| Form | 99 | 0 |
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Return of Organization Exempt From Income Tax Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.
 Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

OMB No. 1545-0047 2021

| Depa Inter | artment of t nal Revenu | he Treasury le Service | ▶ | Do not en Go to www. | ter social security numbe irs.gov/Form990 for ins | ers on this form as i structions and th | t may be mad ne latest in | de public. formation. | | | Inspec | |
|--------------------------------|------------------------------|---------------------------|---|-------------------------|--|---|------------------------------|--------------------------------|-------------------------|-------------|------------------|-----------------------|
| A | For the | 2021 calen | dar year, or tax | | - | | and ending | | | , 2 | :0 | |
| - | Check if a | | C | - | | , | | - | Employe | r identific | ation numb | er |
| | Addre | ess change | HAV A SOL | E | | | | | 47-1 | 6749 | 80 | |
| | Name | e change | 1250 LONG | | | | | E | Telephon | e number | r | |
| | Initial | return | LOS ANGEL | ES, CA | 90021 | | | | (310 |) 743 | 3-2493 | |
| | Final re | eturn/terminated | | | | | | | , | , | | |
| | Amer | nded return | | | | | | Ģ | Gross red | ceipts \$ | 6 | 53,747. |
| | Appli | cation pending | F Name and addr | ess of principal | officer: RIKKI ME | NDTAS | | H(a) Is this a g | | | | Yes X No |
| | | | SAME AS C | ABOVE | | IDIAS | | H(b) Are all su If "No," at | bordinates i | ncluded? | | Yes No |
| ī | Tax-exe | mpt status: | X 501(c)(3) | 501(c) (|) < (insert no.) | 4947(a)(1) or | 527 | If "No," at | ttach a list. | See instru | ictions. | |
| J | Webs | • | W.HAVASOLE | | , , , | | | H(c) Group exe | emption nun | nber 🕨 | | |
| ĸ | | organization: | X Corporation | Trust | Association Other | LY | ear of formation | | | | al domicile: | CA |
| | art I | Summar | | Huot | | | our of formatic | | | ato or rog. | | 011 |
| | 1 B | riefly descri |) be the organiza | tion's missi | on or most significar | nt activities:TO | PROVIDE | E THE HO | OMELES | S AN | DATR | TSK |
| ~ | v | | | | LITY FOOTWEA | | | | | | | |
| ğ | F | | | | UNITY ALONG | | | | | | | |
| rna | _ | | | | | | | | | | | |
| Governance | 2 C | heck this bo | ox ► if the | organizatio | n discontinued its op | erations or dispo | osed of mo | re than 25% | % of its n | et asse | ets. | |
| Ğ | - | | | | ning body (Part VI, I | | | | | 3 | | 13 |
| s S | | | • | - | of the governing bo | | | | | 4 | | 13 |
| vitie | | | | | calendar year 2021 necessary) | | | | | 5 | | 2 |
| Activities & | | | • | | Part VIII, column (C) | | | | | 6 7a | | 20 |
| 4 | | | | | from Form 990-T, Pa | | | | | 7a 7b | | 0. |
| | DIN | | | | | | | | or Year | 75 | Curre | nt Year |
| Revenue | 8 C | ontributions | and grants (Pa | art VIII. line | 1h) | | | | 350,20 | 11 | | 642,288. |
| | | | - · | | 2g) | | | | 550,20 | 51. | C C | 42,200. |
| Ver | | - | | |), lines 3, 4, and 7d | | | | | 4. | | 2. |
| Ве | | | • | | ies 5, 6d, 8c, 9c, 10d | | | | | | | 11,457. |
| | 12 To | otal revenue | e – add lines 8 | through 11 | (must equal Part VII | I, column (A), lir | ne 12) | | 350,20 |)5. | 6 | 53,747. |
| | 13 G | rants and s | imilar amounts | paid (Part I | X, column (A), lines | 1-3) | | | | | | |
| | 14 Be | enefits paid | to or for memb | ers (Part I) | (, column (A), line 4 |) | | | | | | |
| | 15 Sa | alaries, othe | er compensatior | n, employee | e benefits (Part IX, c | olumn (A), lines | 5-10) | | 102,84 | 42. | | 70,897. |
| Expenses | 16a Pi | rofessional | fundraising fees | s (Part IX, c | olumn (A), line 11e) | | | | 4,40 | 00. | | 1,500. |
| ben | h To | otal fundrais | sina expenses (| Part IX, col | umn (D), line 25) ► | 2 | 0,049. | | | | | |
| Ă | 17 0 | | | | nes 11a-11d, 11f-24e | | | | 393,10 | 20 | | 60 259 |
| | | • | • | | equal Part IX, colum | , | | | <u>595,10</u> 500,40 | | | 60,258. |
| | | | | - | B from line 12 | | | | | | C | 32,655. |
| - 0 | | evenue less | expenses. Jul | | | | | | 150,19 | | Endo | 21,092. of Year |
| ts o ince | 20 To | ntal assets | (Part X line 16) |) | | | | Beginning | 273,81 | | | .94,910. |
| Net Assets or Fund Balances | 20 TO | | | | | | | | 213,01 | 0. | Ζ | <u>.94,910.</u> 0. |
| let / | 22 | | - | • | ne 21 from line 20 | | | | 070 01 | | | |
| | 22 No. art II | | | Subtract III | | | | | 273,81 | 18. | | .94,910. |
| | | Signatur | | | | | | | | | | |
| com | er penalties plete. Decla | aration of prepa | eclare that I have exa arer (other than office | er) is based on a | rn, including accompanying all information of which pre | schedules and staten barer has any knowled | nents, and to t lge. | he best of my k | knowledge a | ind belief, | it is true, co | prrect, and |
| | | | | | | | | | | | | |
| Sig | n | Signatu | re of officer | | | | | Date | | | | |
| He | re | DTK. | KI MENDIAS | | | | | EXECUI | ם שעדי | TR | | |
| | | | print name and title | | | | | LALCOI | | <u> </u> | | |
| | | Print/Type p | preparer's name | | Preparer's signature | | Date | C | heck | if P1 | ΓIN | |
| P- | id | | K SHIDA | | KEVIN K SHID | Δ | | | elf-employed | | 001771 | 50 |
| Pa | id eparer | Firm's name | | K. SHII | | 11 | I | St | ciripioyet | . [ľ | 00111 | |
| Us | e Only | | | | EW DR STE 25 | 0 | | | irm's FIN 🕨 | 20-0 | 347679 | Л |
| | 5 5 my | Firms addre | EL SEC | | <u>EW DR SIE 25</u> CA 90245 | 0 | | | | | 347679 792-09 | |
| Mar | the IDS | S discuss th | | | shown above? See | instructions | | | | | X Yes | 03 No |
| - | | | | | he separate instruct | | | A0101L 09/22/ | | | | 1 990 (2021) |
| υA | - rur 🗗 | | COULDIN ACLIN | unce, see t | ne separate ilistruct | 10115. | IEE. | AUTUIL 09/22/ | 21 | | | 1 JJU (2021) |

| Form | 1 990 | (2021) | HAV | A SOLE | | | | 47-1674980 | Page 2 |
|------|-------------|--------------|---------------|---|--|------------------------------|------------------------------|--------------------------|----------------------|
| Par | t III | Stat | ement | of Program Se | ervice Accompl | lishments | | | |
| | | Chec | k if Sche | edule O contains a | a response or note | to any line in this Pa | art III | | |
| 1 | Brief | ly desci | ribe the o | organization's mis | sion: | | | | |
| | TO | PROV | IDE TH | HE HOMELESS | AND AT RISK | YOUTH POPULA | TION WITH QUALI | TY FOOTWEAR TO | |
| | ENC | COURA | GE HEA | ALTHIER LIFE | ESTYLES, WHI | LE FOSTERING | A SENSE OF COMMU | JNITY ALONG TH | E A WAY. |
| | | | | | | | | | |
| | | | | | | | | | |
| 2 | Did th | he orgar | nization u | ndertake any signif | ficant program servic | es during the year wh | ich were not listed on the p | prior | |
| | Form | n 990 or | 990-EZ | ? | | | | Yes | s X No |
| | lf "Ye | es," desc | cribe thes | se new services on | Schedule O. | | | | |
| 3 | Did t | he orga | nization | cease conducting | , or make significa | nt changes in how it | conducts, any program s | services? Yes | s X No |
| | lf "Ye | es," deso | cribe thes | se changes on Sche | edule O. | | | | |
| 4 | Desc | ribe the | e organiz | ation's program s | ervice accomplishn | nents for each of its | three largest program se | rvices, as measured by | y expenses. |
| | Sect | ion 501 | (c)(3) an | d 501(c)(4) organ | izations are require service reported. | ed to report the amo | unt of grants and allocation | ons to others, the total | expenses, |
| | anu | revenue | e, ii aliy, | ior each program | service reported. | | | | |
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| 4 a | (Cod | | / | (Expenses \$ | | including grants of | | (Revenue \$ |) |
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| | | | | | IVATE DONORS | | 021, WE GAVE OUT | | |
| | <u>NE</u> M | <u>SNE</u> | AKERS | TO ADULTS I | EXPERIENCING | HOMELESSNESS | , WHICH WERE VAL | LUED AT \$277,98 | 83 |
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| | | | | | | | D_COMMUNITIES. | IN 2021, WE GA | AVE |
| | 180 | 0 PA | IRS OF | <u>SHOES TO</u> | THE YOUTH VA | LUED AT OVER | <u>\$138,000.</u> | | |
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| | | i progra | im servic | e expenses 🕨 | 546, | | | ۲ | rm 990 (2021) |
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 Form 990 (2021)
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 Part IV
 Checklist of Required Schedules

