

ORGANIZATIONAL SEPARATION STATEMENT

The LadderUp Initiative & LadderUp (For-Profit)

Purpose

This statement clarifies the legal, operational, and financial separation between The LadderUp Initiative, a 501(c)(3) nonprofit organization, and LadderUp, a for-profit business services platform.

Legal Status & Governance

The LadderUp Initiative is a federally recognized 501(c)(3) nonprofit organization with independent governance and fiduciary oversight. LadderUp is a separately organized for-profit entity. Each organization maintains distinct governing authority and decision-making responsibility.

Operational Independence

The LadderUp Initiative operates independently of LadderUp's commercial activities and does not promote, sell, or financially benefit from LadderUp's services.

Financial Separation

Nonprofit funds are used exclusively to advance the Initiative's charitable mission and are not shared, transferred, or commingled with LadderUp's for-profit accounts.

Arm's-Length Relationship

Any interaction between the nonprofit and for-profit entities is conducted at arm's length, on commercially reasonable terms, and in compliance with applicable nonprofit regulations.

Compliance Commitment

The LadderUp Initiative maintains this separation to protect the public interest, donor intent, and the integrity of its charitable purpose.

The LadderUp Initiative | LadderUp.us | info@ladderup.us — Draft January 202