



# PUBLIC VALUES & COMPANY POLICIES

OF ANC HOLDINGS GROUP, LLC

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Prepared by: ANC Holdings Group, LLC (Executive Division)

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This document outlines the core values, guiding principles, and operational policies that define ANC Holdings Group. It is shared publicly to provide transparency, align with its operating agreement, invite alignment with like-minded partners, creators, investors, and organizations, and demonstrate our strong commitment to operating as a faith-driven conglomerate serving in its calling: 'Faith. Honor. Legacy.'

We believe that openly declaring our values builds trust, guides consistent decision-making across our media, sports, and technology ventures, and honors our foundational belief in Jesus Christ as the cornerstone of all we do. This statement reflects how we seek to conduct our business with integrity and purpose.



## Our Guiding Covenant

This Public Values & Company Policies document serves as ANC's public covenant and compass. It articulates the non-negotiable principles that have guided The Correa Dynasty since its founding in 1935 by Dr. Rafael Correa Coronas, a U.S. Navy Medical Corps Captain whose 20 years of service, alongside over 45 plus years of service from our family combined (across the U.S. Navy and U.S. Army) is built on a foundation of faith in Jesus Christ, disciplined stewardship, and a commitment to serving others. As the corporate parent of the Third Generation, ANC Holdings Group is carrying these values, principles, and his legacy into the third generation, this ensures that every venture created or acquired by ANC, whether used to empower creators, athletes or visionaries, is used to Honor God, build lasting impact, serve and prepare future leaders and generations to glorify Him.

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# **ARTICLE I - CORE VALUES**

## **1.1 Faith In Christ as our Foundation**

We center every decision, venture, and relationship on our belief in Jesus Christ as our Lord and Savior. We seek His guidance through prayer, Scripture, and wise counsel before pursuing opportunities and executing bold decisions in our industries: media, sports and technology.

### **1.1A Biblical Principle**

**Colossians 3:17** - "And Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through Him" (**ESV**)

## **1.2 Honor & Integrity in All**

We conduct business with honesty, fairness, and respect for everyone, including staff, partners, creators, visionaries, athletes, users, and organizations. This includes transparent communication, honoring commitments, and upholding the discipline and integrity exemplified by our family's service.

### **1.2A Biblical Principle**

**Proverbs 11:3** - "The integrity of the upright guides them, but the crookedness of the treacherous destroys them" (**ESV**)

## **1.3 Legacy Through Stewardship & Impact**

We view resources (time, talent, capital, and platforms) as entrusted by God for stewardship. Our goal is to be sustainable and a positive influence across multi-generations while empowering creators to produce for the Glory of God, helping athletes build and grow in their character, visionaries develop into God-Glorifying leaders, and developing tech that solve real problems while creating long-lasting impact for the Kingdom of Heaven.

### **1.3A Biblical Principle**

**1 Corinthians 4:2** - "Moreover, it is required of stewards that they be found faithful." (**ESV**)

## **1.4 Excellence & Creativity for God's Glory**

We pursue the highest standards in innovation, quality, and execution across media production, sports initiatives, and technology solutions, solely to reflect God's creativity and excellence.

### **1.4A Biblical Principle**

**Colossians 3:23** - "Whatever you do, work heartily, as for the Lord and not for men," (**ESV**)

## **1.5 Service & Community Focus**

A Nick Company (**ANC**) was created to empower and uplift creators, athletes and visionaries through current and revolutionary platforms, partnerships, community investments, and the creation of future leaders, in spirit of our family's long tradition of military and community service.

### **1.5A Biblical Principle**

**Mark 10:45** - "For even the Son of Man came not to be served but to serve, and to give his life as a ransom for many." (**ESV**)

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## **TAGLINE CORE VALUES:**

### **1.6 Faith**

We operate with unwavering faith in God, trusting His guidance in all our business decisions and relationships.

### **1.7 Honor**

We conduct business with integrity, honesty, and respect for all, honoring our commitments and word.

### **1.8 Legacy**

We build businesses that create lasting positive impact, leaving a legacy of excellence and service for future generations.

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## ***ARTICLE II - ETHICAL CONTENT & INNOVATION POLICY***

**2.1** We create, invest, and acquire businesses in media, sports, and technology that inspire, create lasting impact, and direct minds toward God's glory. ANC may create, invest, and acquire businesses that are faith-centered and/or secular, a part of our future plan to craft a diverse portfolio that aligns with our mission, all businesses under ANC must align with our non-negotiable values in two or more ways.

