



CITIZEN
WARRIOR
FOUNDATION

WARRIOR'S HANDBOOK

"ALL MEN DIE, FEW MEN EVER REALLY LIVE"

- JOHN ELDREDGE

Citizen Warrior Foundation Volunteer Handbook

Copyright © 2022 Michael Benzaken; Richard Hamm

Citizen Warrior Foundation, Inc.

All rights reserved. No part of this publication may be reproduced; or, transmitted in any form or by any means, electronic, or mechanical (including photocopy, recording, or any information storage and retrieval system) without the prior written permission of the publisher.

Contents

Letter from the President	4
1.....	7
Our Purpose	8
The Purpose of This Handbook.....	11
Our Philosophy, Volunteer Practices, and Policies	11
Organizational Overview	12
Affirmations The Citizen Warrior Mindset.....	16
What You Can Expect From Citizen Warrior Foundation	19
Consider Your Volunteer Experience both a Trial and Rite of Passage	21
What We Expect from You	22
CWF Encourages Volunteer Advancement and Growth.....	25
CODE OF CONDUCT	30
Duty of Loyalty.....	33
General Policy.....	36
Equal Opportunity	36
No Harassment/Discrimination Policy	37
Drug-Free and Alcohol-Free Policy.....	40
Personal Websites, Blogging, Social Networking, and Online Gaming.....	41
Policy Interpretation.....	43
For the Purpose of Understanding and Enforcing CWF Policy	43
CONFIDENTIALITY AGREEMENT	44
Confidential Information	45
Use and Disclosure	46
Receipt and Acknowledgement of the Citizen Warrior Foundation Volunteer Handbook	50

Letter from the President

WELCOME,

OUR COLLECTIVE WORLD WAS ONCE LED BY THE ACTIONS OF A POWERFUL FEW STATIONED TO CONTROL THE MANY, BE IT BY PEN OR BY SWORD. THE RESULT OF WHICH WAS WIDESPREAD MEANINGLESS SUFFERING OF THOSE WHO SERVED BY VIRTUE OF INVOLUNTARY COSMIC CHANCE ALONE. UPON THE INNOVATION AND MASS ADOPTION OF THE PRINTING PRESS, THE COMMONERS WERE BLESSED WITH A LEAP FORWARD RELATIVE TO INDIVIDUAL SOVEREIGNTY. THUS, THE ABILITY TO PURSUE SELF-ACTUALIZATION SHIFTED FROM INVOLUNTARY COSMIC CHANCE TO VOLUNTARY INDIVIDUAL CHOICE. TO THE MANY, THIS ENABLED HUMAN FLOURISHING THROUGH THE DECENTRALIZED MEANS WITH WHICH DIFFERING NARRATIVES WERE THEREAFTER DISTRIBUTED ACROSS THE POPULACE. THE RESULT OF WHICH WAS A TECTONIC SHIFT IN THE INDIVIDUAL'S CONCEPTION OF WHAT IT IS TO BE HUMAN WITH CHOICE UNTETHERED FROM COSMIC CIRCUMSTANCE AND THE BURDEN THERETO TO CHOOSE BETWEEN THE UNCERTAIN STRUGGLES OF EARNED SOVEREIGNTY AND THE CERTAINTY OF LIFELONG SERVITUDE. TODAY, WE HAVE BEEN GIFTED SUCH A WEAPON AGAINST CENTRALIZED INSTITUTIONAL CONTROL THROUGH THE ADVENT OF DECENTRALIZED ONLINE SYSTEMS, WHEREBY ECONOMIC VALUE, WHAT IS TYPICALLY REFERRED TO AS MONEY OR ASSETS, AS WELL AS INFORMATION MORE BROADLY, HAS BEEN MADE AVAILABLE ON THE EMERGENT TECHNOLOGY KNOWN AS THE BLOCKCHAIN. TODAY, WE ARE COLLECTIVELY FACED WITH THE VERY REAL THREAT THAT THIS EMERGENT TECH IS AND WILL CONTINUE TO BECOME INCREASINGLY CENTRALIZED. WHEREBY, WHAT WAS ONCE DECENTRALIZED AND

DEMOCRATIZED MAY SOON BE CONTROLLED AND GOVERNED VIA THE UNILATERAL DICTATES OF THE PREDATORY, THUS ELIMINATING OUR UNPRECEDENTED “OPT-OUT SYSTEM” FROM FALLEN INSTITUTIONS. IT IS OUR MORAL DUTY TO SHIELD THIS MIRACLE OF INNOVATION SO THAT IT REMAINS AS IT WAS ORIGINALLY INTENDED, A DECENTRALIZED DEMOCRATIZED MECHANISM DESIGNED FOR THE BETTERMENT OF THE MANY, A MEANS WHEREBY WE CAN PSEUDO-ANONYMOUSLY FREELY SHARE INFORMATION AND VALUE TO ONE ANOTHER WITHOUT FEAR OF RECOURSE OR PREDATION. THUS, IT IS IN THE FACE OF THIS IMPENDING THREAT THAT WE MUST ALL CASTE ASIDE OUR PERCEIVED DIFFERENCES AND LOCK ARMS SO TO PREPARE FOR THE FLOOD AHEAD. IT IS IN THIS SPIRIT WE CALL UPON YOU TO JOIN AND OR SUPPORT US IN A MEANINGFUL WAY SO THAT WE MAY IN SHORT TIME BECOME A WELL-RESOURCED FORMIDABLE UNIFYING FORCE DESIGNED TO EFFECTIVELY OUTMANEUVER AND MAKE SUBSERVIENT THE BRUTALITY OF MAN DRIVEN SOLELY BY THE WILL TO POWER THAT LIES AHEAD. AS SUCH, WE NO LONGER CONSIDER OURSELVES MERE CITIZENS, WHEREBY ONE WOULD LIVE HIS/HER LIFE IN THE PURSUANCE OF SAFETY AND SELF-INTEREST. THROUGH A MULTI-YEAR LONG SERIES OF TRIALS AND LEANING INTO SUFFERING, WE HAVE LEARNED FROM IT AND HAVE TRANSFORMED INTO SOMETHING DIFFERENT IN KIND FROM WHAT WE ONCE WERE. TODAY, WE ARE CITIZEN WARRIORS, THOSE WILLING, MORE SO ARE ANIMATED BY, THE VOLUNTARY ASSUMPTION OF WHAT MAY BE THE ULTIMATE COST, SO TO SHIELD OTHERS ILL-PREPARED FOR THE MATERIAL THREAT THAT IS TO COME. THIS IS OUR PURPOSE....IT IS WHAT LIGHTS A FIRE IN OUR BELLY, INSTILLS CALMNESS IN OUR MIND, AND LIFTS THE HEAVY BURDEN OF NIHILISM AND EGO FROM OUR SPIRIT. I NOW HAVE THE GREAT HONOR TO WELCOME YOU TO UNDERGO

THIS TRANSITION WITH US, BY GETTING DIRECTLY INVOLVED OR TO SUPPORT US FROM AFAR, AS WE PREPARE TO RESPOND IN PROPER MEASURE TO THAT THREAT WHICH CALLS TO US FROM THE SAFETY OF THEIR GOLDEN PALACES. IT IS SAID THAT IN DAYS PAST, WHEN BRAVE MEN TOOK IT UPON THEMSELVES TO BECOME PROTECTORS OF THE VULNERABLE, COURAGE WAS EMBODIED BY A WARRIOR AND CODIFIED INTO HISTORY IN A SINGULAR MOMENT.