| | | | Yes | No |
|-----|--|------|-----|----|
| 1 | Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If 'Yes,' complete Schedule A. | 1 | X | |
| 2 | Is the organization required to complete Schedule B, Schedule of Contributors? See instructions | 2 | Х | |
| 3 | Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If 'Yes,' complete Schedule C, Part I. | 3 | | Х |
| 4 | Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If 'Yes,' complete Schedule C, Part II | 4 | | Х |
| 5 | Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If 'Yes,' complete Schedule C, Part III | 5 | | Х |
| 6 | Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If 'Yes,' complete Schedule D, Part I. | 6 | | Х |
| 7 | Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If 'Yes,' complete Schedule D, Part II | 7 | | Х |
| 8 | Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D, Part III. | 8 | | Х |
| 9 | Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If 'Yes,' complete Schedule D, Part IV. | 9 | | Х |
| 10 | Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? If 'Yes,' complete Schedule D, Part V. | 10 | | Х |
| 11 | If the organization's answer to any of the following questions is 'Yes', then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable. | | | |
| i | a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If 'Yes,' complete Schedule D, Part VI | 11 a | Х | |
| I | b Did the organization report an amount for investments – other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If 'Yes,' complete Schedule D, Part VII</i> | 11 b | | Х |
| | c Did the organization report an amount for investments – program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part VIII. | 11 c | | Х |
| (| d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part IX. | 11 d | | Х |
| (| e Did the organization report an amount for other liabilities in Part X, line 25? If 'Yes,' complete Schedule D, Part X | 11 e | | Х |
| 1 | f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If 'Yes,' complete Schedule D, Part X | 11 f | | Х |
| | a Did the organization obtain separate, independent audited financial statements for the tax year? If 'Yes,' complete Schedule D, Parts XI and XII. | 12a | | Х |
| | b Was the organization included in consolidated, independent audited financial statements for the tax year? If 'Yes,' and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI and XII is optional | 12b | | Х |
| 13 | Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E | 13 | | Х |
| | a Did the organization maintain an office, employees, or agents outside of the United States? | 14a | | Х |
| | b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If 'Yes,' complete Schedule F, Parts I and IV. | 14b | | Х |
| 15 | Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If 'Yes,' complete Schedule F, Parts II and IV</i> | 15 | | Х |
| 16 | Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If 'Yes,' complete Schedule F, Parts III and IV | 16 | | Х |
| 17 | Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If 'Yes,' complete Schedule G, Part I. See instructions | 17 | _ | Х |
| 18 | Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If 'Yes,' complete Schedule G, Part II | 18 | | Х |
| 19 | Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If 'Yes,' complete Schedule G, Part III. | 19 | | Х |
| 20a | a Did the organization operate one or more hospital facilities? If 'Yes,' complete Schedule H | 20a | | Х |
| ł | b If 'Yes' to line 20a, did the organization attach a copy of its audited financial statements to this return? | 20b | | |
| 21 | Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If 'Yes,' complete Schedule I, Parts I and II | 21 | | Х |

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Form 990 (2021)

Form 990 (2021) HAV A SOLE

Page 4

| Pa | rt IV Checklist of Required Schedules (continued) | - | | |
|----|--|-----------|-----|----|
| | | | Yes | No |
| 22 | Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If 'Yes,' complete Schedule I, Parts I and III | 22 | | Х |
| 23 | Did the organization answer 'Yes' to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If 'Yes,' complete Schedule J</i> . | 23 | | х |
| 24 | a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If 'Yes,' answer lines 24b through 24d and complete Schedule K. If 'No, 'go to line 25a | 24a | | х |
| I | b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? | 24b | | |
| | c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? | 24c | | |
| | d Did the organization act as an 'on behalf of' issuer for bonds outstanding at any time during the year? | 24d | | |
| 25 | a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If 'Yes,' complete Schedule L, Part I | 25a | | х |
| I | b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If 'Yes,' complete Schedule L, Part I. | 25b | | X |
| 26 | Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If 'Yes,' complete Schedule L, Part II</i> | 26 | | Х |
| 27 | Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If 'Yes,' complete Schedule L, Part III.</i> | 27 | | Х |
| 28 | Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions): | | | |
| i | a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If</i> 'Yes,' complete Schedule L, Part IV | 28a | | Х |
| I | b A family member of any individual described in line 28a? If 'Yes,' complete Schedule L, Part IV | 28b | | Х |
| | c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If Yes,' | 20. | | х |
| 29 | complete Schedule L, Part IV Did the organization receive more than \$25,000 in non-cash contributions? If 'Yes,' complete Schedule M | 28c 29 | Х | |
| 30 | Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If 'Yes,' complete Schedule M | 30 | | Х |
| 31 | Did the organization liquidate, terminate, or dissolve and cease operations? If 'Yes,' complete Schedule N, Part I | 31 | | X |
| 32 | Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If 'Yes,' complete Schedule N, Part II. | 32 | | Х |
| 33 | Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If 'Yes,' complete Schedule R, Part I | 33 | | Х |
| 34 | Was the organization related to any tax-exempt or taxable entity? If 'Yes,' complete Schedule R, Part II, III, or IV, and Part V, line 1. | 34 | | Х |
| 35 | a Did the organization have a controlled entity within the meaning of section 512(b)(13)? | 35a | | X |
| I | b If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If 'Yes,' complete Schedule R, Part V, line 2</i> | 35b | | |
| 36 | Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If 'Yes,' complete Schedule R, Part V, line 2 | 36 | | Х |
| 37 | Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If 'Yes,' complete Schedule R, Part VI</i> | 37 | | Х |
| 38 | Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O. | 38 | Х | |
| Pa | rt V Statements Regarding Other IRS Filings and Tax Compliance Check if Schedule O contains a response or note to any line in this Part V | • | | |
| | | | Yes | No |
| 1 | a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1 a 2 | | | |
| | b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1b | | | |
| | c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? | 1 c | Х | |

| | | (2021) HAV A SOLE 47-1674980 |) | F | Page 5 |
|------|-----------------------|---|------|----------|--------|
| Par | t V | Statements Regarding Other IRS Filings and Tax Compliance (continued) | | | |
| | | | | Yes | No |
| 2 a | n Ente | er the number of employees reported on Form W-3, Transmittal of Wage and Tax State- nts, filed for the calendar year ending with or within the year covered by this return 2a 2 | | | |
| | | | | v | |
| ł | | least one is reported on line 2a, did the organization file all required federal employment tax returns? | 2 b | Х | |
| | | : If the sum of lines 1a and 2a is greater than 250, you may be required to <i>e-file</i> . See instructions. | | | |
| | | the organization have unrelated business gross income of \$1,000 or more during the year? | 3a | | Х |
| ł |) If 'Ye | es,' has it filed a Form 990-T for this year? If 'No' to line 3b, provide an explanation on Schedule O | 3 b | | |
| 4 a | a At ar finar | ny time during the calendar year, did the organization have an interest in, or a signature or other authority over, a ncial account in a foreign country (such as a bank account, securities account, or other financial account)? | 4a | | Х |
| k | lf 'Y | es,' enter the name of the foreign country► | | | |
| | See | instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). | | | |
| 5 a | Was | the organization a party to a prohibited tax shelter transaction at any time during the tax year? | 5 a | | Х |
| t | Did a | any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? | 5 b | | Х |
| c | : If 'Y | es,' to line 5a or 5b, did the organization file Form 8886-T? | 5 c | | |
| 6 a | Does solic | s the organization have annual gross receipts that are normally greater than \$100,000, and did the organization cit any contributions that were not tax deductible as charitable contributions? | 6 a | | Х |
| |) If 'Ye | es,' did the organization include with every solicitation an express statement that such contributions or gifts were tax deductible? | 6b | | |
| 7 | | anizations that may receive deductible contributions under section 170(c). | 0.0 | | |
| | - | the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and | | | |
| ć | serv | vices provided to the payor? | 7 a | | Х |
| t | | es, did the organization notify the donor of the value of the goods or services provided? | 7 b | | |
| c | Did t | the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file | | | |
| | Forn | n 8282? | 7 c | | Х |
| c | l If 'Y | es,' indicate the number of Forms 8282 filed during the year 7 d | | | |
| e | Did f | the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? | 7 e | | Х |
| f | Did | the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? | 7 f | | Х |
| ç | | e organization received a contribution of qualified intellectual property, did the organization file Form 8899 equired? | 7 g | | |
| ł | 1 If the | e organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a | | | |
| _ | Forn | n 1098-C? | 7 h | | |
| 8 | • | nsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring | | | |
| | | anization have excess business holdings at any time during the year? | 8 | | |
| 9 | | nsoring organizations maintaining donor advised funds. | | | |
| | | the sponsoring organization make any taxable distributions under section 4966? | 9 a | | |
| | | the sponsoring organization make a distribution to a donor, donor advisor, or related person? | 9 b | | |
| 10 | Sect | tion 501(c)(7) organizations. Enter: | | | |
| a | i Initia | ation fees and capital contributions included on Part VIII, line 12 10a | | | |
| ł | Gros | ss receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b | | | |
| 11 | Sect | tion 501(c)(12) organizations. Enter: | | | |
| a | Gros | ss income from members or shareholders 11 a | | | |
| ł | o Gros agai | ss income from other sources. (Do not net amounts due or paid to other sources inst amounts due or received from them.) | | | |
| 12 a | Sect | tion 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? | 12 a | | 1 |
| ł |) If 'Y | es,' enter the amount of tax-exempt interest received or accrued during the year 12b | | | |
| 13 | Sect | tion 501(c)(29) qualified nonprofit health insurance issuers. | | | |
| á | Is th | e organization licensed to issue qualified health plans in more than one state? | 13a | | |
| | Note | e: See the instructions for additional information the organization must report on Schedule O. | | | |
| ł | | | | | |
| | | er the amount of reserves the organization is required to maintain by the states in the organization is licensed to issue qualified health plans | | | |
| | | the organization receive any payments for indoor tanning services during the tax year? | 14a | | X |
| | | es,' has it filed a Form 720 to report these payments? If 'No,' provide an explanation on Schedule O | 14b | | + |
| | | | 140 | | + |
| 15 | exce | he organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or ess parachute payment(s) during the year? es,' see the instructions and file Form 4720, Schedule N. | 15 | | Х |
| 16 | ls th | ne organization an educational institution subject to the section 4968 excise tax on net investment income? | 16 | | Х |
| | | es,' complete Form 4720, Schedule O. | | | |
| 17 | activ | tion 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any vities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? | 17 | | |
| | 11 11 | es,' complete Form 6069. | | | |

