



# COMPANY PROCLAMATION: DESIGNATION OF SUNDAY AS WEEKLY COMPANY-WIDE REST DAY

OF ANC HOLDINGS GROUP, LLC

Code Name: "PROCLAMATION-ANC-001"

Document Version: 1.0

Date: March 25, 2026

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

**Non-Confidential – Public Release**

**Effective Date: March 29, 2026**

This document proclaims the designation of Sunday as a weekly company-wide rest day within ANC Holdings Group. It is shared internally across all ventures and, where appropriate, made available publicly to provide transparency, reinforce alignment with our operating agreement and Public Values & Company Policies Document, invite partnership with like-minded partners, creators, investors, and organizations, and demonstrate our strong commitment to operating as a faith-driven conglomerate in service to our calling: "Faith. Honor. Legacy."

We believe that openly declaring and implementing company-wide rest rooted in Scripture 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 proclamation reflects how we seek to steward our people, operations, and purpose with integrity, balance, and reverence for God's design.

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## Preamble

As a faith-driven conglomerate built on the cornerstone of Jesus Christ, ANC Holdings Group recognizes that Scripture establishes a sacred rhythm of diligent work and intentional rest. In **Exodus 20:8 (ESV)**, the Lord commands, "Remember the Sabbath day, to keep it holy," underscoring God's design in creation for humanity to labor for six days and rest on the seventh as a pattern for growth, renewal and worship. This principle finds expression in the early church, as recorded in **Acts 20:7 (ESV)**, where "On the first day of the week, when we were gathered together to break bread, Paul talked with them, intending to depart on the next day, and he prolonged his speech until midnight", honoring the Lord's Day as a time set apart for commemoration, remembrance of the resurrection, and spiritual nourishment. In keeping with this biblical foundation and our calling to 'Faith. Honor. Legacy.', we designate Sunday as a weekly company-wide rest day, observed in honor of the Lord's Day.

This policy is not merely operational but an act of stewardship: caring for our team members as our greatest asset, promoting sustainable excellence, and honoring God in how we structure our business operations.

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## **POLICY STATEMENT**

Effective 03/29/2026, Sunday is designated as the weekly company-wide rest day across all ANC Holdings Group entities and ventures. This day is set aside to promote physical rest, spiritual renewal, family time, personal well-being, and discretionary pursuits for every team member, regardless of personal beliefs or background.

We structure operations so that non-essential work, meetings, communications, projects, and activities are not required on Sundays. Team members are encouraged (but not required) to use the day for rest, family, worship, community, or for personal renewal as they see fit. This reflects our commitment to treating people with dignity and fostering long-term health and creativity.

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## **SCOPE AND APPLICATION**

- The policy applies company-wide, including all subsidiaries, divisions, and collaborative ventures in media, sports, technology, and related areas.
- Non-essential activities (e.g., routine administrative tasks, non-urgent engagements, content production deadlines, marketing campaigns, software updates unless critical) cease on Sundays.
- This is a company-initiated rest initiative inspired by faith, but observance is inclusive: team members of all beliefs may use the day freely, without religious obligation.

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## **EXCEPTIONS FOR ESSENTIAL OPERATIONS**

To maintain business continuity, protect critical assets, and fulfill unavoidable responsibilities, limited essential services and on-call support remain available for:

- Emergencies (e.g., system outages, security incidents, safety concerns);
- Urgent, time-sensitive obligations (e.g., regulatory deadlines, critical client needs);
- Mission-critical functions that cannot be reasonably deferred.

Exceptions are minimized, rotated equitably among qualified personnel, voluntary where feasible, and compensated per applicable laws. Advance notice and support are provided to honor communication, transparency and rest as much as possible.

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## **IMPLEMENTATION AND SUPPORT**

- Department and venture executives will adjust workflows, deadlines, communications, and scheduling to eliminate non-essential Sunday work.
  - Resources include training on asynchronous practices, deadline planning tools, and guidelines for respectful off-hours boundaries.
  - Team members or partners with questions, scheduling conflicts, or accommodation requests (including under applicable employment laws) should contact Human Resources or their direct leadership.
  - The policy will be reviewed annually or as needed to ensure alignment with our values and practical effectiveness.
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## **RATIONALE AND COMMITMENT**

This proclamation advances sustainable productivity, reduces burnout, strengthens families and communities, and cultivates renewed focus during work. By prioritizing rest, we invest in our employee's long-term growth and affirm that true success flows from balance, trust in God's provision, and obedience to His design.

Rooted in our faith in Jesus Christ, this policy honors Scripture while respecting diversity of belief. It builds trust with partners who share or appreciate our values and positions ANC Holdings Group as an upcoming purpose-driven leader in media, sports, and technology.

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## **OFFICIAL RESOLUTION NOTICE**

The Official Resolution Notice, containing the full corporate resolution and any support board or executive approvals, is attached to this Proclamation below (or appended in the official record and distribution packet). This attachment formalizes the adoption of the policy and serves as the authoritative corporate record.

**Effective Date: March 29, 2026**

**Issued by: ANC Holdings Group, LLC (Executive Division)**

**Policy Reference: PROCLAMATION-ANC-001**

**WHEREAS**, ANC Holdings Group is founded on faith in Jesus Christ as the cornerstone of all endeavors, and seeks to honor biblical principles in its operations across media, sports, and technology ventures; and

**WHEREAS**, Scripture commands in Exodus 20:8 (**ESV**), “Remember the Sabbath day, to keep it holy,” establishing a divine pattern of six days of labor followed by a day of rest for human growth, renewal, and worship; and

**WHEREAS**, the early church gathered on the first day of the week, as described in Acts 20:7 (**ESV**), to break bread and fellowship, setting apart the Lord’s Day in remembrance of the resurrection and for spiritual renewal and development; and

**WHEREAS**, designating Sunday as a weekly company-wide rest day promotes physical and spiritual well-being, family time, personal renewal, sustainable productivity, and long-term excellence for all team members, regardless of individual beliefs; and

**WHEREAS**, this policy aligns with our calling to ‘Faith. Honor. Legacy.’ stewards our team members as our greatest asset, and demonstrates transparent, purpose-driven leadership; and

**WHEREAS**, limited exceptions for essential operations are provided to ensure business continuity while preserving the intent to rest to the maximum extent feasible;

**NOW, THEREFORE**, be it proclaimed and resolved by the leadership of ANC Holdings Group that Sunday is hereby designated as the weekly company-wide rest day, effective **03/29/2026**, in accordance with the terms, scope, exceptions, implementation, and commitments set forth in this Proclamation.

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INTENTIONALLY***

## **SIGNATURES**

IN WITNESS WHEREOF, the undersigned, being the Principal Founder and Sole Member of ANC Holdings Group LLC, has executed this Company Proclamation: Designation of Sunday as Weekly Company-Wide Rest Day 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 underlined with a single horizontal line.

**Signature:**

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

**Title: Principal Founder**

**Date: 03/20/2026**