THIS WAS THAT MOMENT:

FATE WHISPERS TO THE WARRIOR,
“YOU CANNOT WITHSTAND THE STORM.”

THE WARRIOR REPLIED,
“I AM THE STORM.”

LET'S BEGIN,

Michael Benzaken

MICHAEL BENZAKEN
PRESIDENT; MANAGING DIRECTOR
CITIZEN WARRIOR FOUNDATION

1

ABOUT

1. OUR PURPOSE
2. OUR MISSION
3. OUR VISION




**CITIZEN
WARRIOR**
FOUNDATION

NDIA

Our Purpose

We Are Driven by OUR VOLUNTARY COMMITMENT TO INCUR INDIVIDUAL COST IN PURSUANCE OF Shielding that which is good, beautiful, and just, alongside those Who WOULD Safeguard US as they would Themselves.

A man with a beard and short dark hair is shown from the chest up, wearing a black t-shirt with a red and yellow Superman logo. He is looking upwards and to the right with a contemplative expression. The background is dark and textured, with a vertical light streak on the left side.

“MAN CONQUERS
THE WORLD
BY CONQUERING
HIMSELF.”

- SENECA

Our Mission

Our Mission is to inspire workable solutions that simplify complexity, create clarity, and which facilitate understanding to the betterment of the common man.

To make a positive and meaningful long-term difference in the lives of others (especially distressed groups); as well, their families through ST-relief, education, and providing opportunities for self-actualization.

To inspire the development of or directly implement representative democratized and decentralized structures, while safeguarding the environment and promoting social and economic wellbeing,

To preserve the historical record and create borderless economic opportunities, so to improve social cohesion through the setup of collaborative networks and platforms governed by shared 1st principals and a common ethos.

To create a democratized governing body wherein the inroads to corruption and unjustifiable bias are identified and mitigated via a true representative consensus, designed for the people with the feedback by the people.

To remain true to our values, while inspiring excellence, empowering individual growth, and encouraging others to create and form relationships grounded in win-win outcomes.

Our Vision

Our Vision is to ensure sustainable solutions are deployed (not incumbered) that in the aggregate will propel those who pursue these solutions diligently towards a more meaningful and just world, one which is more beautiful, devoid of corruption, and who collectively pursues and in live in accordance to that which is Good and True.

We believe that the unwillingness (and often blatant) refusal to be individually responsible for one's own actions has generated the unchecked and rampant corruption of our most sacred and cherished institutions. Furthermore, this corruption is compounded by an attitude of dismissal (akin to malice), which incessantly refuses any accountability for the unwholesome consequences thereof. Such refusal to accept responsibilities for one's actions ought to be lawfully and justly mediated. We must aim to impress upon our youth and each other the necessity and joy that springs from personal accountability.

We believe that we can make a meaningful difference via authentically addressing the ontological causes associated with corruption on a practical level: within our local communities; as well as, on an individual basis through directed educational programs, and the deployment of innovative products and results-oriented services that together safeguard individual sovereignty and critical thinking.

2

VOLUNTEERS

4. THE PURPOSE OF THIS HANDBOOK
5. ORGANIZATIONAL OVERVIEW
6. OUR CORE VALUES
7. AFFIRMATIONS | THE CITIZEN WARRIOR MINDSET
8. WHAT YOU CAN EXPECT FROM CITIZEN WARRIOR FOUNDATION
9. CONSIDER YOUR VOLUNTEER EXPERIENCE A TRIAL OR RITE OF PASSAGE.
10. WHAT WE EXPECT FROM YOU
11. CWF ENCOURAGES VOLUNTEER ADVANCEMENT AND

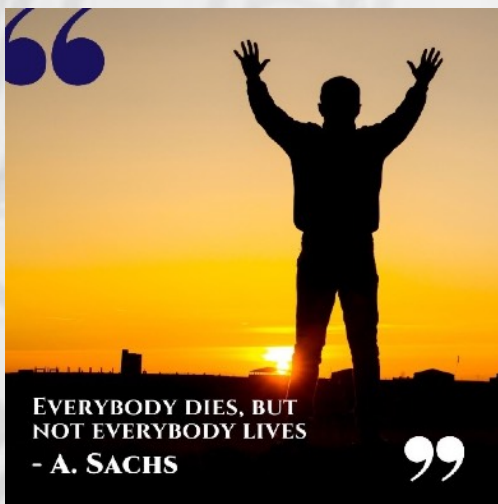


THE PURPOSE OF THIS HANDBOOK

OUR PHILOSOPHY, VOLUNTEER PRACTICES, AND POLICIES

This Handbook has been prepared to educate you about Citizen Warrior Foundation, its foundational philosophy, volunteer practices, policies, as well as the benefits provided to you as a valued Volunteer as well as the conduct with which we expect you to compose yourself.

This will provide you with answers to most of the questions you may have about CWF and its purpose for being. In addition, we have identified our commitments to you as a valued Volunteer as well as your responsibilities to Citizen Warrior Foundation. If anything is unclear, be sure to discuss the matter with your direct manager or supervisor. You are responsible for reading and understanding this Handbook, and your performance evaluations will reflect, in part, on your adherence to embodying CWF's code of conduct and strict compliance to CWF policies. In addition to clarifying responsibilities, this Handbook should also give you an indication of our interest in the welfare of all who battle alongside us.



We ask that you read this Handbook carefully and refer to it whenever questions arise. No Organization's Handbook can answer every question, nor would we want to restrict the normal course of Q&A interchange between a Volunteer and his or her manager. It is through our interpersonal communication that we can better know each other, express our views, and work together in a harmonious relationship.