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| | Check if Schedule O contains a response or note to any line in this Part VI. | | | . Х |
|------|--|----------|--------|--------|
| Sec | tion A. Governing Body and Management | | | |
| | | | Yes | No |
| 1; | a Enter the number of voting members of the governing body at the end of the tax year 1 a <u>1</u> : If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O. | 3 | | |
| | b Enter the number of voting members included on line 1a, above, who are independent 1b | | | |
| | Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? | | | X |
| - | | 2 | | |
| 3 | Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? | 3 | | Х |
| - | since the prior Form 990 was filed? | 4 | | Х |
| 5 | Did the organization become aware during the year of a significant diversion of the organization's assets? | 5 | | Х |
| 6 | Did the organization have members or stockholders? | | | Х |
| 7 a | a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? | 7 a | | х |
| I | Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? | 7 b | | Х |
| 8 | Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: | | | |
| ä | a The governing body? | 8 a | Х | |
| I | Each committee with authority to act on behalf of the governing body? | 8 b | Х | |
| 9 | Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? <i>If 'Yes,' provide the names and addresses on Schedule Q</i> | 9 | | Х |
| Sec | tion B. Policies (This Section B requests information about policies not required by the Internal F | | | |
| Jet | | event | Yes | No |
| 10: | a Did the organization have local chapters, branches, or affiliates? | 10 a | 103 | X |
| | b If 'Yes,' did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their | Tou | | |
| | operations are consistent with the organization's exempt purposes? | 10 b | | |
| | a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? | 11 a | Х | |
| | Describe on Schedule O the process, if any, used by the organization to review this Form 990. SEE SCHEDULE O | | | |
| | a Did the organization have a written conflict of interest policy? <i>If 'No,' go to line 13</i> | 12 a | | Х |
| | Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? | 12 b | | |
| (| Did the organization regularly and consistently monitor and enforce compliance with the policy? If 'Yes,' describe on Schedule O how this was done | 12 c | | |
| 13 | Did the organization have a written whistleblower policy? | | | Х |
| 14 | Did the organization have a written document retention and destruction policy? | 14 | | Х |
| 15 | Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? | | | |
| | a The organization's CEO, Executive Director, or top management official. SEE . SCHEDULE0. | | Х | |
| I | Other officers or key employees of the organization SEE . SCHEDULEO. | 15b | Х | |
| | If 'Yes' to line 15a or 15b, describe the process on Schedule O. See instructions. | | | |
| 16 a | a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? | 16 a | | Х |
| I | If 'Yes,' did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? | 16 b | | |
| Sec | tion C. Disclosure | 100 | | L |
| 17 | List the states with which a copy of this Form 990 is required to be filed CA | | | |
| 18 | | 501(c)(| 3)s or | nly) |
| | Own website Another's website X Upon request Other (explain on Schedule O) | | | |
| 19 | the public during the tax year. SEE SCHEDULE O | lable to | | |
| 20 | State the name, address, and telephone number of the person who possesses the organization's books and records ► | | | |
| | RIKKI MENDIAS 1250 LONG BEACH AVE #111 LOS ANGELES CA 90021 (310) 743-2493 | | | |
| BAA | TEEA0106L 09/22/21 | Form | 990 | (2021) |

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| - | ~~~ | (0001) | | - | 201 F |
|------|-----|--------|-----|---|--------------|
| Form | 990 | (2021) | HAV | А | SOLE |

| Part VI | Governance, Management, and Disclosure. For each 'Yes' response to lines 2 through 7b below, and a | for |
|---------|--|-----|
| | a 'No' response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on | |
| | Schedule O. See instructions. | |
| | Check if Schedule O contains a response or note to any line in this Part VI | Y |

| Form 990 (2021) HAV A SOLE | 47-1674980 | Page 7 |
|--|------------------------------|---------|
| Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest C Independent Contractors | compensated Employe | es, and |
| Check if Schedule O contains a response or note to any line in this Part VII | | |
| Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensate | d Employees | |
| 1 a Complete this table for all persons required to be listed. Report compensation for the calendar year ending wi organization's tax year. | th or within the | |
| • List all of the organization's current officers, directors, trustees (whether individuals or organization | ns), regardless of amount of | |

compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

• List all of the organization's current key employees, if any. See the instructions for definition of 'key employee.'

• List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

• List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

• List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the

organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

| (2) DANA MASON 5 0 X X 8,995. 0. 0. (3) BRANDON QUINN 1 1 0 X X 8,995. 0. 0. (4) JENNIFER JACKSON 1 0 X X 0. 0. 0. (5) CATHI CARLTON 1 0 X 0. 0. 0. 0. BOARD MEMBER 0 X 0. 0. 0. 0. 0. (4) JENNIFER JACKSON 1 0 X 0. 0. 0. 0. SECRETARY 0 X X 0. 0. 0. 0. BOARD MEMBER 0 X 0. 0. 0. 0. 0. BOARD MEMBER 0 X 0. 0. 0. 0. 0. (5) CAMILLE BOOTHE 1 0 0. 0. 0. 0. 0. BOARD MEMBER 0 X 0. 0. 0. 0. 0. (7) ED BARNETT 1 1 1 1 | | | | | (C) |) | | | | |
|---|-------------------|--|---------------------|-----------------------|---|--------------|---------------------|--|-------------------|--|
| under and begin and beg | | Avera hour | B) erage burs | | is both an officer and a director/trustee) | | | compensation from | compensation from | Estimated amount |
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| (12) NOHAN CRUZ 1 0 0. <td></td> <td></td> <td>_ </td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> | | | _ | | | | | | | |
| BOARD MEMBER 0 X 0. | | | X | | | | | 0. | 0. | 0. |
| (13) RYAN LAGOD -1 0 0. 0. 0. (14) 0 X 0. 0. 0. | | | _ ,. | 1 | | | | _ | | 2 |
| BOARD MEMBER 0 X 0. | | | <u> </u> | | | | | 0. | 0. | 0. |
| <u>(14)</u> | | | _ ,, | | | | | | | 0 |
| | | 0 | <u> </u> | | | | \vdash | 0. | 0. | 0. |
| Β ΔΔ ΤΕΓΑ0107L 00/20/01 Εστ ε 000 (20/21) | (14) | | | | | | | | | |
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| Par | VII Section A. Officers, Directors, Tru | stees, I | Key | Em | plo | bye | es, a | anc | d Highest Com | pensated Empl | oyees | (contin | ued) |
|------|--|---|-----------------------------------|-----------------------|-------------------------|------------------|---------------------------------|--------------|--|---|--------------------|--|------|
| | | (B) | | | (0 |) | | | | | | | |
| | (A) Name and title | Average hours per week | box, offic | unle er an | heck ss pe nd a d | erson directe | e than o is both or/trust | n an tee) | (D) Reportable compensation from the organization | (E) Reportable compensation from related organizations | Estima o | (F) ted amo | |
| | | (list any hours for related organiza - tions below dotted line) | Individual trustee or director | Institutional trustee | Officer | Key employee | Highest compensated employee | Former | (W-2/1099- MISC/1099-NEC) | (W-2/1099- MISC/1099-NEC) | the or and | nsation fi ganization related nizations | on |
| (15) | | | - | | | | | | | | | | |
| (16) | | | | | | | | | | | | | |
| (17) | | | | | | | | | | | | | |
| (18) | | | - | | | | | | | | | | |
| (19) | | | | | | | | | | | | | |
| (20) | | | | | | | | | | | | | |
| (21) | | | | | | | | | | | | | |
| (22) | | | | | | | | | | | | | |
| (23) | | | | | | | | | | | | | |
| (24) | | | - | | | | | | | | | | |
| (25) | | | | | | | | | | | | | |
| 1 b | Subtotal | | | | | | | | 63,995. | 0. | | | 0. |
| | Total from continuation sheets to Part VII, Section Total (add lines 1b and 1c) | | | | | | | ► ► | 0. 63,995. | 0. | | | 0. |
| 2 | Total number of individuals (including but not limited | | | | | | | /ed | | | ensatior | 1 | 0. |
| | from the organization <a> 0 | | | | | | | | | | | Yes | No |
| 3 | Did the organization list any former officer, direct on line 1a? <i>If 'Yes,' complete Schedule J for sucl</i> | | | | | | | | | | 3 | | Х |
| 4 | For any individual listed on line 1a, is the sum of the organization and related organizations greate such individual | r than \$1 | 50,00 |)0'? | lf 'Y | ′es,' | ' com | ple | te Schedule J for | from | 4 | | X |
| 5 | Did any person listed on line 1a receive or accrue for services rendered to the organization? If 'Yes | e compen | satio | n fro | om | any | unre | late | d organization or | individual | 5 | | X |
| Sect | ion B. Independent Contractors | | | | | | | | | | | | |
| 1 | Complete this table for your five highest compens compensation from the organization. Report compens | sation for | | | | | | | vith or within the or | ganization's tax year. | | | |
| | (A) Name and business addr | ess | | | | | | | (B) Description o | of services | (C Compe | ;) nsatior | ſ |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | | | | | _ | _ | | | | | | | |
| 2 | Total number of independent contractors (including b \$100,000 of compensation from the organization | | ted to | o tho | se l | istec | l abov | ve) v | who received more | than | | | |
| | | | | | | | | | | · | | 000 // | |

Form 990 (2021) HAV A SOLE
Part VIII Statement of Revenue

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| i ui | | Check if Schedule O contains a res | sponse or note to any | / line in this Part VI | 11 | | |
|--|----------|---|---------------------------------------|-----------------------------|---|--|--|
| | | | | (A) Total revenue | (B) Related or exempt function revenue | (C) Unrelated business revenue | (D) Revenue excluded from tax under sections 512-514 |
| Contributions, Gifts, Grants, and Other Similar Amounts | 1a b | Federated campaigns 1a Membership dues 1b Fundraising events 1c | b | | | | |
| | d | I Related organizations 1 e Government grants (contributions) 1 | L L L L L L L L L L L L L L L L L L L | | | | |
| utions her Sir | f | All other contributions, gifts, grants, and similar amounts not included above 1 f | | | | | |
| Contrib and Ot | g | y Noncash contributions included in lines 1a-1f | 445,950. | (42, 200 | | | |
| - | | | Business Code | 642,288. | | | |
| Program Service Revenue | 2 a b | | | | | | |
| enice | c d | : | _ | | | | |
| Jram S | e f | All other program service revenue | | | | | |
| Pro | | J Total. Add lines 2a-2f | | | | | |
| | 3 | Investment income (including dividends, other similar amounts) | ▶ | 2. | | | 2. |
| | 4 5 | Income from investment of tax-exemple Royalties | | | | | |
| | | (i) Real | (ii) Personal | | | | |
| | | Gross rents | | | | | |
| | | Rental income or (loss) 6c | | | | | |
| | d | Net rental income or (loss) | | | | | |
| | 7 a | Gross amount from (i) Securities | (ii) Other | | | | |
| | b | other than inventory Less: cost or other basis | | | | | |
| | c | and sales expenses 7b : Gain or (loss) 7c | | | | | |
| | | Net gain or (loss) | ► | | | | |
| Other Revenue | 8 a | Gross income from fundraising events (not including \$ of contributions reported on line 1c). | | | | | |
| Å | | | 8a | | | | |
| thei | | | 8b | | | | |
| 0 | | : Net income or (loss) from fundraising Gross income from gaming activities. See Part IV, line 19 | 9a | | | | |
| | | | 9 b | | | | |
| | С | : Net income or (loss) from gaming act | ivities► | | | | |
| | | | 0a | | | | |
| | | 5 | 0b | | | | |
| 5 | C | : Net income or (loss) from sales of inv | Business Code | | | | |
| Miscellaneous Revenue | 11 a | PPP FUNDS | | 11,457. | 11,457. | | |
| scellaneo Revenue | b |) | | | | | |
| Scel | C d | All other revenue | - | | | | |
| Σ | ~ | • Total. Add lines 11a-11d | ▶ | 11,457. | | | |
| | | Total revenue. See instructions | | 653,747. | 11,457. | 0. | 2. |

