

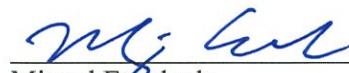
ACRA: Code of Ethics – Annual Statement
(Fiscal Year 2019)

The following officers and directors, acknowledge that they understand the ACRA is a 501(c)(3) organization and in order to maintain its federal tax exemption, it must engage primarily in activities that accomplish one or more of its tax-exempt purposes. Additionally, they affirm that they have received a copy of the Code of Ethics, have read and understand the policy, and have agreed to comply with the policy.

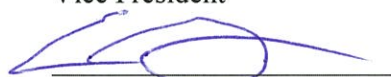
Officers:


Mike Cantu
President

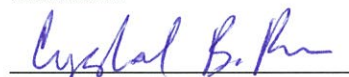
1-17-19
Date


Miguel Escobedo
Vice President

1-17-19
Date

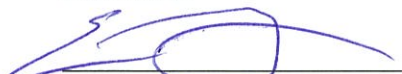

Eric Beeson
Treasurer

01/17/2019
Date


Crystal Pharis
Secretary

1/22/19
Date

Directors:


Eric Beeson

01/17/2019
Date

Lance Gilliam

Date


George Bustos

1/17/2019
Date


Mike Cantu

1-17-19
Date


Miguel Escobedo

1-17-19
Date

Sam Hojat

Date


Sandy Rios

1-17-2019
Date

ACRA: Conflict of Interest Policy - Annual Statement
(Fiscal Year 2019)

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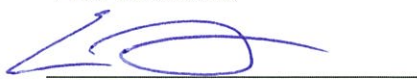
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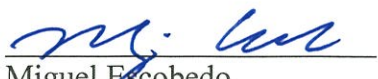
Date


George Bustos

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Sam Hojat

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1-17-2019
Date

**ACRA: Whistleblower Policy - Annual Statement
(Fiscal Year 2019)**

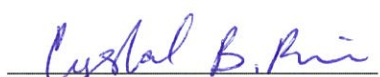
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Date 1-17-19


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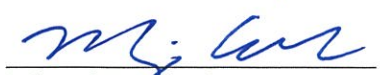
Directors:


Eric Beeson
Date 01/17/2019

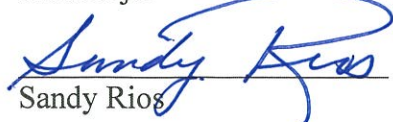

~~Lance Gilliam~~ MIKE CANTU
Date 1-17/19


George Bustos
Date 1/17/2019


~~Mike Cantu~~ LANCE GILLIAM
Date _____


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**ACRA: Whistleblower Policy - Annual Statement
(Fiscal Year 2019)**

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 Lance Gilliam	_____ Date 1-21-19
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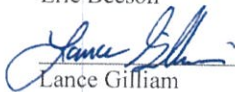
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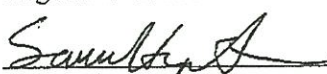
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