ORGANIZATIONAL OVERVIEW

Our Guiding Principles

The following are guiding principles that we as an organization hold sacred, that we as leaders of Citizen Warrior Foundation pledge to guide our policy making and asset allocation, and that we expect those who pledge allegiance to our fraternal oath to safeguard and uphold especially in the face of the most formidable of adversaries.

1. Individual sovereignty within a market permits failure and thus the opportunity to learn and self-actualize.
2. Peace Through Strength requires us to self-actualize the sum of our God-given strengths. Thus, we train daily without exception, in mind, body, commerce, and spirit.
3. There is no private and professional life. There is but one life, be it lived in a noble or wasteful manner. All men die, few men live well. If you have come to us, you were attracted by our messaging, perhaps because you were born to be a Warrior in bygone era. Today, that emptiness, that pain inside you that grows as you watch rampant injustice and predation upon the most vulnerable go unanswered, that is a blessing... it is your spirit crying out to you. Wake up, it yells, "the Dragons approach!" The man who chooses to answer this call is the man who will be imbued with meaningful purpose and begin down the rightful path.
4. While others live to sustain, we at Citizen Warrior Foundation live to prepare. As all who live must one day die, those who prepare may leave their mark on

”

A GEM CANNOT
BE POLISHED
WITHOUT
FRICTION, NOR A
MAN PERFECTED
WITHOUT
TRIALS.

— SENECA —

“



- history, passing accrued wisdom through proper tutelage of the most worthy youths.
5. It is our obligation as stewards of this planet and the parents of future generations to develop within us from childhood the many forgotten virtues. This is a lifelong commitment and we each bear individual responsibility in the cultivation thereof.
 6. While we do NOT subscribe to 1 specific religion or 1 specific political party, we lead our lives by following our guiding principles, the truths of antiquity that serve today as the aggregated wisdom of 1000 generations before us. Only the naïve and those who suffer from nihilism would believe otherwise. It is our duty as fellow countrymen to reveal these insights to those that remain ignorant, and to embrace them as we would our brother despite our many differences insofar the naïve and nihilistic are so by means of external forces and are able to shed their deadwood and caste aside their prior lives so to lead a life renewed with meaningful purpose.
 7. As we grow old in age, it is our obligation to do so with succession as our primary purpose. As the Ancient Greeks once did, so should we, with our actions, act today for the betterment of the future. We ought collectively to pledge today as we grow old and abundant in wealth, to plant almond trees and provide tutelage to, in equal parts, a non-familial and familiar successor, with whom to leave behind our worldly possessions in their guardianship.

Our Core Values

Ethos

We believe in the pursuit of virtue for its own sake. Virtue is founded upon the precept of right action through right thought built upon enlightened reason and natural law. We recognize virtue's pursuit is invariably in service to an individual's self-interest, and in acting in accordance thereof, a good and moral man will echo his worldly blessings throughout his family, community, nation, and his legacy so to the world over successive generations. Never forget... YOU alone MOST come FIRST if you wish to transform into one worthy to be a leader of men and alleviate the suffering of innocent.

Authenticity

Authentic cordiality and straightforward communication are required for trust; and trust is necessary to sustain an environment for open inquiry. Furthermore, we believe that sophistry, duplicity, and propaganda invariably cause harm; and, that those who teach lies for truth and truth for lies propagate corruption; and it is they who are the predominate cause of meaningless suffering throughout our distressed communities, our nations, and our world. They ought to be recognized as our adversaries with whom we are dutybound to restrain from controlling and harming those asleep to such malice.

Integrity

We believe in honoring one's word as oneself. Furthermore, integrity's actualization is derived from the recognition that all one truly owns is their Word; and their relationship thereunto governs their perpetuity – all else is transitory.

Responsibility

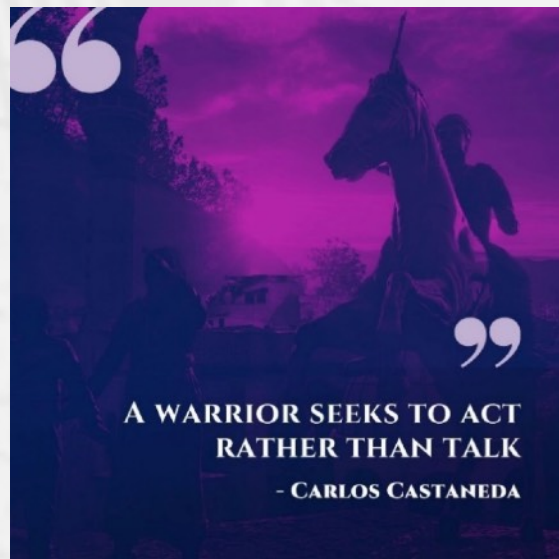
Governing one's life in accordance with honor, truth, and justice, while performing one's duty, fulfilling one's obligations, and honoring one's Word. Furthermore, we believe that responsibility is the willingness to be the Cause in the self-creation of one's life.

Stewardship

Humanity are stewards of this world: and, we are precariously ignoring our duties, our obligations, and our responsibilities. Our stewardship encompasses the Earth's resources and its ecosystems (each environmental, social, and economic). Thus, our sacred task is to cultivate a better world through the individual's pursuit of Truth despite the consequences thereof.

Sovereignty

Personal sovereignty is implicit within the practices of discipline, determination, and self-reliance. Authentic self-esteem is thus a natural consequence of one's unwavering adherence towards earned sovereignty.



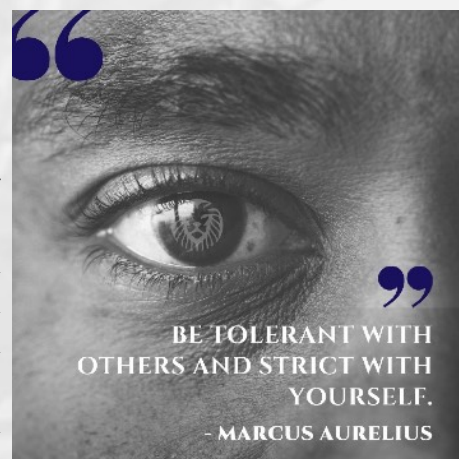
Philosophical Approach

Our philosophical approach is based on metaphysical realism. Consequently, we believe that Truth may be ascertained through the use of enlightened reason. Hence, an axiom we advocate is that "There are no contradictory or inconstant truths. However, Truth may remain unknowable via conventional methods." Furthermore, we are the modern heirs and advocates of the intellectual legacy of the Enlightenment.