| 000 | tion 501(c)(3) and $501(c)(4)$ organizations must com | | | | |
|-------------|--|------------------------------|---|---|---------------------------------------|
| | Check if Schedule O contains a re | | | | |
| Do 1 6b, | not include amounts reported on lines 7b, 8b, 9b, and 10b of Part VIII. | (A) Total expenses | (B) Program service expenses | (C) Management and general expenses | (D) Fundraising expenses |
| 1 | Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 | | | | |
| 2 | Grants and other assistance to domestic individuals. See Part IV, line 22 | | | | |
| 3 | Grants and other assistance to foreign organizations, foreign governments, and for- eign individuals. See Part IV, lines 15 and 16 | | | | |
| 4 5 | Benefits paid to or for members Compensation of current officers, directors, trustees, and key employees | 63,995. | 27,500. | 28,245. | 8,250. |
| 6 | Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) | 0. | 0. | 0. | 0. |
| 7 | Other salaries and wages | 2,154. | | 2,154. | |
| 8 | Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) | 2,1011 | | 2,1011 | |
| 9 | Other employee benefits | | | | |
| 10 | Payroll taxes | 4,748. | 2,374. | 1,662. | 712. |
| 11 | Fees for services (nonemployees): | 17 / 101 | 270111 | | |
| | a Management | | | | |
| | b Legal | | | | |
| | | | | | |
| | c Accounting | | | | |
| | d Lobbying | | | | |
| e | e Professional fundraising services. See Part IV, line 17 | 1,500. | | | 1,500. |
| f | Investment management fees | | | | |
| g | Other. (If line 11g amount exceeds 10% of line 25, column | | | | |
| 10 | (A), amount, list line 11g expenses on Schedule 0.) Advertising and promotion | 1.07 | | | 1.07 |
| | | 167. | | 1.000 | 167. |
| 13 | Office expenses | 1,366. | | 1,366. | |
| 14 | Information technology | | | | |
| 15 | Royalties | | | | |
| 16 | Occupancy | 48,680. | 24,340. | 17,038. | 7,302. |
| 17 | Travel | 4,655. | 4,655. | | |
| 18 | Payments of travel or entertainment expenses for any federal, state, or local public officials | , | , | | |
| 19 | Conferences, conventions, and meetings | | | | |
| 20 | Interest | 28. | | 28. | |
| 21 | Payments to affiliates | | | | |
| 22 | Depreciation, depletion, and amortization | 3,079. | 1,540. | 1,077. | 462. |
| 23 | | 4,550. | 2,275. | 1,593. | 682. |
| | Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.) | 4,000. | 2,2,3, | 1,333. | 002. |
| á | SHOES_GIVEN | 463,305. | 463,305. | | |
| | PROGRAM SUPPLIES | 11,194. | 11,194. | | |
| | AUTO EVDENCE | 6,493. | 3,247. | 2,272. | 974. |
| | | 5,973. | 5,247. | ۷,۷۱۷. | 514. |
| | EVENT_SUPPLIES | | 5,913. | 10 760 | |
| | All other expenses. | 10,768. | | 10,768. | 20.040 |
| 25 | Total functional expenses. Add lines 1 through 24e | 632,655. | 546,403. | 66,203. | 20,049. |
| 26 | Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ► if following SOP 98-2 (ASC 958-720) | | | | |

Form 990 (2021) HAV A SOLE

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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Form 990 (2021) HAV A SOLE Part X Balance Sheet

| 47-1674980 |
|------------|
|------------|

Page 11

| | | Check if Schedule O contains a response or note to | o any line | in this Part X | | | |
|-----------------------------|------|--|--------------|---|---------------------------------|------|---------------------------|
| | | | - | | (A) Beginning of year | | (B) End of year |
| | 1 | Cash – non-interest-bearing | | | 17,804. | 1 | 51,829. |
| | 2 | Savings and temporary cash investments | 10,000. | 2 | 20,001. | | |
| | 3 | Pledges and grants receivable, net | | 3 | | | |
| | 4 | Accounts receivable, net | | | 2,500. | 4 | |
| | 5 | Loans and other receivables from any current or form trustee, key employee, creator or founder, substantia controlled entity or family member of any of these pe | | 5 | | | |
| | 6 | Loans and other receivables from other disqualified p | | | | - | |
| | - | section 4958(f)(1)), and persons described in section | | | | 6 | |
| | 7 | Notes and loans receivable, net | | | | 7 | |
| ts | 8 | Inventories for sale or use | | | 237,435. | 8 | 220,080. |
| Assets | 9 | Prepaid expenses and deferred charges | | | • | 9 | / |
| Ä | 10 a | Land, buildings, and equipment: cost or other basis. | | | | | |
| | | Complete Part VI of Schedule D | 10a | 15,395. | | | |
| | b | Less: accumulated depreciation | 10 b | 15,395. | 3,079. | 10 c | |
| | 11 | Investments – publicly traded securities | | | | 11 | |
| | 12 | Investments - other securities. See Part IV, line 11. | | | | 12 | |
| | 13 | Investments – program-related. See Part IV, line 11. | | - | | 13 | |
| | 14 | Intangible assets. | | 14 | | | |
| | 15 | Other assets. See Part IV, line 11 | 3,000. | 15 | 3,000. | | |
| | 16 | Total assets. Add lines 1 through 15 (must equal line | 273,818. | 16 | 294,910. | | |
| | 17 | Accounts payable and accrued expenses | | 17 | | | |
| | 18 | Grants payable | | | 18 | | |
| | 19 | Deferred revenue | | | | 19 | |
| | 20 | Tax-exempt bond liabilities | | | | 20 | |
| ies | 21 | Escrow or custodial account liability. Complete Part | IV of Sche | edule D | | 21 | |
| Liabilities | 22 | Loans and other payables to any current or former of key employee, creator or founder, substantial contribu- controlled entity or family member of any of these pe | utor. or 35 | % | | 22 | |
| | 23 | Secured mortgages and notes payable to unrelated th | | | | 23 | |
| | 24 | Unsecured notes and loans payable to unrelated third | l parties | | | 24 | |
| | 25 | Other liabilities (including federal income tax, payable and other liabilities not included on lines 17-24). Com | es to relate | ed third parties, t X of Schedule D. | | 25 | |
| | 26 | Total liabilities. Add lines 17 through 25 | | | 0. | 26 | 0. |
| Net Assets or Fund Balances | 27 | Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33. Net assets without donor restrictions | |] | | 27 | |
| Bal | 28 | Net assets with donor restrictions | | - | | 28 | |
| pu | | Organizations that do not follow FASB ASC 958, che | | | | | |
| Fu | | and complete lines 29 through 33. | | | | | |
| or | 29 | Capital stock or trust principal, or current funds | | | | 29 | |
| ets | 30 | Paid-in or capital surplus, or land, building, or equipn | nent fund. | | | 30 | |
| SS | 31 | Retained earnings, endowment, accumulated income | , or other | funds | 273,818. | 31 | 294,910. |
| st A | 32 | Total net assets or fund balances | | | 273,818. | 32 | 294,910. |
| Ne | 33 | Total liabilities and net assets/fund balances | | | 273,818. | 33 | 294,910. |
| BA | Α | | TEEA0111L | 09/22/21 | | | Form 990 (2021) |

| | | 1674980 |) | Page 12 |
|------|--|---------|---------------|------------------|
| Par | rt XI Reconciliation of Net Assets | | | |
| | Check if Schedule O contains a response or note to any line in this Part XI. | | | |
| 1 | Total revenue (must equal Part VIII, column (A), line 12) | 1 | 653 | 3,747. |
| 2 | Total expenses (must equal Part IX, column (A), line 25) | 2 | | 2,655. |
| 3 | Revenue less expenses. Subtract line 2 from line 1 | 3 | | L,092. |
| 4 | Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)). | 4 | | 3,818. |
| 5 | Net unrealized gains (losses) on investments. | 5 | | |
| 6 | Donated services and use of facilities | 6 | | |
| 7 | Investment expenses | 7 | | |
| 8 | Prior period adjustments | 8 | | |
| 9 | Other changes in net assets or fund balances (explain on Schedule O). | 9 | | 0. |
| 10 | Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B)) | 10 | 20/ | 1,910. |
| Par | rt XII Financial Statements and Reporting | 10 | 2.94 | ±,910. |
| 1 61 | Check if Schedule O contains a response or note to any line in this Part XII | | | |
| | | | | es No |
| 1 | Accounting method used to prepare the Form 990: Cash X Accrual Other | | | |
| | If the organization changed its method of accounting from a prior year or checked 'Other,' explain on Schedule O. | | | |
| 2 a | a Were the organization's financial statements compiled or reviewed by an independent accountant? | | 2a | Х |
| | If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewe separate basis, consolidated basis, or both: Separate basis Consolidated basis Both consolidated and separate basis | ed on a | | |
| | | | | x |
| Ľ | b Were the organization's financial statements audited by an independent accountant? | | 2 b | Λ |
| | If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separa basis, consolidated basis, or both: Separate basis Consolidated basis Both consolidated and separate basis | lle | | |
| C | c If 'Yes' to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? | | 2 c | |
| | If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O. | | | |
| 3 a | a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? | | 3a | Х |
| ł | b If 'Yes,' did the organization undergo the required audit or audits? If the organization did not undergo the required aud or audits, explain why on Schedule O and describe any steps taken to undergo such audits | | 3 b | |
| BAA | TEEA0112L 09/22/21 | | Form 9 | 90 (2021) |

SCHEDULE A (Form 990)

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust. ► Attach to Form 990 or Form 990-EZ.

► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

| Open to | Public |
|---------|--------|
| Inspec | ction |

| | ne of the organization Employer identification number | | | | | | | | |
|------------|--|---|--|--|---|--------------------------|---|---|--|
| - | | A SOLE 47-1674980 | | | | | | | |
| Par | | | | | | | | | |
| The c | he organization is not a private foundation because it is: (For lines 1 through 12, check only one box.) | | | | | | | | |
| 1 | _ | A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). | | | | | | | |
| 2 | | A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990).) | | | | | | | |
| 3 | | A hospital or a cooperative h | | | | | | | |
| 4 | | A medical research organiza | tion operated in conju | unction with a hospital of | describe | d in sec | ction 170(b)(1)(A)(iii). E | Inter the hospital's | |
| | | name, city, and state: | | | | | | | |
| 5 | | An organization operated for section 170(b)(1)(A)(iv). (Co | the benefit of a colle mplete Part II.) | ge or university owned | or oper | ated by | a governmental unit d | escribed in | |
| 6 | | A federal, state, or local gov | ernment or governme | ental unit described in s | ection 1 | 70(b)(1) |)(A)(v). | | |
| 7 | Х | An organization that normally r in section 170(b)(1)(A)(vi). (| eceives a substantial p Complete Part II.) | part of its support from a | governm | ental un | it or from the general pu | blic described | |
| 8 | | A community trust described | in section 170(b)(1)(| A)(vi). (Complete Part I | l.) | | | | |
| 9 | | An agricultural research organi | zation described in sec | tion 170(b)(1)(A)(ix) oper | ated in c | onjunctio | on with a land-grant colle | eqe | |
| | | or university or a non-land-grai | nt college of agriculture | | the nan | | | | |
| 10 | | An organization that normall from activities related to its investment income and unre June 30, 1975. See section | exempt functions, sub lated business taxable | ject to certain exception e income (less section | ns; and | (2) no r | more than 33-1/3% of i | ts support from gross | |
| 11 | | An organization organized ar | nd operated exclusive | ly to test for public safe | ety. See | section | n 509(a)(4). | | |
| 12 | | An organization organized an or more publicly supported o | rganizations describe | d in section 509(a)(1) c | or sectio | n 509(a |)(2). See section 509(a | ut the purposes of one ()(3). Check the box on | |
| а | | lines 12a through 12d that de Type I. A supporting organization | 51 | 11 5 5 | | | , , , | the supported | |
| a | | organization(s) the power to re complete Part IV, Sections A | gularly appoint or elect | a majority of the director | rs or trus | stees of t | the supporting organization | on. You must | |
| b | | Type II. A supporting organiz management of the supporting must complete Part IV, Secti | organization vested in | ontrolled in connection the same persons that co | with its ontrol or | support manage | ted organization(s), by the supported organization | having control or tion(s). You | |
| С | | Type III functionally integrated organization(s) (see instructi | . A supporting organizat ons). You must comp | ion operated in connection of the section of the se | n with, ai A, D, an | nd functi d E. | onally integrated with, its | supported | |
| d | | Type III non-functionally integ functionally integrated. The c instructions). You must com | proanization generally | must satisfy a distribu | nnection tion req | with its : uiremen | supported organization(s t and an attentiveness |) that is not requirement (see | |
| e | | Check this box if the organiz integrated, or Type III non-fu | ation received a writte | en determination from I | the IRS | that it is | s a Type I, Type II, Typ | e III functionally | |
| f | Er | ter the number of supported | organizations | | | | | | |
| g | Pr | ovide the following informatio | n about the supported | d organization(s). | | | | | |
| | i) Na | ame of supported organization | (ii) EIN | (iii) Type of organization (described on lines 1-10 above (see instructions)) | (iv) I organizat in your g docur | overning | (v) Amount of monetary support (see instructions) | (vi) Amount of other support (see instructions) | |
| | | | | | Yes | No | | | |
| | | | | | 163 | NO | | | |
| (A) | | | | | | | | | |
| <u>(B)</u> | | | | | | | | | |
| (C) | | | | | | | | | |
| (D) | | | | | | | | | |
| (E) | | | | | | | | | |
| Total | | | | | | | | | |

| Sche | dule A (Form 990) 2021 | HAV A SO | LE | | | 47-1674980 |) Page 2 |
|--------------|---|---|---|--|------------------------------|---------------------------------|--------------------|
| Par | t II Support Schedule for | | | | | | (vi) |
| | (Complete only if you checked organization fails to qualify | the box on line 5, under the tests lis | 7, or 8 of Part I or ted below, please | if the organization complete Part III | failed to qualify une l.) | der Part III. If the | |
| Sec | tion A. Public Support | | ··· · · · / - ··· | | , | | |
| Cale begi | ndar year (or fiscal year nning in) ► | (a) 2017 | (b) 2018 | (c) 2019 | (d) 2020 | (e) 2021 | (f) Total |
| 1 | Gifts, grants, contributions, and membership fees received. (Do not include any 'unusual grants.') | 8,754. | 266,193. | 695,313. | 350,201. | 642,288. | 1,962,749. |
| 2 | Tax revenues levied for the organization's benefit and either paid to or expended on its behalf | | | | | | 0. |
| 3 | The value of services or facilities furnished by a governmental unit to the organization without charge | | | | | | 0. |
| 4 | Total. Add lines 1 through 3 | 8,754. | 266,193. | 695,313. | 350,201. | 642,288. | 1,962,749. |
| 5 | The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) | | | | | | 478,371. |
| 6 | Public support. Subtract line 5 from line 4 | | | | | | 1,484,378. |
| Sec | tion B. Total Support | | | | | | |
| Cale begi | ndar year (or fiscal year nning in) ► | (a) 2017 | (b) 2018 | (c) 2019 | (d) 2020 | (e) 2021 | (f) Total |
| 7 | Amounts from line 4 | 8,754. | 266,193. | 695,313. | 350,201. | 642,288. | 1,962,749. |
| 8 | Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources | | | 196. | 4. | | 200. |
| 9 | Net income from unrelated business activities, whether or not the business is regularly carried on | | | | | | 0. |
| 10 | Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) | | | | | | 0. |
| 11 | Total support. Add lines 7 through 10 | | | | | | 1,962,949. |
| 12 | Gross receipts from related activ | vities, etc. (see ins | structions) | | | 12 | 0. |
| 13 | First 5 years. If the Form 990 is organization, check this box and | for the organization | on's first, second, | third, fourth, or f | ifth tax year as a | section 501(c)(3) | ► |
| | tion C. Computation of Pul | | | | | | |
| | Public support percentage for 20 Public support percentage from | | | | | | 75.62 % 67.17 % |
| 16a | 33-1/3% support test–2021. If t and stop here. The organization | he organization di qualifies as a put | d not check the b blicly supported of | ox on line 13, and rganization | d line 14 is 33-1/3 | 3% or more, check | < this box |
| b | 33-1/3% support test-2020. If th and stop here. The organization | ne organization did qualifies as a pul | I not check a box blicly supported o | on line 13 or 16a rganization | a, and line 15 is 3 | 3-1/3% or more, c | heck this box |
| 17a | 10%-facts-and-circumstances te or more, and if the organization the organization meets the facts | meets the facts-a | nd-circumstances | test, check this t | box and stop here | . Explain in Part | VI how |
| | 10%-facts-and-circumstances te or more, and if the organization organization meets the facts-and | meets the facts-a d-circumstances te | nd-circumstances est. The organizat | test, check this t ion qualifies as a | publicly supported | Explain in Part d organization. | VI how the |
| 18 | Private foundation. If the organized | zation did not che | ck a box on line 1 | 13, 16a, 16b, 17a | , or 17b, check th | is box and see ins | structions 🕨 🗌 |
| BVV | | | | | | Cabadula | A (Earm 990) 2021 |

Schedule A (Form 990) 2021

Part III Support Schedule for Organizations Described in Section 509(a)(2) (Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

| Sec | tion A. Public Support | | | | | | |
|-----|--|--------------------|---------------------|-------------------|--------------------|--------------------|------------------|
| | lar year (or fiscal year beginning in) 🕨 | (a) 2017 | (b) 2018 | (c) 2019 | (d) 2020 | (e) 2021 | (f) Total |
| 1 | Gifts, grants, contributions, and membership fees | | | | | | |
| | received. (Do not include any 'unusual grants.') | | | | | | |
| 2 | Gross receipts from admissions, | | | | | | |
| | merchandise sold or services | | | | | | |
| | performed, or facilities furnished in any activity that is | | | | | | |
| | related to the organization's | | | | | | |
| 3 | Gross receipts from activities | | | | | | |
| Ũ | that are not an unrelated trade | | | | | | |
| 4 | or business under section 513. Tax revenues levied for the | | | | | | |
| 4 | organization's benefit and | | | | | | |
| | either paid to or expended on its behalf | | | | | | |
| 5 | The value of services or | | | | | | |
| | facilities furnished by a | | | | | | |
| | governmental unit to the organization without charge | | | | | | |
| 6 | Total. Add lines 1 through 5 | | | | | | |
| 7a | Amounts included on lines 1, 2, and 3 received from | | | | | | |
| | disqualified persons. | | | | | | |
| b | Amounts included on lines 2 | | | | | | |
| | and 3 received from other than disgualified persons that | | | | | | |
| | exceed the greater of \$5,000 or | | | | | | |
| | 1% of the amount on line 13 for the year | | | | | | |
| c | Add lines 7a and 7b | | | | | | |
| 8 | Public support. (Subtract line | | | | | | |
| | 7c from line 6.) | | | | | | |
| Sec | tion B. Total Support | | ſ | | 1 | , | |
| | dar year (or fiscal year beginning in) 🕨 | (a) 2017 | (b) 2018 | (c) 2019 | (d) 2020 | (e) 2021 | (f) Total |
| | Amounts from line 6 | | | | | | |
| 10a | Gross income from interest, dividends, payments received on securities loans, | | | | | | |
| | rents, royalties, and income from | | | | | | |
| b | similar sources Unrelated business taxable | | | | | | |
| | income (less section 511 | | | | | | |
| | taxes) from businesses acquired after June 30, 1975 | | | | | | |
| с | Add lines 10a and 10b | | | | | | |
| 11 | Net income from unrelated business | | | | | | |
| | activities not included on line 10b, whether or not the business is | | | | | | |
| | regularly carried on | | | | | | |
| 12 | Other income. Do not include gain or loss from the sale of | | | | | | |
| | capital assets (Explain in | | | | | | |
| 12 | Part VI.) | | | | | | |
| 15 | Total support. (Add lines 9, 10c, 11, and 12.) | | | | | | |
| 14 | First 5 years. If the Form 990 is the second | | | | | | |
| Sec | organization, check this box and tion C. Computation of Pul | | | | | | ····· · |
| | Public support percentage for 20 | | | ne 13. column (f |)) | | olo |
| | Public support percentage from 2 | • | | | | | |
| - | tion D. Computation of Inv | | | | | | |
| 17 | Investment income percentage for | | | | umn (f)) | | 0/0 |
| 18 | Investment income percentage fi | - | | - | | | 00 |
| | 33-1/3% support tests-2021. If t | he organization of | lid not check the I | box on line 14, a | nd line 15 is more | than 33-1/3%, an | |
| | is not more than 33-1/3%, check | this box and sto | p here. The orgar | ization qualifies | as a publicly supp | orted organization | ► |
| b | 33-1/3% support tests-2020. If t line 18 is not more than 33-1/3% | | | | | | |
| 20 | Private foundation. If the organiz | | - | | | | |
| -0 | | | | ,,, . | | | |

