financial misconduct receive priority handling and are referred to the Audit Committee of the Board of Directors.

7.2 Whistleblower Protection. Any person reporting suspected corruption in good faith is protected from retaliation. Reports may be made confidentially or anonymously.

7.3 Investigation Protocol. Corruption allegations will be investigated by independent personnel not involved in the matter under review. Results are reported to the Board Audit Committee.



Part 8: Governance and Oversight

8.1 Grievance Officer. The Board shall appoint a Grievance Officer responsible for:

- Administering the grievance mechanism
- Ensuring adherence to effectiveness criteria
- Reporting annually to the Board on mechanism performance

8.2 Annual Review. The Board shall review the grievance mechanism annually to assess:

- Number, nature, and resolution of grievances
- Timeliness of processing
- Stakeholder satisfaction
- Areas for improvement

8.3 Public Reporting. An annual summary of grievance mechanism data, including aggregate statistics and systemic lessons learned, will be published, maintaining confidentiality of individual cases.

Part 9: External Recourse

Use of this grievance mechanism does not prevent individuals from seeking remedy through:

- Judicial mechanisms
 - State-based non-judicial mechanisms
 - Other legitimate grievance mechanisms
 - Collective bargaining processes
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Part 10: Contact Information

Grievance Mechanism Contact:



- Email: grievance@cordovacourier.org
 - Confidential Hotline: [To be established in each country]
 - Postal Address: Cordova Courier Board of Directors, Attention: Grievance Officer, [Address]
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GLOBAL INVITATION: TO THE COUNTRIES OF THE WORLD

An Invitation to Partner with Cordova Courier

Cordova Courier is founded on a simple but powerful proposition: **business can serve workers and communities, not extract from them.**

We invite countries, governments, communities, and stakeholders around the world to accept Cordova Courier as a purpose-driven enterprise dedicated to the well-being of your workers and communities.

What We Offer Your Country

Commitment	How We Deliver
Jobs with Dignity	Living wages, safe workplaces, freedom of association, no forced or child labor
Community Investment	Local hiring, local procurement, partnership with community organizations
Environmental Responsibility	Sustainable operations, climate responsibility, pollution prevention



Anti-Corruption	Zero tolerance for bribery; transparent operations; cooperation with authorities
Access to Remedy	Grievance mechanisms for workers and communities; no retaliation
Model for Reform	Replicable framework for purpose-driven enterprise

Our Commitments to Your Country

1. **Compliance.** We will comply with all applicable laws of your country and seek to respect internationally recognized human rights to the greatest extent possible.
 2. **Cooperation.** We will cooperate with government authorities in investigating and remediating any adverse human rights impacts or corruption.
 3. **Transparency.** We will publish annual human rights reports and make our grievance mechanism data publicly available.
 4. **Learning.** We will share lessons learned and best practices to help build a global movement for ethical business.
 5. **Partnership.** We will work with local organizations, unions, and community groups to ensure our operations benefit your people.
-

Our Invitation to You

We invite your country to:

- **Welcome** Cordova Courier as an enterprise dedicated to your workers and communities
 - **Partner** with us in building ethical business practices
 - **Hold us accountable** through your laws, courts, and institutions
 - **Learn** from our model and adapt it to your context
-



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-Because Every Mile Matters...*

Delivering Excellence Globally

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A Call to Action

Cordova Courier is not just a company. It is a movement to reclaim business as a force for good.

We invite all nations to join us in building an economy that serves people, not the other way around.

For your workers. For your communities. For the generations to come.

Cordova Courier

Built for Generations. Owned by No One. Serving All.

ADOPTION CERTIFICATE

The undersigned, being the Board of Directors of Cordova Courier, certifies that the Human Rights Policy, Board Resolution, and Grievance Mechanism Framework set forth above were duly adopted on this **31st** day of **March, 2026**.