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## ***ARTICLE III - PARTNERSHIP & INVESTMENT POLICY***

**3.1** We deliberately seek and prioritize partners, creators, athletes, visionaries, and collaborators who share and/or deeply respect our core values of faith in Jesus Christ, uncompromised integrity, and generational stewardship.

**3.2** Our due diligence process evaluates alignment on faith foundations, moral integrity, and long-term legacy potential, ensuring that every relationship advances God's purpose, strengthens His kingdom, and equips future leaders to carry forward ANC's calling.

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## ***ARTICLE IV - STEWARDSHIP & SUSTAINABILITY POLICY***

**4.1** We manage all entrusted resources; financial, human, natural, and influential with the prudence and foresight of faithful stewards, exercising financial discipline, environmental mindfulness as caretakers of God's creation, and focus on sustainable benefits that endure across multi-generations.

**4.2** Profits are reinvested ethically to fuel mission-aligned goals and directed generously toward kingdom causes that advance the Gospel, empower the vulnerable, and build lasting structures and impact for faith, family, and allow for growth.

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## **ARTICLE V - EMPLOYEE & FAMILY POLICY**

**5.1** We cultivate workplaces and collaborative environments marked by profound respect, Christ-like fairness, and intentional personal and professional growth, treating every employee, partner, creator, athlete, visionary, collaborator as valued image-bearers whose dignity, potential, and well-being we actively nurture and steward.

**5.2** We invest in our employees, partners, creators, athletes, visionaries, and collaborators by supporting holistic well-being: promoting policies and resources that encourage balanced lives, spiritual renewal, and family priorities; providing flexible structures for rest and worship; and fostering a culture where personal health, relationships, and faith grow alongside professional responsibilities.

**5.3** We designate Sunday as a weekly company-wide rest day, observed as the Lord's Day in keeping with our faith foundation in Jesus Christ. This day is set aside to promote rest, renewal, family time, spiritual growth, and personal well-being for every team member, regardless of personal beliefs or background. We structure our operations so that non-essential work is not required on Sunday, allowing employees, partners, and colleagues to recharge and spend the day as they choose. Essential services and on-call support remain available for emergencies or critical issues (such as system outages, urgent needs, or time-sensitive events), ensuring business continuity while preserving the intent of rest. This reflects our commitment to sustainable productivity and growth, and honoring God's design for work and rest. For the full details of this policy, including Policy Statement, Scope and Application, Exceptions for Essential Operations, Implementation and Support, Rationale and Commitment, see the separate *Company Proclamation: Designation of Sunday as Weekly Company-Wide Rest Day* document (available publicly and upon request)

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## **ARTICLE VI - TRANSPARENCY & ACCOUNTABILITY POLICY**

**6.1** ANC shares our guiding values and principles, significant decisions, and measurable progress toward legacy goals to build trust and model integrity in all we do.

**6.2** We welcome honest feedback from partners, commit to annual seasons of humble reflection and prayerful review, and update this document as the Lord leads and wills, ensuring we remain faithful stewards in an ever-changing world.

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## **ARTICLE VII - FAIR COMPENSATION & EMPLOYEE CARE POLICY**

**7.1** We provide compensation and benefits that are fair, competitive, and generous; Honoring the biblical dignity of labor and supporting employees' families holistically.

**7.2** We champion work-life that allows rest, worship, and family time; invest in ongoing professional development and growth formation; and implement policies that foster resilience, excellence, and spiritual growth, equipping employees to thrive as leaders in their homes, churches, and callings.

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## **ARTICLE VIII - ANTI-EXPLOITATION & DIGNITY PROTECTION POLICY**

**8.1** We guard against exploitation in supply chains, partnerships, and platforms including unfair labor practices, invasive privacy intrusions, addictive design patterns, and harmful data misuse, upholding justice and human development.

**8.2** In every venture, ANC protects and affirms the inherent dignity of all as image-bearers of God, ensuring our platforms, partnerships, and innovations promote respect, empowerment, and redemption.

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## **ARTICLE IX - CONFLICT OF INTEREST & ANTI-CORRUPTION POLICY**

**9.1** We maintain vigilance against conflicts of interest, conducting every dealing with transparent honesty, undivided loyalty to our principles, and freedom from undue influence.