HAV A SOLE

Page 4

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

Yes No Are all of the organization's supported organizations listed by name in the organization's governing documents? 1 If 'No,' describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain. 1 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If 'Yes,' explain in Part VI how the organization determined that the supported organization was 2 described in section 509(a)(1) or (2). 3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If 'Yes,' answer lines 3b and 3c below. 3a **b** Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If 'Yes,' describe in **Part VI** when and how the organization made the determination. 3b c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If 'Yes,' explain in **Part VI** what controls the organization put in place to ensure such use. 3c 4a Was any supported organization not organized in the United States ('foreign supported organization')? If 'Yes' and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below. 4a **b** Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If 'Yes,' describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations. Δh **c** Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If 'Yes,' explain in **Part VI** what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes. 4c 5a Did the organization add, substitute, or remove any supported organizations during the tax year? If 'Yes,' answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document). 5a b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document? 5b c Substitutions only. Was the substitution the result of an event beyond the organization's control? 5c Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one 6 or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of 6 the filing organization's supported organizations? If 'Yes,' provide detail in Part VI. 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If 'Yes,' complete Part I of Schedule L (Form 990). 7 8 Did the organization make a loan to a disgualified person (as defined in section 4958) not described on line 7? If 'Yes,' complete Part I of Schedule L (Form 990). 8 9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If 'Yes,' provide detail in Part VI. 9a **b** Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If 'Yes,' provide detail in **Part VI**. 9b c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If 'Yes,' provide detail in Part VI. 9c 10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If 'Yes,' answer line 10b below. 10a **b** Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.) 10b

| | , , | | | 0 | |
|---|---|-----|-----|----|--|
| Part IV | Supporting Organizations (continued) | | | | |
| | | | Yes | No | |
| 11 Has | the organization accepted a gift or contribution from any of the following persons? | | | | |
| a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, | | | | | |
| the g | overning body of a supported organization? | 11a | | | |
| b A family member of a person described on line 11a above? 11b | | | | | |
| c A 35% | 6 controlled entity of a person described on line 11a or 11b above? If 'Yes' to line 11a, 11b, or 11c, provide detail in Part VI . | 11c | | | |
| | | | | | |

Section B. Type I Supporting Organizations

Schedule A (Form 990) 2021

1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? *If 'No,' describe in Part VI how the supported organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.*

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2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? *If 'Yes,' explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.*

Section C. Type II Supporting Organizations

 Yes
 No

 1
 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If 'No,' describe in **Part VI** how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).
 1

Section D. All Type III Supporting Organizations

| | | | Yes | No |
|---|---|---|-----|----|
| 1 | Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the | | | |
| | organization's governing documents in effect on the date of notification, to the extent not previously provided? | 1 | | |
| 2 | Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If 'No,' explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s). | | | |
| | the organization maintained a close and continuous working relationship with the supported organization(s). | 2 | | |
| 3 | By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If 'Yes,' describe in Part VI the role the organization's supported organizations played | | | |
| | in this regard. | 3 | | |
| - | | | | |

Section E. Type III Functionally Integrated Supporting Organizations

- 1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).
 - a The organization satisfied the Activities Test. Complete line 2 below.
 - **b** The organization is the parent of each of its supported organizations. *Complete line 3 below.*
 - c The organization supported a governmental entity. Describe in **Part VI** how you supported a governmental entity (see instructions).

2 Activities Test. Answer lines 2a and 2b below.

- a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If 'Yes,' then in **Part VI identify those supported** organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.
- b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If 'Yes,' explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.
- 3 Parent of Supported Organizations. Answer lines 3a and 3b below.
- a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *If 'Yes' or 'No,' provide details in Part VI.*
- **b** Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If 'Yes,' describe in **Part VI** the role played by the organization in this regard.

2a

2b

3a

Yes

No

47-1674980

Page 5

Yes

1

2

No

47-1674980 Page 6

| Part V Type III Non-Functionally Integrated 509(a)(3) Supporting O | rganizati | ons | |
|--|-----------------------------|--|--------------------------------------|
| 1 Check here if the organization satisfied the Integral Part Test as a qualifying t instructions. All other Type III non-functionally integrated supporting organization | trust on Nov ations must | v. 20, 1970 (explain ir complete Sections A | n Part VI). See through E. |
| Section A – Adjusted Net Income | | (A) Prior Year | (B) Current Year (optional) |
| 1 Net short-term capital gain | 1 | | |
| 2 Recoveries of prior-year distributions | 2 | | |
| 3 Other gross income (see instructions) | 3 | | |
| 4 Add lines 1 through 3. | 4 | | |
| 5 Depreciation and depletion | 5 | | |
| 6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions) | 6 S | | |
| 7 Other expenses (see instructions) | 7 | | |
| 8 Adjusted Net Income (subtract lines 5, 6, and 7 from line 4) | 8 | | |
| Section B – Minimum Asset Amount | | (A) Prior Year | (B) Current Year (optional) |
| 1 Aggregate fair market value of all non-exempt-use assets (see instructions for sh tax year or assets held for part of year): | ort | | |
| a Average monthly value of securities | 1a | | |
| b Average monthly cash balances | 1b | | |
| c Fair market value of other non-exempt-use assets | 1c | | |
| d Total (add lines 1a, 1b, and 1c) | 1d | | |
| e Discount claimed for blockage or other factors (explain in detail in Part VI): | | | |
| 2 Acquisition indebtedness applicable to non-exempt-use assets | 2 | | |
| 3 Subtract line 2 from line 1d. | 3 | | |
| 4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions). | 4 | | |
| 5 Net value of non-exempt-use assets (subtract line 4 from line 3) | 5 | | |
| 6 Multiply line 5 by 0.035. | 6 | | |
| 7 Recoveries of prior-year distributions | 7 | | |
| 8 Minimum Asset Amount (add line 7 to line 6) | 8 | | |
| Section C – Distributable Amount | | | Current Year |
| 1 Adjusted net income for prior year (from Section A, line 8, column A) | 1 | | |
| 2 Enter 0.85 of line 1. | 2 | | |
| 3 Minimum asset amount for prior year (from Section B, line 8, column A) | 3 | | |
| 4 Enter greater of line 2 or line 3. | 4 | | |
| 5 Income tax imposed in prior year | 5 | | |
| 6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions). | 6 | | |
| 7 Check here if the current year is the organization's first as a non-functionally | integrated | Type III supporting or | ganization |

Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions). 7

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Schedule A (Form 990) 2021

| Sch | edule A (Form 990) 2021 HAV A SOLE | | | | 4980 Page 7 |
|----------|--|--------------------------------|--------------------------------------|-----|---|
| Pa | rt V Type III Non-Functionally Integrated 509(a)(3) Su | upporting Organiza | tions (continue | d) | |
| Sec | tion D – Distributions | | | | Current Year |
| 1 | Amounts paid to supported organizations to accomplish exempt pu | rposes | | 1 | |
| 2 | Amounts paid to perform activity that directly furthers exempt purposes of in excess of income from activity | of supported organizations | δ, | 2 | |
| 3 | Administrative expenses paid to accomplish exempt purposes of su | upported organizations | | 3 | |
| 4 | Amounts paid to acquire exempt-use assets | | | 4 | |
| 5 | Qualified set-aside amounts (prior IRS approval required - provide | e details in Part VI) | | 5 | |
| 6 | Other distributions (describe in Part VI). See instructions. | | | 6 | |
| 7 | Total annual distributions. Add lines 1 through 6. | | | 7 | |
| 8 | Distributions to attentive supported organizations to which the organizati in Part VI). See instructions. | on is responsive (provide | details | 8 | |
| 9 | Distributable amount for 2021 from Section C, line 6 | | | 9 | |
| 10 | Line 8 amount divided by line 9 amount | | | 10 | |
| | tion E – Distribution Allocations (see instructions) | (i) Excess Distributions | (ii) Underdistributic Pre-2021 | ons | (iii) Distributable Amount for 2021 |
| | Distributable amount for 2021 from Section C, line 6 | | | | |
| 2 | Underdistributions, if any, for years prior to 2021 (reasonable cause required – <i>explain in Part VI</i>). See instructions. | | | | |
| 3 | Excess distributions carryover, if any, to 2021 | | | | |
| | From 2016 | | | | |
| | • From 2017 | | | | |
| | From 2018 | | | | |
| | From 2019 | | | | |
| | e From 2020 | | | | |
| | f Total of lines 3a through 3e | | | | |
| <u> </u> | Applied to underdistributions of prior years | | | | |
| ŀ | Applied to 2021 distributable amount | | | | |
| | i Carryover from 2016 not applied (see instructions) | | | | |
| | Remainder. Subtract lines 3g, 3h, and 3i from line 3f. | | | | |
| 4 | Distributions for 2021 from Section D, line 7: \$ | | | | |
| ć | Applied to underdistributions of prior years | | | | |
| ł | Applied to 2021 distributable amount | | | | |
| 0 | Remainder. Subtract lines 4a and 4b from line 4. | | | | |
| 5 | Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions. | | | | |
| 6 | Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions. | | | | |
| 7 | Excess distributions carryover to 2022. Add lines 3j and 4c. | | | | |
| 8 | Breakdown of line 7: | | | | |
| ā | Excess from 2017 | | | | |
| ł | Excess from 2018 | | | | |
| _ (| Excess from 2019 | | | | |
| (| Excess from 2020 | | | | |
| (| Excess from 2021 | | | | |