Since we believe that objects exist independently of our ability to discover them, we define Truth as: "What is, what was ... what is actually so ... as compared to what our perception informs us about reality." However, we also accept that a truth may also be directional in nature (i.e., when its outcome alleviates meaningless suffering). For example, when a truth fails to liberate or provide a sense of earned satisfaction, then it is not truly truth; but, some form of fabrication or deception.

It therefore follows that the Truth ought to be that which grounds us all in material reality given the constraints of perception... and that sharing such Truths, in their proper hierarchical value schema, is the key to disparate tribes and nations living in harmony with one another. Without which there will never exist JUST peace between differing groups, and worse, the meaningless suffering of the most vulnerable will remain



well-beyond our claims of self-righteous moral and intellectual superiority. Such a state of division is now an implicit standard of this world... and we ought be active agents in its reversal, if for nothing else, for the sake of the future generations who will inhabit this world well beyond our deeds have been forgotten.

AFFIRMATIONS | THE CITIZEN WARRIOR MINDSET

We believe... in governing our life in accordance with honor, truth, and justice.

We believe... in performing our duties and fulfilling our obligations, to ourselves, our families, our communities, and our world over successive generations.

We believe... that personal integrity and honor are our only TRUE possessions – all else, including reputation, is either external to our control or transitory.

We believe... that duplicity and deceit will inevitably result in meaningless suffering.

We believe... that we should be thoughtful of others, watchful of our own behavior, and guard our tongues unless that which we utter we hold as most truthful.

We believe... that we should treat everybody with courtesy: regardless of their station, office, or place in life (i.e., until they prove that they merit otherwise).

We believe... that cordiality and straightforward communication are required for trust; and, that trust forges formidable communities.

We believe... in the logical defense of our attitudes, thoughts, and judgments based upon the wisdom of antiquity, conviction, and with deep respect to our personal intuitions.



We believe... in avoiding corrupt acts and the appearance of impropriety.

We believe... in the cautious pursuit of self-interest to ensure that such serves as the means, through the contribution of value and subsequent accrual of abundance, to serve others as one who serves themselves, through rightful action.

We believe... in embodying temperance and striving for excellence instead of perfection. Perfection is a false promise of beauty, an alluring poison and derivative of pride, by any other word.

We believe... that beauty is a form of intent, style, harmony, grace, and rhythm that is dependent upon simplicity, consistency, and above all, is exhibited not to be greater, but rather, to inspire greatness.

We believe... that while plans are useful, agility is critical, and so to one must remain steadfast towards that which is most meaningful and joyfully embrace formidable challenge as a rare opportunity to establish great strength and even greater wisdom.

We believe... that our deeds determine us, as much as we determine our deeds.

We believe... that magnanimity is the providence of the TRUE elite, powerful, and noble of spirit. That man's will to virtue and will to power are intertwined, and thus we must temper abundance with humility as a matter of course to remain TRUE.

We believe... that taking advantage of the down-trodden demonstrates a malevolent spirit, and such spirits ought to be perceived as adversaries and lawfully treated as such, if for no other reason, to mediate the excesses of their malevolence, or at most, to grant them the opportunity to pledge unconditional allegiance to the betterment of those they've harmed. We must learn to forgive but ought only those who've demonstrated



themselves worthy of forgiveness. Not through words but through the outcome of meaningful action.

We believe... to lead righteously, one must first have earned individual sovereignty and then must voluntarily commit to set aside personal temptation.

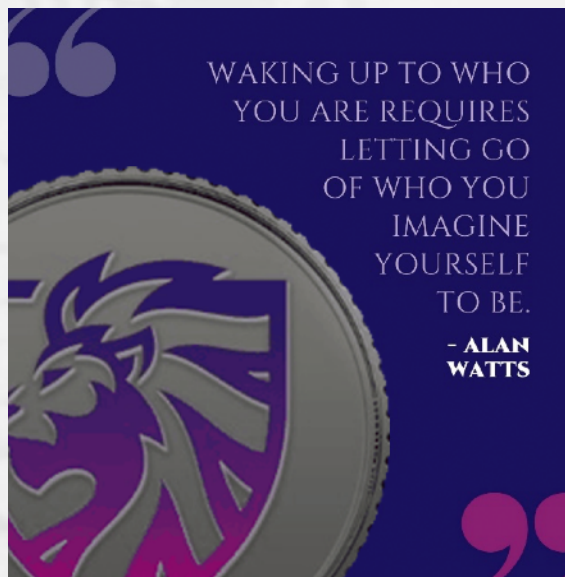
We believe... that leaders who tolerate rudeness, blatant misconduct, or unscrupulous behavior need to be removed for the good of the enterprise, community, or otherwise the collective acting under common cause.