**9.2** We prohibit bribery, corruption, kickbacks, or any unethical financial or relational inducements, upholding standards that safeguard our witness and protect partners.

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## **ARTICLE X - ENVIRONMENTAL & RESOURCE RESPONSIBILITY POLICY**

**10.1** Recognizing the earth as God's entrusted creation, ANC minimizes environmental impact across operations, media production, tech development, and sports initiatives, adapting sustainable practices, reducing waste, and innovating responsibility wherever feasible.

**10.2** We promote stewardship that preserves resources for future generations, ensuring our actions today leave a healthier planet and a clearer path for future leaders and generations to Glorify God through faithful care of His world.

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## **ARTICLE XI - POSITIVE KINGDOM INFLUENCE POLICY**

**11.1** We intentionally design every interaction through content that uplifts, events that unite, partnerships that empower, and outreach that serves to exert a positive, transformative influence that draws people closer to truth, hope, and Christ.

**11.2** We support and fund charitable, kingdom-aligned causes that fortify families, deepen faith, and extend global Gospel impact, measuring success by lives changed, disciples made, and enduring legacy.

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## **ARTICLE XII - COMMITMENT & CLOSING**

**12.1** This document is an expression of the guiding principles of ANC Holdings Group, drawing inspiration from The Correa Dynasty's legacy of faith, disciplined service, and stewardship while committing ANC to honor God in every venture we undertake. We pledge to review, pray over, and update it as needed, remaining humble and faithful stewards under Christ's lordship.

**12.2** With open hearts, ANC invites partners, creators, athletes, visionaries, investors, and collaborators who resonate with these values to connect, collaborate, and co-labor in building something eternal.

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## **FINAL NOTES**

### **ARTICLE XIII - DISCLAIMER & UPDATES**

**13.1** This Public Values & Company Policies document is published voluntarily by ANC Holdings Group to promote transparency, invite alignment with like-minded individuals and organizations, and clearly communicate the guiding principles we strive to uphold in our operations, partnerships, and ventures.

**13.2** The Policies and commitments outlined herein reflect our current intentions and practices as a faith-driven conglomerate. They are not intended to create legally binding obligations, contractual rights, or enforceable guarantees beyond what is required by applicable law.

**13.3** As ANC Holdings Group grows and evolves, these values and policies may be refined, updated, or expanded. In the event of material changes, a revised version of the Public Values & Policies document will be made publicly available through our official channels (website, social media, etc.) to maintain transparency and accountability.

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### **ARTICLE XIV - USE OF ARTIFICIAL INTELLIGENCE IN DOCUMENT PREPARATION**

**14.1** ANC Holdings Group affirms that artificial intelligence (AI) tools were utilized during the drafting and refinement process of this Public Values & Company Policies document. AI assisted in framing structure, suggesting wording options, improving clarity, organizing content, and ensuring consistent tone and readability.

**14.2** All core values, guiding principles, operational policies, commitments, and language choices expressed in this document are those of ANC Holdings Group. They reflect our deliberate decisions, faith foundation, mission, and vision as a company grounded in Jesus Christ as our Lord and Savior and the tagline Faith. Honor. Legacy.. No policy, statement, or commitment was generated or imposed by AI; AI served only as a supportive editorial and structural aid under direct leadership, human oversight and approval.

**14.3** This use of AI is transparent and intentional: we believe technology, when employed ethically and responsibly, can be a tool to steward resources well and communicate clearly. The final content of this document has been reviewed multiple times, revised and edited, and authorized exclusively by ANC leadership to ensure it accurately represents who we are and how we intend to operate.

**14.4** This disclosure aligns with our commitment to integrity and transparency (see Article VI). As with all other aspects of this document, this article may be updated in future versions if our practices regarding AI assistance evolve.

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**End of Document - VALUESPOLICY-ANC-001**

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ANC HOLDINGS GROUP, LLC  
**FAITH. HONOR. LEGACY.**

## **SIGNATURES**

IN WITNESS WHEREOF, the undersigned, being the Principal Founder and Sole Member of ANC Holdings Group LLC, has executed this Public Values & Company Policies Document on the date first above written.

**Member:**

A handwritten signature in cursive script that reads "Nicolas Correa". The signature is written in black ink and is positioned above a thin horizontal line.

**Signature:**

**Name: Nicolas R. Correa-Villanueva**

**Title: Principal Founder**

**Date: 03/16/2026**