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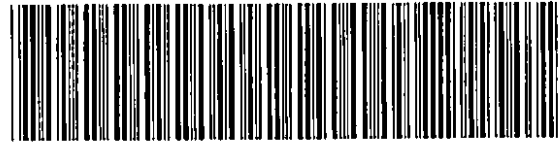
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TALLAHASSEE, FL



FLORIDA DEPARTMENT OF STATE
Division of Corporations

2023 MAR 21 PM 4:33

March 1, 2023

CJ GREGORIOS
2851 SOMERSET DR #415
LAUDERDALE LAKES, FL 33311

SUBJECT: SALTZAK INC. DOING BUSINESS AS: BELONGING
EVERYWHERE
Ref. Number: W23000028105

We have received your document for SALTZAK INC. DOING BUSINESS AS: BELONGING EVERYWHERE and your check(s) totaling \$78.75. However, the enclosed document has not been filed and is being returned for the following correction(s):

Entities may file using only the entity's name. Please delete any reference to the "doing business as name" in your document. If you wish to register your fictitious name, you may do so by filing an application and submitting the appropriate fees to this office.

Please return your document, along with a copy of this letter, within 60 days or your filing will be considered abandoned.

If you have any questions concerning the filing of your document, please call (850) 245-6052.

Karen Lovelace
Regulatory Specialist II

Letter Number: 323A00004801

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SALTZAK INC.

Articles of Incorporation

ARTICLE I – THE CORPORATION

SECTION 1. The name of the corporation is SALTZAK, INC.

SECTION 2. The corporation's fiscal year shall start on January 1 and end on December 31 of the same year.

SECTION 3. The main corporate office shall be originally based in Florida, with the potential of expanding to other locations.

SECTION 4. The corporation shall be a non-profit organization, with the intent of becoming tax-exempt under Section 501(c)(3) of the Internal Revenue Service Code, subject to public auditing and accountability.

4A. The purposes for which SALTZAK, INC. is organized are exclusively charitable within the meaning of section 501(c)(3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law.

4B. Notwithstanding any other provisions of these articles, this organization shall not carry on any activities not permitted to be carried on by an organization exempt from Federal Income Tax under section 501(c)(3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law.

SECTION 5. The affairs of SALTZAK, INC. shall be governed by its Constitution and By-laws which may be reviewed and amended by a majority vote of the Governing Board.

ARTICLE II – PRINCIPAL OFFICE

The principal office of SALTZAK, INC. shall be located at 4804 W Idaho Street, Tampa, FL 33616

ARTICLE III– OBJECTIVES

SECTION 1. The goal for which the corporation is organized is to support, provide guidance and advocate for the needs, rights and welfare of Lesbian, Gay, Transgender, Bisexual, Queer/Questioning (LGBTQ) individuals and people with disabilities in ways that will enable them to be successful contributors in society.

SECTION 2. The goals and objectives of SALTZAK, INC. shall be directed towards areas of geographical, technological, mental, physical, emotional, and social environments that are beneficial to LGBTQ individuals and persons with disabilities.

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SECTION 3. The Corporation may engage in any or all lawful activities relating to the specific goals listed above and may extend its services to populations in need within and outside of the United States.

SECTION 4. The corporation may do all such other things as are necessary, incidental, or conducive to the attainment of any or all of the above objectives.

SECTION 5. The corporation shall raise its nonprofit revenues from foundations, corporations, government agencies, private charitable contributions, fundraising activities, special events, and service fees within the provisions specified under section 501(c)(3) of the Internal Revenue Code, to accomplish its mission.

SECTION 6. All funds raised and disbursed by the corporation shall be fully accountable and all records shall be open to the public.

ARTICLE IV – OFFICERS

SECTION 1. The executive officers of the corporation shall consist of the President/Chief Executive Officer, Chief Operating Officer, and Chief Financial Officer.

SECTION 2. The duties of the Chief Executive Officer (CEO) shall be:

- a. to preside at all executive and Board meetings
- b. to make final decisions regarding matters of interest to SALTZAK, Inc
- c. to tap potential institutional sources of funding for the corporation
- d. to foster relationship with community, civic, business and government entities that could enhance the positive image of SALTZAK, Inc.
- e. to establish partnerships and alliances with other support providers, local community and service referral agencies
- f. to represent SALTZAK, Inc. during public and community gatherings
- g. to provide community outreach and explore marketing strategies to increase the number of clients and beneficiaries
- h. to seek recommendation from the Board regarding matters of interest to SALTZAK, Inc.
- i. to maintain a close interaction with grantors, service referral agencies and potential donors

SECTION 3. The duties of the Chief Operating Officer (COO) shall be:

- a) to provide leadership in the development of the organization's operations and activities
- b) to organize and monitor all programs and projects directed towards achieving the goals of SALTZAK, Inc.
- c) to oversee all matters pertaining to the overall program and functional operations of SALTZAK, Inc.
- d) to assist the CEO in establishing partnerships and alliances with other support providers, local community and service referral agencies

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- e) to oversee the organization's annual campaigns, corporate sponsorship, major and planned gifts and special events
- f) to assure compliance with all organizational policies, procedures, standards and applicable regulatory requirements
- g) to perform other duties that the CEO may assign.