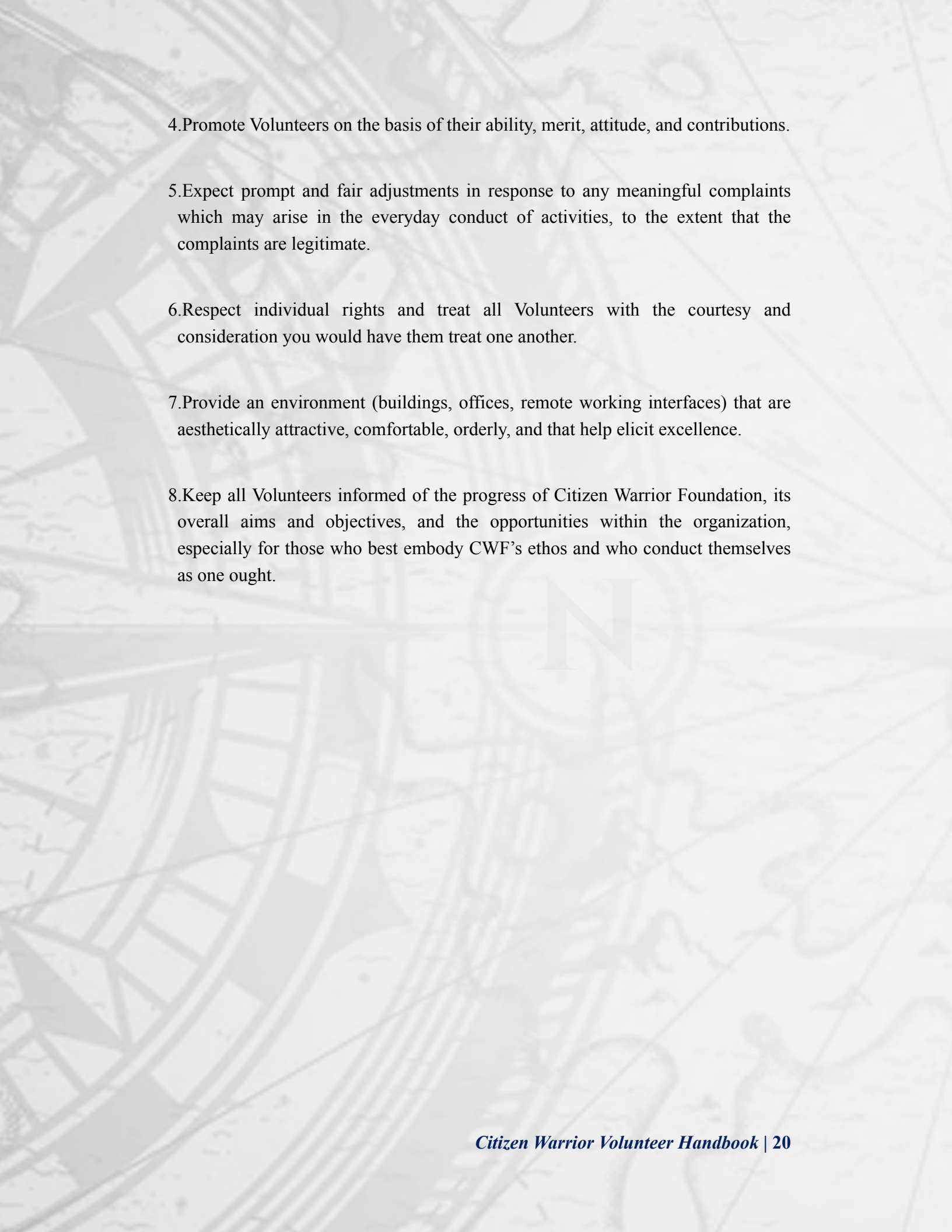
N

WHAT YOU CAN EXPECT FROM CITIZEN WARRIOR FOUNDATION

CWF's Volunteer Practices

1. Operate an economically successful organization so that a consistent level of steady opportunity is available for dutiful volunteers striving towards upward mobility.
2. Select people on the basis of skill, training, ability, attitude, and character without regard to age, sex, color, race, creed, national origin, religious persuasion, marital status, sexual orientation and preference, political belief, genetic information, disability, or any other legally protected class that does not prohibit the performance of essential job functions. Such practices are wasteful and such practitioners ought be treated as unworthy to lead, both because they are weak in character and in breach of their duty to their respective organizations.
3. Publicly recognize Volunteers who have demonstrated excellence in furtherance of the success of our organization's programs and efficiency in our internal operations.

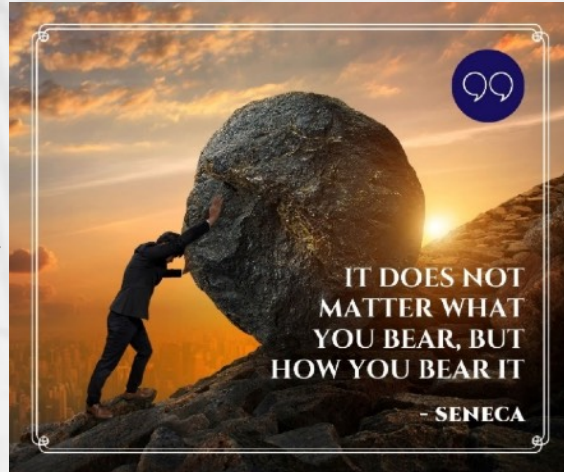


- 
4. Promote Volunteers on the basis of their ability, merit, attitude, and contributions.
 5. Expect prompt and fair adjustments in response to any meaningful complaints which may arise in the everyday conduct of activities, to the extent that the complaints are legitimate.
 6. Respect individual rights and treat all Volunteers with the courtesy and consideration you would have them treat one another.
 7. Provide an environment (buildings, offices, remote working interfaces) that are aesthetically attractive, comfortable, orderly, and that help elicit excellence.
 8. Keep all Volunteers informed of the progress of Citizen Warrior Foundation, its overall aims and objectives, and the opportunities within the organization, especially for those who best embody CWF's ethos and who conduct themselves as one ought.

CONSIDER YOUR VOLUNTEER EXPERIENCE BOTH A TRIAL AND RITE OF PASSAGE

YOU have been hand-picked to Volunteer at our Private Foundation. As such, you are expected to contribute your talents and energies to reinforce, embody and impress upon us ways to improve the culture of CWF as well as the quality of the services provided, programs deployed, and messages amplified by Citizen Warrior Foundation. In return, you will be given numerous opportunities to grow and self-

actualize, and you will do so first by recognizing our challenging you is meant to have you face the self you are vs. the one you wish to be. All those who commit and fulfill their commitments to us, we too shall fulfill our commitments to you.



WHAT WE EXPECT FROM YOU

Your first responsibility is to know your own duties and how to perform them promptly, correctly, and professionally. Secondly, you are expected to cooperate with management and your fellow Volunteers and maintain a cohesive and exemplary “team attitude.” How you interact with fellow Volunteers and those whom CWF serves, as well as how



you accept direction, all have an impact on the success of Citizen Warrior Foundation. The poor performance of one manager leading a single department can negatively impact those we are purposed to safeguard. Consequently, whatever your position, you are dutybound to the following: perform every task to the best of your ability and inspire greatness amongst your cohorts so together you may become a beacon of light throughout your local communities.

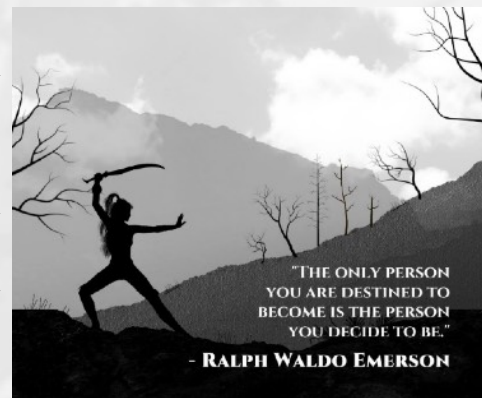
In doing so, the resulting outcome will help ensure the internal sustainability of CWF’s operations and growth of our programs, whereby elevating our efficacy in alleviating meaningless suffering by driving program costs down and providing more philanthropic value to our donors, greater remuneration to our staff, and begin to introduce streamlined long-term internship programs alongside our short-term volunteer programs. You see how meaningful your collective action in and outside CWF’s walls can become? A heavy burden to the fearful yet a blessing to those who inspire towards greatness.

Perhaps, above all else, through the results of right action at CWF, you will gain a deep sense of authentic satisfaction and others, by virtue of the person you have become, will be more likely to hold you in high regard and welcome you into their circle of influence. This is your opportunity to earn a TRUE reputation... the singular external asset you can build no matter your station in life, the benefit to which will echo upwards and outwards giving you earned sovereignty and kinship amongst those who have undergone and surmounted the same trials victorious.