Chair, Cordova Courier Board of Directors

Sincerely,

Vincent D. Cordova Jr.,

Founder



Secretary, Cordova Courier Board of Directors

INCORPORATION BY REFERENCE SUMMARY

Document	Incorporated References
Human Rights Policy	UN Guiding Principles on Business and Human Rights (HRC Res. 17/4, 2011); International Bill of Human Rights (1948, 1966); ILO Declaration on Fundamental Principles and Rights at Work (1998)
Grievance Mechanism Framework	UN Guiding Principle 31 effectiveness criteria ; WCO Anti-Corruption and Integrity Promotion Programme Phase II (2026-2030) ; TRACE International anti-bribery standards
Board Resolution	California Corporations Code § 5150 (as amended by SB 446, 2023)

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Tuesday, March 31, 2026

Articles of Incorporation of Cordova Courier

A Nonprofit Public Benefit Corporation – Shareholder-Free

IBR - Incorporated By Reference - back dated to 04/16/2022

The undersigned, acting as incorporator of a nonprofit public benefit corporation under the laws of the State of California, adopts the following Articles of Incorporation.

ARTICLE I – NAME

The name of this corporation is Cordova Courier (the “Corporation”).

ARTICLE II – PURPOSE AND LIMITATIONS

2.1 – Charitable Purpose

This Corporation is organized and operated exclusively for charitable, educational, and social welfare purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, and Section 23701d of the California Revenue and Taxation Code. No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to, any director, officer, member, or other private person.

2.2 – Specific Mission

The specific mission of the Corporation is to operate a global purpose-driven enterprise that:

- (a) Builds wealth and opportunity for its workers;
- (b) Strengthens the communities in which it operates;
- (c) Serves as a replicable model for ethical, community-centered business; and
- (d) Reinvests all surplus revenue in its mission rather than distributing it to private persons.

2.3 – Operational Limitations

No substantial part of the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation, except as permitted by Section 501(h) of the Internal Revenue Code. The Corporation shall not participate in, or intervene in, any political campaign on behalf of or in opposition to any candidate for public office.

ARTICLE III – DEDICATION OF ASSETS

3.1 – Irrevocable Dedication

The assets of this Corporation are irrevocably dedicated to charitable purposes as defined in California Revenue and Taxation Code Section 23701d (Stats. 1949, Ch. 557) and Internal Revenue Code Section 501(c)(3) (Revenue Act of 1938, 52 Stat. 447, as amended).

3.2 – Dissolution Clause

Upon the dissolution or winding up of the Corporation, its assets remaining after payment of, or provision for, all debts and liabilities of the Corporation shall be distributed to one or more nonprofit funds, foundations, or



corporations that are organized and operated exclusively for charitable purposes and that have established tax-exempt status under Internal Revenue Code Section 501(c)(3) and California Revenue and Taxation Code Section 23701d. Any such distribution shall be made in accordance with the requirements of the California Nonprofit Public Benefit Corporation Law.

ARTICLE IV – NO STOCK, NO SHAREHOLDERS

4.1 – Nonstock Corporation

The Corporation is organized as a nonstock corporation under the California Nonprofit Public Benefit Corporation Law (California Corporations Code Division 2, Part 2, commencing with Section 5110). The Corporation shall have no authority to issue shares of stock, and no person shall have any ownership interest in the Corporation.

4.2 – Members

The Corporation may have members as provided in its Bylaws. Membership shall not constitute ownership and shall not entitle any member to receive distributions, dividends, or any portion of the Corporation's assets.

ARTICLE V – INCORPORATION BY REFERENCE (IBR)

The following statutes, code sections, and standards are incorporated by reference into these Articles and shall govern the Corporation to the fullest extent permitted by law. Each reference identifies the specific code section, title, and enactment date to satisfy the requirement that the referenced content be stable and not subject to change without notice.

5.1 – California Nonprofit Public Benefit Corporation Law

California Corporations Code Division 2, Part 2 (commencing with Section 5110), as enacted by Stats. 1978, Ch. 567, effective January 1, 1979, and amended thereafter by the California Legislature.