Schedule A (Form 990) 2021

SCHEDULE D (Form 990)

Supplemental Financial Statements ► Complete if the organization answered 'Yes' on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. ► Attach to Form 990. ► Go to www.irs.gov/Form990 for instructions and the latest information

the latest information

OMB No. 1545-0047 2021

Open to Public

| epart nterna | ment of the Treasury I Revenue Service | ► Go to <i>www.irs</i> | .gov/Form990 for instructions and | I the latest infor | mation. | | Open to Public Inspection |
|-----------------|--|---|--|-------------------------------------|-------------------------|---------------------------------|--|
| | of the organization | · | | | | Employer iden | tification number |
| IAV | A SOLE | | | | | | |
| | | | | | - | 47-16749 | 980 |
| Parl | t I Organiz Complet | ations Maintaining Dong te if the organization ans | or Advised Funds or Other S wered 'Yes' on Form 990, P | Similar Funds art IV, line 6. | s or Aco | counts. | |
| | | | (a) Donor advised func | ls | (b) F | unds and oth | er accounts |
| 1 | | t end of year | | | | | |
| 2 | | contributions to (during year). | | | | | |
| 3 | | grants from (during year) | | | | | |
| 4 | Aggregate value | e at end of year | | | | | |
| | are the organization | ation's property, subject to the | nor advisors in writing that the ass organization's exclusive legal con | trol? | | יוו | /es No |
| 6 | Did the organization for charitable primpermissible primpermis primpermissible primpermissible primpermissible | ation inform all grantees, donc urposes and not for the benefi private benefit? | ors, and donor advisors in writing the donor or donor advisor, or | hat grant funds of for any other pu | can be us irpose coi | ed only nferring | /es 🗌 No |
| ar | | vation Easements. | | | | | |
| 1 | | | wered 'Yes' on Form 990, P | | | | |
| 1 | | | y the organization (check all that a | | of a biot- | rically impart | ant land area |
| | | n of land for public use (for exam of natural habitat | pie, recreation or education) | Preservation | | 5 1 | ant land area |
| | | n of open space | | Freservation | u a certi | neu mistoric s | anacture |
| 2 | | | held a qualified conservation contribu | tion in the form o | faconcor | vation occome | ant on the |
| <u> </u> | last day of the | tax year. | neiu a quaimeu conservation contribu | | i a conser | | |
| | | | | | | leld at the Er | nd of the Tax Year |
| а | Total number of | f conservation easements | | | 2a | | |
| b | Total acreage r | estricted by conservation ease | ments | | 2 b | | |
| С | Number of cons | servation easements on a certi | fied historic structure included in (| a) | 2 c | | |
| d | Number of cons structure listed | servation easements included i in the National Register | in (c) acquired after 7/25/06, and n | ot on a historic | 2 d | | |
| 3 | Number of conset tax year ► | ervation easements modified, tra | nsferred, released, extinguished, or te | erminated by the | organizatio | on during the | |
| | | s where property subject to conse | | | | | |
| | and enforcement | nt of the conservation easeme | egarding the periodic monitoring, ir nts it holds? | | | ` | es No |
| 6 | ► | | inspecting, handling of violations, and | | | | |
| 7 | Amount of exper ►\$ | nses incurred in monitoring, inspi | ecting, handling of violations, and ent | forcing conservati | on easem | ents during the | e year |
| 8 | Does each cons | servation easement reported o 0(h)(4)(B)(ii)? | n line 2(d) above satisfy the requir | ements of sectio | on 170(h) | (4)(B)(i) ۱ | res No |
| 9 | In Part XIII, des include, if appli conservation ea | cable, the text of the footnote | ports conservation easements in its to the organization's financial state | s revenue and exements that desc | xpense st cribes the | atement and organization | balance sheet, an 's accounting for |
| ar | | | ections of Art, Historical Tre | asures. or O | ther Sin | nilar Asset | s. |
| | Complet | te if the organization ans | wered 'Yes' on Form 990, P | art IV, line 8. | | | - |
| 1 a | historical treasu | ures, or other similar assets he | r FASB ASC 958, not to report in i Id for public exhibition, education, al statements that describes these | or research in f | ment and urtheranc | l balance she e of public se | et works of art, rvice, provide in |
| b | historical treasur following amou | res, or other similar assets held f nts relating to these items: | r FASB ASC 958, to report in its re or public exhibition, education, or res | earch in furtherar | nce of pub | lic service, pro | |
| | •• | | line 1 | | | | |
| | | | | | | | |
| | amounts require | ed to be reported under FASB | historical treasures, or other similar a ASC 958 relating to these items: | | | | ving |
| | | | . 1 | | | | |
| b | Assets included | l in Form 990, Part X | | | | ▶\$ | |

BAA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

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Schedule D (Form 990) 2021

| Schedule D (Form 990) 2021 HAV A | | ctions of Art | Historica | Troacuros or | Othor | 47-1674 | | Page 2 |
|--|----------------------------------|--|-------------------------------|---|-------------|---------------------------------|----------------|--|
| | | | | | | | | Jeu) |
| 3 Using the organization's acquisition items (check all that apply): | , accession, ar | nd other records, c | heck any of | the following that ma | ake signifi | cant use of its o | collection | |
| a Public exhibition | | d 🗌 | Loan or ex | change program | | | | |
| b Scholarly research | | e | Other | | | | | |
| c Preservation for future gener 4 Provide a description of the organiz | | one and ovalain he | w thou furth | or the organization's | ovompt r | urposo in | | |
| Part XIII. | | | | | | | | |
| 5 During the year, did the organiza to be sold to raise funds rather the solution of the solut | tion solicit or han to be mai | receive donations ntained as part o | s of art, his f the organi | torical treasures, or zation's collection? | r other sir | nilar assets | Yes | No |
| Part IV Escrow and Custodia | l Arrangem | ents. Comple | te if the c | rganization ans | | | m 990, Pa | rt IV, |
| line 9, or reported an | amount on | Form 990, Pa | rt X, line | 21. | | | | |
| 1 a Is the organization an agent, trus | stee, custodia | n or other interme | ediary for c | ontributions or othe | er assets | not included | Yes | No |
| on Form 990, Part X? b If 'Yes,' explain the arrangement | | | | | | · · · · · · · · · · · · · · · L | Tes | |
| | | | ionoming ta | 5101 | | / | Amount | |
| c Beginning balance | | | | | 1c | | | |
| d Additions during the year | | | | | 1 d | | | |
| e Distributions during the year | | | | | 1e | | | |
| f Ending balance | | | | | | | | |
| 2 a Did the organization include an a | | | | | | - | | No |
| b If 'Yes,' explain the arrangement | in Part XIII. (| Check here if the | explanation | has been provided | d on Part | XIII | | |
| Part V Endowment Funds. C | omplete if | the organizatio | n answe | red 'Yes' on Fo | rm 990 | Part IV/ lin | <u>a 10</u> | |
| | (a) Current | | rior year | (c) Two years back | | hree years back | (e) Four yea | rs back |
| 1 a Beginning of year balance | (1) | | | (0) | (1) | | (0) | |
| b Contributions | | | | | | | | |
| c Net investment earnings, gains, and losses | | | | | | | | |
| d Grants or scholarships | | | | | | | | |
| e Other expenditures for facilities | | | | | | | | |
| and programs f Administrative expenses | | | | | | | | |
| g End of year balance | | | | | - | | | |
| 2 Provide the estimated percentag | e of the curre | t vear end balan | ce (line 1a | column (a)) held a | 35. | | | |
| a Board designated or guasi-endowm | | 8 | | | | | | |
| b Permanent endowment | 00 | | | | | | | |
| c Term endowment ► | 010 | | | | | | | |
| The percentages on lines 2a, 2b, a | nd 2c should e | qual 100%. | | | | | | |
| 3a Are there endowment funds not in t | he possession | of the organization | n that are he | ld and administered | for the | | | |
| organization by: | | | | | | | Yes | No |
| (i) Unrelated organizations(ii) Related organizations | | | | | | | 3a(i) | <u> </u> |
| b If 'Yes' on line 3a(ii), are the rela | | | | | | | 3a(ii) 3b | |
| 4 Describe in Part XIII the intended | | | | | | | 50 | |
| Part VI Land, Buildings, and | | - | | | | | | |
| Complete if the organ | | | Form 99 | 0, Part IV, line | 11a. Se | ee Form 990 | D, Part X, I | ine 10. |
| Description of property | | (a) Cost or other (investment) | basis (b |) Cost or other basis (other) | (c) Acc | cumulated eciation | (d) Book v | |
| 1 a Land | | (| | / | | - | | |
| b Buildings | | | | | | | | |
| c Leasehold improvements | | | | | | | | |
| d Equipment | | | | 15,395. | | 15,395. | | 0. |
| e Other | | | | | | | | |
| Total. Add lines 1a through 1e. (Colum BAA | ırı (a) must ec | uai Form 990, Pa | art X, COlUN | т (в), тпе ТОС.) | | | ıle D (Form 99 | 0. |
| PAR - | | | | | | Juneau | | ~, <u>~</u> , <u>~</u> |