You are encouraged to grasp opportunities for personal development that are offered to you. This Handbook offers insight on how you can positively perform to the best of your ability to meet and exceed CWF expectations.

We strongly believe you should have the right to make your own choices in matters that concern and control your life. We believe in an open-door policy. We are dedicated to making Citizen Warrior Foundation an organization where you can approach your supervisor, or volunteer department head, to discuss any problem or question you may have. We expect you to voice your opinions and contribute your suggestions to improve the quality of the volunteer experience and broader culture here at CWF. So, if you find yourself in a struggle that you believe does not carry meaning, in other words, one not designed to test your resolve... voice that struggle to your manager. There is a good chance you are wrong, and you will be told as such, but there is also chance you are right, and we will adjust accordingly. This is our commitment to you.

Remember that you help create the meaningful volunteering and work conditions that Citizen Warrior Foundation will offer you. Much of our intent and methodology has been outlined in this handbook and designed to instill in you what we believe will usher you into true adulthood, and to you existing adults, transform you into more capable and formidable individuals. We await your feedback so we may continually improve upon how we can best serve those who voluntarily serve us.



It is your duty, at CWF and in life, to make the most out of each waking day, to find satisfaction in the execution of your obligations no matter how seemingly

mundane, and to pursue mastery and find joy in all that you do. Once your mind serves you, and you no longer your mind, pursuing mastery of the mundane will gift you with mastery over yourself.

N

CWF ENCOURAGES VOLUNTEER ADVANCEMENT AND GROWTH

Community Organization & Borderless Relationship Advancement (The “COBRA” Program)

CWF’s COBRA Committee actively recruits exemplary individuals around the world who have exhibited outstanding leadership capabilities & who embody through their good deeds CWF’s general ethos. They are each duty-bound to oversee & meaningfully engage their respective territories to the betterment of individual prosperity, group cohesion, and cross-group cooperation.

Regional CWF Ambassadors

Regional CWF Ambassadors go through CWF’s proprietary personal development program which elevates them to the position of a Citizen Warrior and thereafter the Ambassador assumes ownership over a variety of mission critical tasks, including recruiting, mentoring, and monitoring National CWF Ambassadors. National CWF Ambassadors report directly to Regional CWF Ambassadors on a semi-weekly basis on the outcome of their duties to actualize the COBRA Program from within their native nation state. Regional CWF Ambassadors, between each other under the direction of the Chair of CWF’s COBRA Committee, link these disparate regional groups to generate alliances where once such noble cooperative efforts would have been unheard of due to superficial abstractions of differences where no True in-kind differences other than geographic positioning actually exist (these lines of division are often mere learned concepts rather than a True reflection of material reality).

National CWF Ambassadors

National CWF Ambassadors similarly go through CWF's proprietary personal development program and are thereafter responsible to fulfill 2 main missions:

1. **Community Outreach via Institutional Partnerships** – National CWF Ambassadors reach out to local non/for-profit entities within their nation-state, those entities with missions aligned with that of our own. The aim is to foster partnership connections in furtherance of propelling each non/for-profit entity along with CWF forward, further than each entity would otherwise be capable on its own.
2. **University Outreach & Collaborative Affiliations** – Perhaps most importantly, National CWF Ambassadors are duty-bound to reach out to top-performing universities throughout their native nation state to form relationships with University Administrations grounded in mutual value-exchange to form pipelines of intellectual capital from the University for its students to voluntarily assume a mission critical role at CWF for a period of 3-6 months, focusing mainly on students of the upcoming/current graduating class and the prior year's top graduates. However, all top students are welcomed to apply even if they fall outside either of these 2 groups, although they must submit a letter of recommendation from their respective academic department head or a university administrator with whom we are directly affiliated for consideration.

Following the first 3-6mo life cycle of the University Affiliate Volunteer Program, the CWF volunteers who have exhibited the strongest leadership capabilities, the greatest embrace and embodiment of CWF's general ethos, and through his or her good deeds has had a material impact on CWF's COBRA Program, will be granted the right of first refusal to assume the title of his or her University's CWF Ambassador, be them either exiting students or recent have become part of the Universities Alumni Network.

Thus, this individual will function similarly to an advisor, a gateway of sorts, into CWF's personal development program for CWF would-be Volunteers will gain mass exposure to that which can only be learned in praxis. CWF volunteers evaluated as the top and most valuable assets within the CWF volunteer program, will throughout their tenure and perhaps thereafter may obtain direct access to both intellectual and financial capital within multiple capital-rich nations as well as be

granted a certification of program completion and the top 10% of each graduating class, a letter of recommendation by CWF's President himself. Thus, through CWF's COBRA program, all boats will have the opportunity to rise to levels previously available only to a select few who, in our best estimation, tend to access less and often short their ability to fully self-actualize.

College CWF Ambassadors

College CWF Ambassadors similarly go through CWF's proprietary personal development program and are thereafter duty-bound to pursue a variety of activities, including, but not limited to, the following:

1. **CWF Chapters** - Develop a CWF Chapter at their respective university, so to recruit from within the greatest talent and encourage them to apply for a volunteer role at CWF.
2. **Reporting to CWF** - College CWF Ambassadors report directly to National CWF Ambassadors as to the figures of volunteers who have applied, were determined eligible, who've become volunteers, the specific roles assumed, and if the volunteer had successfully completed his or her role.
3. **Reporting to College Administration** - The supervising National CWF Ambassador will report to each University Administration both the immediate (self-reported data collection upon volunteer exit following tenure in good standing) and the longitudinal effects (3mo self-reported data post volunteer exit following tenure in good standing), in both quantitative and qualitative form, the self-reported benefits (or lack thereof) of CWF volunteers from their school. Such reports will include, but will not be limited to, the following self-reported metrics: perceived increase in market value, # of job opportunities, average earnings per job accepted, individual confidence in their respective market sector, as well as a vast array of other critical socio-economic and developmental metrics that in the aggregate will determine the efficacy of the program per school, per nation state, per region (collection of similar nation states), as well as between regions.



The “between regions” category is a key aggregated metric and will demonstrate the efficacy of the COBRA program perhaps more than any other data-based indicator. It is composed of over 20 meaningful KPIs that, through the analysis thereof, would allow for continuous improvement of each set of processes per region, especially when a more unique culture responds to an approach outside CWF’s standardized by region set of best practices.