SECTION 4 : The duties of the Chief Financial Officer (CFO) shall be:

- a) to administer, approve and oversee all financial-related transactions for grants, personnel or volunteer-related matter
- b) to assure compliance with all organizational policies, procedures, standards and applicable financial regulatory requirements
- c) to assist in the development of the organization's fundraising programs, such as annual campaigns, corporate sponsorship, major and planned gifts and special events
- d) to arrange for external audits and ensure sound financial and fiscal management.
- e) to prepare financial and other related reports
- f) to perform other duties that the CEO may assign

SECTION 5. Executive officers may be subject to disciplinary action or may be removed from office if there is unequivocal proof of willful and irretrievable misconduct that violates the Constitution and destroys the foundation on which the Corporation was created. In such cases, the respective officer-in-question shall be duly informed and shall have the right to counsel but shall be suspended from regular duties and may not assume office until after any final action or decision is made. Any motion to discipline or impeach the respective officer-in-question shall be deliberated, decided by a majority of the Board.

ARTICLE V – The GOVERNING BOARD

SECTION 1. The Governing Board shall consist of at least three(3) but no more than seven (7) members who have keen interest in promoting the goals of SALTZAK, Inc. The members of The Governing Board shall initially be appointed by the President and shall serve a term of five years which may be renewed upon recommendation of the other executive and administrative officers.

SECTION 2 . In case of a vacancy, the Chief Executive Officer shall submit a list of nominees who shall be elected into the newly vacated position by the executive officers and remaining members of the Governing Board.

SECTION 3. The duties of The Governing Board shall be:

- a) to assure that the corporation is run in a legal, cost-efficient, and socially responsible manner, and that the functional activities of Corporation are in alignment with the goals stated in its Articles of Incorporation
- b) to ensure SALTZAK, Inc.'s compliance with all organizational policies, procedures, standards and applicable regulatory requirements

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- c) to assist the Chief Executive Officer in deciding on matters that pertain to corporate activities, fund-raising programs, grants, trust accounts, and special projects of the corporation
- d) to ensure that the CEO's actions and decisions are in accordance with the established goals stated in the Constitution
- e) to act and decide on disciplinary matters that directly involve the officers of the Corporation.

SECTION 4. The Governing Board shall meet at least once a year to review the organization's budget and activities, to set or revise policies, and to ensure that the organization is meeting its goals.

SECTION 5. Members of the Governing Board are not paid for attendance and participation in the Board meetings but may be compensated for carrying out administrative or other service-related duties.

SECTION 6. A Governing Board member who is absent in a scheduled meeting shall forfeit his/her vote on all matters voted upon during that meeting.

SECTION 7. Written notice of the annual board meeting shall be sent to respective members at least fifteen (15) days prior to the date of the said meeting.

SECTION 8. Special meetings may be called at any time by the President provided notice of such meeting is given to all officers and board members at least seven (7) days before that meeting.

SECTION 9. The CEO may elect to communicate with The Governing Board through email, teleconference and zoom meetings.

ARTICLE VIII – FINANCES

SECTION 1. The corporation's fiscal or financial year shall coincide with the calendar year, starting on January 1 and ending on December 31 of the same year.

SECTION 2. All Corporate checks related to the banking accounts of the corporation shall be signed by the Chief Executive Officer, or in the absence of the Chief Executive Officer, by the Chief Operating Officer and Chief Financial Officer.

SECTION 3. Checks issued in excess of ten thousand US dollars must be approved by the Governing Board.

SECTION 4. All financial statements and accounting records may be subject to review by an independent CPA firm with the approval of the CEO.

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SECTION 5. In the event of dissolution, all money and residual assets remaining after all financial obligations and trust accounts have been cleared shall be turned over to one or more organizations which are themselves exempt as organizations described in Section 501(c)(3) of the Internal Revenue Code of 1954 or corresponding sections of any prior or future law, or the Federal, State or local government for exclusive public purpose. The recipient organization or charitable institution shall be selected by majority all existing members of the executive officers and governing board.

ARTICLE IX- AMENDMENTS AND IMPLEMENTATION

Amendments to the Articles of Incorporation must be approved by a majority vote of all officers and board members.

ARTICLE X – EFFECTIVE DATE OF INCORPORATION

The effective date of incorporation shall be February 14, 2023.

ARTICLE XI - REGISTERED AGENT

The name and Florida street address of the registered agent is:

Name: CJ Gregorios

Address: 2851 Somerset Drive # 415, Lauderdale Lakes, FL 33311

Having been named as registered agent to accept service of process for the above stated corporation at the place designated in this certificate, I am familiar with and accept the appointment as registered agent and agree to act in this capacity.


Signature of Registered Agent

Date: 14 MAR 23

ARTICLE XII - INCORPORATOR

The name and address of the Incorporator is:

Name: CJ GREGORIOS

Mailing Address: 4804 W Idaho Street, Tampa, FL 33616

I submit this document and affirm that the facts stated herein are true. I am aware that any false information submitted in a document to the Department of State constitutes a third degree felony as provided for in s.817.155, F.S.


Signature of Incorporator

Date: 14 MAR 23

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