| | D (Form 990) 2021 HAV A SOLE | | 47-1 | 674980 Page 3 |
|---|--|--|--|-------------------------|
| Part VII | Investments – Other Securities. Complete if the organization answered | I 'Yes' on Form 99 | N/A 00, Part IV, line 11b. See Form | 990, Part X, line 12. |
| (a) Desc | cription of security or category (including name of security) | (b) Book value | (c) Method of valuation: Cost or en | d-of-year market value |
| | sial derivatives | | | |
| • • | y held equity interests | | | |
| (3) Other | | | | |
| (A) | | | - | |
| (B) | | | | |
| (C) (D) | | | | |
| (D) (E) | | | | |
| <u>(F)</u> | | | | |
| $\frac{(G)}{(G)}$ | | | | |
| (H) | | | | |
| () | | | | |
| Total. (Colui | nn (b) must equal Form 990, Part X, column (B) line 12.) 🕨 | | | |
| Part VIII | Investments – Program Related. Complete if the organization answered | l 'Yes' on Form 99 | N/A 00, Part IV, line 11c. See Form | 990, Part X, line 13. |
| | (a) Description of investment | (b) Book value | (c) Method of valuation: Cost or e | nd-of-year market value |
| (1) | | | | |
| (2) | | | | |
| (3) | | | | |
| (4) | | | | |
| (5) | | | | |
| (6) | | | | |
| (7) (8) | | | | |
| (9) | | | | |
| (10) | | | | |
| | mn (b) must equal Form 990, Part X, column (B) line 13.) 🕨 | | | |
| Part IX | Other Assets. Complete if the organization answered | N/Z | A | 000 Dort V line 15 |
| | | scription | o, Fait IV, line Tru. See Form | (b) Book value |
| (1) | (4) | | | |
| (2) | | | | |
| (3) | | | | |
| (4) | | | | |
| (5) (6) | | | | |
| (7) | | | | |
| | | | | |
| (8) | | | | |
| (9) | | | | |
| (9) (10) | | | | |
| (9) (10) Total. (Co | olumn (b) must equal Form 990, Part X, column (| B) line 15.) | | ► |
| (9) (10) | Other Liabilities. | · · | | |
| (9) (10) Total. (Co | Other Liabilities. Complete if the organization answered 'Yes' on F | Form 990, Part IV, line | | 25. |
| (9) (10) Total. (Cc Part X 1. | Other Liabilities. Complete if the organization answered 'Yes' on F | · · | | |
| (9) (10) Total. (Co Part X 1. (1) Fede (2) | Other Liabilities. Complete if the organization answered 'Yes' on F (a) Descr | Form 990, Part IV, line | | 25. |
| (9) (10) Total. (Cc Part X 1. (1) Fede (2) (3) | Other Liabilities. Complete if the organization answered 'Yes' on F (a) Descr | Form 990, Part IV, line | | 25. |
| (9) (10) Total. (Cc Part X (1) Fede (2) (3) (4) | Other Liabilities. Complete if the organization answered 'Yes' on F (a) Descr | Form 990, Part IV, line | | 25. |
| (9) (10) Total. (Cc Part X 1. (1) Fede (2) (3) (4) (5) | Other Liabilities. Complete if the organization answered 'Yes' on F (a) Descr | Form 990, Part IV, line | | 25. |
| (9) (10) Total. (Co Part X 1. (1) Fede (2) (3) (4) (5) (6) | Other Liabilities. Complete if the organization answered 'Yes' on F (a) Descr | Form 990, Part IV, line | | 25. |
| (9) (10) Total. (Co Part X 1. (1) Fede (2) (3) (4) (5) (6) (7) (8) | Other Liabilities. Complete if the organization answered 'Yes' on F (a) Descr | Form 990, Part IV, line | | 25. |
| (9) (10) Total. (Cc Part X (1) Fede (2) (3) (4) (5) (6) (7) (8) (9) | Other Liabilities. Complete if the organization answered 'Yes' on F (a) Descr | Form 990, Part IV, line | | 25. |
| (9) (10) Total. (Cc Part X (1) Fede (2) (3) (4) (5) (6) (7) (8) (9) (10) | Other Liabilities. Complete if the organization answered 'Yes' on F (a) Descr | Form 990, Part IV, line | | 25. |
| (9) (10) Total. (Cc Part X 1. (1) Fede (2) (3) (4) (5) (6) (7) (6) (7) (8) (9) (10) (11) | Other Liabilities. Complete if the organization answered 'Yes' on F (a) Descr eral income taxes | form 990, Part IV, line iption of liability | 11e or 11f. See Form 990, Part X, line : | 25. |
| (9) (10) Total. (<i>Cc</i> Part X 1. (1) Fede (2) (3) (4) (5) (6) (7) (6) (7) (6) (7) (8) (9) (10) (11) Total. (<i>Colum</i> | Other Liabilities. Complete if the organization answered 'Yes' on F (a) Descr | form 990, Part IV, line iption of liability | 11e or 11f. See Form 990, Part X, line | 25. (b) Book value |

| Schedule D (Form 990) 2021 HAV A SOLE | 47-1674980 | Page 4 |
|--|-----------------|--------|
| Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per | r Return. N/A | |
| Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a. | | |
| 1 Total revenue, gains, and other support per audited financial statements | 1 | |
| 2 Amounts included on line 1 but not on Form 990, Part VIII, line 12: | | |
| a Net unrealized gains (losses) on investments 2a | | |
| b Donated services and use of facilities | | |
| c Recoveries of prior year grants 2c | | |
| d Other (Describe in Part XIII.) | | |
| e Add lines 2a through 2d | 2e | |
| 3 Subtract line 2e from line 1. | 3 | |
| 4 Amounts included on Form 990, Part VIII, line 12, but not on line 1: | | |
| a Investment expenses not included on Form 990, Part VIII, line 7b 4a | | |
| b Other (Describe in Part XIII.) | | |
| c Add lines 4a and 4b | 4c | |
| 5 Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) | 5 | |
| Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses p | per Return. N/A | |
| Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a. | | |
| 1 Total expenses and losses per audited financial statements | 1 | |
| 2 Amounts included on line 1 but not on Form 990, Part IX, line 25: | | |
| a Donated services and use of facilities 2a | | |
| b Prior year adjustments | | |
| c Other losses. | | |
| d Other (Describe in Part XIII.) | | |
| e Add lines 2a through 2d | 2e | |
| 3 Subtract line 2e from line 1 | | |
| 4 Amounts included on Form 990, Part IX, line 25, but not on line 1: | | |
| a Investment expenses not included on Form 990, Part VIII, line 7b 4a | | |
| b Other (Describe in Part XIII.) | | |
| c Add lines 4a and 4b | | |
| 5 Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.) | 5 | |
| Part XIII Supplemental Information. | | |

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

SCHEDULE M (Form 990)

Noncash Contributions

OMB No. 1545-0047

| ► | Complete if the organizations answered | 'Yes' | on Form 990, | , Part IV, lin | ies 29 d | or 30. |
|---|--|-------|--------------|----------------|----------|--------|
| | | | | | | |

Attach to Form 990.

► Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

| Department of the Treasury Internal Revenue Service | | | | | |
|--|------|--|--|--|--|
| Name of the organization | | | | | |
| HAV A | SOLE | | | | |

| | mspe |
|-----------------|-----------------|
| Employer identi | fication number |

47-1674980

| Pa | t I Types of Property | | | | | | |
|---------|--|-------------------------------|--|---|-------------------------------------|----------|----------------|
| <u></u> | | (a) Check if applicable | (b) Number of contributions or items contributed | (c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g | (Method of c noncash contril | letermin | iing mounts |
| 1 | Art – Works of art | | | | | | |
| 2 | Art – Historical treasures | | | | | | |
| 3 | Art – Fractional interests. | | | | | | |
| 4 | Books and publications | | | | | | |
| 5 | Clothing and household goods | Х | | 445,950. | FMV | | |
| 6 | Cars and other vehicles | | | | | | |
| 7 | Boats and planes | | | | | | |
| 8 | Intellectual property | | | | | | |
| 9 | Securities – Publicly traded | | | | | | |
| 10 | Securities – Closely held stock | | | | | | |
| 11 | Securities - Partnership, LLC, or trust interests . | | | | | | |
| 12 | Securities – Miscellaneous | | | | | | |
| 13 | Qualified conservation contribution – Historic structures | | | | | | |
| 14 | Qualified conservation contribution – Other | | | | | | |
| 15 | Real estate – Residential | | | | | | |
| 16 | Real estate – Commercial | | | | | | |
| 17 | Real estate – Other. | | | | | | |
| 18 | Collectibles | | | | | | |
| 19 | Food inventory. | | | | | | |
| 20 | Drugs and medical supplies | | | | | | |
| 21 | Taxidermy. | | | | | | |
| 22 | Historical artifacts | | | | | | |
| 23 | Scientific specimens | | | | | | |
| 24 | Archeological artifacts. | | | | | | |
| 25 | Other ► () | | | | | | |
| 26 | Other► () | | | | | | |
| 27 | Other► () | | | | | | |
| 28 | Other► () | | | | | | |
| 29 | Number of Forms 8283 received by the organization of | luring the tax | vear for contributions for | or which the | | | |
| | organization completed Form 8283, Part V, Done | | | | 29 | | |
| | | | | | | Yes | No |
| 20. | During the year, did the organization receive by contri | ibution only pr | oporty reported in Port | L lines 1 through 20 that | | | |
| 508 | it must hold for at least three years from the date | | | | | | |
| | for exempt purposes for the entire holding period | | | | | | Х |
| b | If 'Yes,' describe the arrangement in Part II. | | | | | | |
| 31 | Does the organization have a gift acceptance poli | cy that requi | res the review of any i | nonstandard contributio | ns? 31 | | Х |
| 32a | Does the organization hire or use third parties or contributions? | | | | 32a | | Х |
| F | If 'Yes,' describe in Part II. | | | | | | Λ |
| | If the organization didn't report an amount in colu describe in Part II. | ımn (c) for a | type of property for w | hich column (a) is chec | ked, | | |
| | | | | | | | |

BAA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule M (Form 990) 2021

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Part II Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

► Go to www.irs.gov/Form990 for the latest information.

| OMB No. 1545-0047 | |
|-------------------|--|
| 2021 | |

Open to Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization

HAV A SOLE

47-1674980

FORM 990, PART VI, LINE 11B - FORM 990 REVIEW PROCESS

FORM 990 IS REVIEWED BY OFFICERS AND COPY PROVIDED TO BOARD.

FORM 990, PART VI, LINE 15A - COMPENSATION REVIEW & APPROVAL PROCESS - CEO & TOP MANAGEMENT

EXECUTIVE AND MANAGEMENT COMPENSATION IS DETERMINED AND APPROVED BY THE BOARD OF

DIRECTORS

FORM 990, PART VI, LINE 15B - COMPENSATION REVIEW & APPROVAL PROCESS - OFFICERS & KEY EMPLOYEES

EMPLOYEE COMPENSATION IS DETERMINED AND APPROVED BY THE BOARD OF DIRECTORS

FORM 990, PART VI, LINE 19 - OTHER ORGANIZATION DOCUMENTS PUBLICLY AVAILABLE

GOVERNING DOCUMENTS AND FINANCIAL INFORMATION IS AVAILABLE TO THE PUBLIC UPON

REQUEST