N

Community Organization & Borderless Relationship Advancement (The “COBRA” Program) Semi-Annual Circular & Continuous Improvement

CWF will provide its stakeholders with a semi-annual report, the “CWF Semi-annual Circular,” a report exploring the efficacy of CWF’s Programs and the growing efficiencies (or lack thereof) of CWF’s internal operations.

Further, the semi-annual Circular will address numerous proposed programs, each assigned to a budget (with expenses provided to existing donors, down to each individual line item of expense) which is currently pending approval. Once voted on by the CWF Board, will be the basis for the year’s semi-annual fundraising goals, with which we hope to have a handful of generous donors and would prefer to steer away from the requesting funds from the people who we see as facing major financial problems in the year ahead. To these individuals, volunteering expertise and or personally enabling direct high-value connections is our most appreciated form of good will contribution.

CWF’s Semi-annual “Circular” will be both qualitative and quantitative in nature and demonstrate and seeks to best demonstrate if CWF has been able to achieve its missions under per approved program as well as provide essential feedback for ongoing external program and internal process improvement. This is so CWF is held to account and remains humble throughout its ascendance into cultural relevancy and far beyond the mandated succession of the Board to a more youthful group of decision makers who have already demonstrated greatness, the virtues, the embodiment of CWF’s ethos, and the soundness of mind during their Volunteer role(s) at CWF.

It is our duty to ensure CWF Volunteers, Donors, Partners, and Affiliates obtain the greatest amount of value exchange for their time & stored industriousness spent in having chosen to lock arms with us in pursuance of our purpose. We are duty-bound to exceed our stakeholder’s expectations, no matter where they may lie along the value-added chain.

CODE OF CONDUCT

Build Trust and Credibility

Our success is predominantly dependent on the trust and confidence we earn from our Volunteers, those we serve, our Donors and our various other Stakeholders. We gain credibility by adhering to our commitments, displaying honesty and integrity, and reaching program goals without compromise to honorable conduct. It is easy to *say* what we must do, but the proof is in our *actions*. Ultimately, we will be judged by the results, thereof, as we should be.

When considering any action, it is wise to ask yourself: “Will this build trust and credibility for the Citizen Warrior Foundation? Will it help create a flourishing team and cultural experience over the long term? Is the commitment I made one which I WILL follow?”

The only way we as a collective will maximize trust and credibility is by answering “yes” to each of those questions and to self-audit our attitudes and behaviors daily.

Respect for the Individual

We all deserve to work in an environment where we are treated with dignity and where we have the opportunity to earn respect. Citizen Warrior Foundation is committed to creating such an environment because it aims to bring forth the full potential of the determined individual, which, in turn, contributes directly to CWF’s own success. We cannot afford to let anyone’s talents go to waste.

Citizen Warrior Foundation is an equal volunteering opportunity and is committed to providing a workplace that is free of discrimination of all types including abusive, offensive or harassing behavior. Any Volunteer who feels harassed or discriminated against should report the incident to his or her manager or to human resources.

Create a Culture of Open and Honest Communication

At Citizen Warrior Foundation, everyone should feel comfortable to speak their mind amongst their cohorts, particularly with respect to ethical concerns. Managers have a responsibility to create an open and supportive environment where Volunteers feel comfortable raising such questions to them, but the volunteer must be mindful in criticizing his or her seniors in public so to show due respect for their stations by, rather, requesting to dialogue with them in private

(unless the situation is so extreme that to not call out one's senior exhibiting grossly unacceptable behavior would in itself be a sign of the volunteer's poor character). Thus, we all benefit when those in CWF proactively seek to prevent mistakes and the wrongdoings of their cohorts, of themselves, their seniors, and do so by asking the right questions or making thoughtful suggestions at the appropriate times.

Volunteers are encouraged, in the first instance, to resolve their disputes with their fellow cohorts through one-on-one conflict resolution. If such action fails to achieve proper resolve, to address such issues with their direct managers. If the conflict rests between the volunteer and his/her direct manager, the Volunteer must go and file a report with CWF's HR Manager. However, we encourage most disputes to be handled swiftly on a 1-on-1 basis as opposed to forfeiting agency to bureaucratic intervention, no matter how benevolent such bureaucracy may or claim to be.

Set the Tone at the Top

Management has the added responsibility of demonstrating, through right action, the importance of CWF's Code of Ethical Conduct. Ethical behavior does not simply happen; it is the product of clear and direct communication and aligned behaviors modelled from the top. It is our actions and not our words that ought matter most.

Uphold the Law

Our commitment to integrity begins with complying with laws, rules, and the regulations lived upon our organization in the jurisdiction with which we operate. Further, each Volunteer must understand how CWF policy applies to their specific role. Simply put, if you are doing something that you don't feel is right, verify compliance with management before acting.

Selective Disclosure

You will not selectively disclose (whether in one-on-one or small discussions, meetings, presentations, proposals or otherwise) any material non-public information with respect to Citizen Warrior Foundation, its securities, operations, plans, stakeholders, or anything else deemed Confidential as defined later in this handbook.

Avoid Conflicts of Interest

Conflicts of Interest

You must avoid any relationship or activity that might impair, or even appear to impair, your ability to make objective and fair decisions when performing your role. At times, you may be faced with situations where the actions you take on

behalf of Citizen Warrior Foundation may conflict with your own personal or family interests. You owe a duty to CWF to advance its legitimate interests when the opportunity to do so arises. One must never use Citizen Warrior Foundation property or proprietary information for personal gain or take for yourself any opportunity that is discovered through your position while volunteering or under the employ of CWF.

Determining whether a conflict of interest exists is not always easy to do. Volunteers with a conflict-of-interest question should seek advice from management. Before engaging in any activity, transaction, or relationship that might give rise to a conflict of interest, Volunteers should seek review from their managers or, if not satisfied with the response, to consult with CWF's HR department.

Corporate Recordkeeping

We create, retain, and dispose of our organization's records as part of our normal course of operations in compliance with all Citizen Warrior Foundation's policies and guidelines as well as all regulatory and legal requirements.

All CWF records must be true, accurate, and complete, with data added promptly and accurately into CWF's books in accordance with policy and US-standard accounting guidelines.

No individual should at any time attempt to improperly influence, manipulate, or mislead any unauthorized audit, nor interfere with any auditor engaged to perform an internal independent audit of Citizen Warrior Foundation's books, records, processes, or internal controls.

Promote Substance Over Form

At times, we are all faced with decisions we would rather not have to make and issues we would prefer to avoid. Sometimes, we hope that if we avoid confronting a problem, it will simply go away.