Effect: This incorporation establishes the statutory framework for nonprofit public benefit corporations, including governance, director duties, and dissolution requirements.

5.2 – Federal Tax-Exempt Status (IRC § 501(c)(3))

Internal Revenue Code Section 501(c)(3), as enacted by the Revenue Act of 1938 (52 Stat. 447) and subsequently amended.

Effect: This incorporation sets forth the federal requirements for charitable tax exemption and the prohibition on private inurement.

5.3 – California Tax-Exempt Status (Rev. & Tax Code § 23701d)

California Revenue and Taxation Code Section 23701d, as enacted by Stats. 1949, Ch. 557, and subsequently amended.

Effect: This incorporation establishes the state law basis for exemption from California corporation franchise and income taxes.

5.4 – Prohibition on Private Inurement (IRC § 4958)

Internal Revenue Code Section 4958, as enacted by the Taxpayer Bill of Rights 2 (Pub. L. 104-168, July 30, 1996), and the regulations thereunder at 26 C.F.R. § 53.4958-1.



Effect: This incorporation imposes rules regarding excess benefit transactions with disqualified persons, reinforcing the prohibition on private benefit.

5.5 – Mandatory Dissolution Distribution

California Corporations Code Section 5130 (as enacted by Stats. 1978, Ch. 567) and Section 5131 (as enacted by Stats. 1978, Ch. 567), requiring that on dissolution the assets be distributed to one or more nonprofit organizations with similar charitable purposes.

Effect: This incorporation reinforces the irrevocable dedication of assets.

ARTICLE VI – DIRECTORS AND GOVERNANCE

6.1 – Board of Directors

The Corporation shall have a Board of Directors consisting of not fewer than three (3) and not more than fifteen (15) directors. The exact number shall be fixed by the Bylaws or by resolution of the Board.

6.2 – No Shareholder Control

Because the Corporation has no shareholders, the Board of Directors shall be self-perpetuating, with directors elected by the Board itself or by members as provided in the Bylaws. No outside person or entity shall have the right to control the composition of the Board except as provided by law.

ARTICLE VII – LIMITATION ON AMENDMENTS

The provisions of Article II (Purpose and Limitations), Article III (Dedication of Assets), Article IV (No Stock, No Shareholders), Article V (Incorporation by Reference), and this Article VII may not be amended or repealed except by the affirmative vote of at least two-thirds (2/3) of the directors then in office, and any such amendment must be consistent with the Corporation’s continued qualification as an organization described in Internal Revenue Code Section 501(c)(3) and California Revenue and Taxation Code Section 23701d.

ARTICLE VIII – INCORPORATOR

The name and address of the incorporator signing these Articles is:

Name: Vincent Dean Corodva, Jr.
Address: 1101 E North St Manteca, CA 95336

EXECUTION

IN WITNESS WHEREOF, the undersigned incorporator has executed these Articles of Incorporation on this 31st day of March 2026.



Summary of Incorporated Statutes

Jurisdiction	Code Section	Enactment / Reference Date	Purpose
California	Corp. Code § 5110 et seq.	Stats. 1978, Ch. 567 (Jan. 1, 1979)	Nonprofit Public Benefit Corp Law
California	Rev. & Tax Code § 23701d	Stats. 1949, Ch. 557	State tax exemption
California	Corp. Code § 5130, 5131	Stats. 1978, Ch. 567	Dissolution asset distribution
Federal	IRC § 501(c)(3)	Revenue Act of 1938 (52 Stat. 447)	Charitable tax exemption
Federal	IRC § 4958	Taxpayer Bill of Rights 2 (Pub. L. 104-168, July 30, 1996)	Prohibition on private inurement / excess benefit

Vincent D. Cordova, Jr.

CC:

Sincerely,

Vincent D. Cordova Jr.,
Founder

1101 E North St
Manteca, CA 95336
209-880-9881
v.cordova@cordovacourier.com