At Citizen Warrior Foundation you must have the courage to tackle tough decisions and make difficult choices, secure in the knowledge that CWF is committed to doing the right thing. At times, this will mean doing more than simply what the law requires.

Merely because you *can* pursue a course of action does not mean you *should* pursue an action.

Despite the inability of CWF's Guiding Principles to address every conceivable issue or provide answers to every conceivable dilemma, our guiding principles do

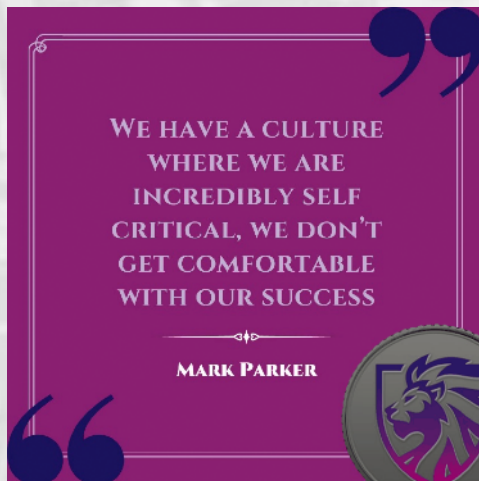
define the general spirit in how we must conduct ourselves and how we expect our volunteers to conduct themselves.

Accountability

Citizen Warrior Foundation takes seriously the standards set forth in its Code, and violations are cause for disciplinary action up to and including termination of any single member, department, or group of stakeholders within CWF. All that is ever truly ours is our integrity. Thus, we must act in accordance with honoring it.

DUTY OF LOYALTY

Integral to Citizen Warrior Foundation's success is the protection of its confidential information, as well as nonpublic information entrusted to you and your fellow



Volunteers. Confidential and proprietary information including such things as in-house “proofs” of events, financial data, Volunteer names and addresses, and nonpublic information about other organizations. You are dutybound not to disclose any such information at any time without a valid purpose and with the prior written authorization from the President of CWF.

Use of Company Resources

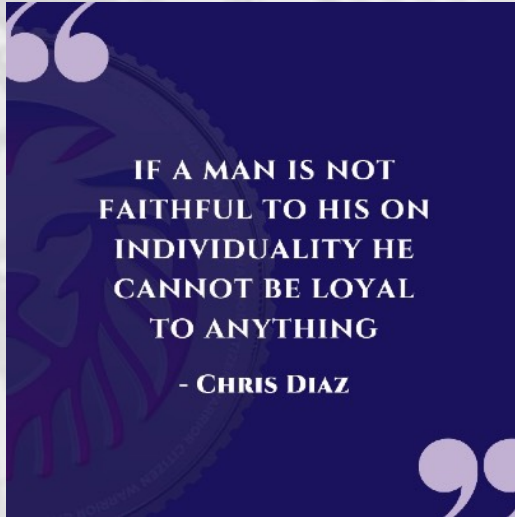
Volunteers and those who represent Citizen Warrior Foundation are trusted to behave responsibly and use good judgement to conserve company resources. Managers are responsible for the resources assigned to their departments and are empowered to resolve issues concerning their proper use.

Media Inquiries

Citizen Warrior Foundation is oriented to be a public-facing organization, and from time to time, Volunteers may be approached by reporters and other members of the media. To ensure that we speak with one voice and provide accurate information about CWF, we should direct all media inquiries to CWF's PR Specialist. No one else is entitled to issue a press release without first consulting with and getting the prior written approval of PR dually signed by HR Management.

Do the Right Thing

Several key questions can help identify situations that may be unethical, inappropriate, or illegal. Ask yourself:



- Is what am I am doing aligned with CWF's goals, code of conduct, and company policies?
- Have I been asked to misrepresent information or deviate from normal CWF procedures?
- Would I feel comfortable describing my decision with staff?
- How would it look if what I was doing made the headlines?
- Am I being loyal to my family, CWF, and true to myself?

N

3

WORKPLACE POLICY

14. GENERAL POLICY

15. EQUAL OPPORTUNITY

16. NO HARASSMENT/DISCRIMINATION POLICY

17. DRUG-FREE AND ALCOHOL-FREE POLICY

18. PERSONAL WEBSITES, BLOGGING, SOCIAL NETWORKING, AND
ONLINE GAMING

19. POLICY INTERPRETATION

20. CONFIDENTIALITY AGREEMENT

21. RECEIPT AND ACKNOWLEDGEMENT OF THE CITIZEN WARRIOR
FOUNDATION VOLUNTEER HANDBOOK



**CITIZEN
WARRIOR**
FOUNDATION

GENERAL POLICY

EQUAL OPPORTUNITY

CWF is an Equal Opportunity Volunteer. Our policy is to treat Volunteers without regard to race, creed, sex, age, color, national origin, religion, veteran status, or military service, disability, or handicap, affectional or sexual orientation, marital status, or other legally protected status, except where such considerations are bona fide occupational qualifications permitted by law.

All personnel decisions affecting terms and conditions of volunteerism are based on merit. Personnel decisions include, but are not limited to, recruiting, hiring, training, assignments, advancement, demotion, disciplinary action, and termination. Working conditions are also established without regard to any legally protected status. Each Volunteer is responsible for helping CWF maintain a climate that provides the opportunity to demonstrate oneself to all good faith actors.

In no way does CWF expect its volunteers to treat everyone equally, however, as some of your cohorts will have demonstrated excellence and others may have demonstrated they are a hindrance unto the excellence of others. You are equal under treatment via CWF policy on the way in. However, the outcome of your efforts will rarely result in equal treatment outside that which is required by law as overtime your efforts will reveal themselves as genuine or not, and your capabilities effective or not. At CWF, you earn what you get, to the upside or the down. This workplace is a proving ground... how you will advance or leave CWF is entirely up to you.

NO HARASSMENT/DISCRIMINATION POLICY

It is CWF's policy to provide its Volunteers with an environment free from all forms of harassment and discrimination.

Sexual harassment and discrimination are only two situations which violate Title VII of the Civil Rights Act of 1964 and state law, and CWF will not permit any Volunteer to discriminate against or harass another Volunteer in any manner, whether such harassment or discrimination is based on the Volunteer's sex or other legally protected status.

Standard of Evaluation

In determining whether unlawful harassment/discrimination has occurred, CWF will view a charge of harassment and/or discrimination based upon the view of a "reasonable person" and the material evidence or whiteness statement provided. However, we encourage you to resolve your own conflict with you cohorts before asking for official conflict resolution. This is your opportunity to learn how to succeed in our world while at CWF. However, if genuine attempt(s) at your own conflict resolution has failed and or if the event occurred was so egregious that the offender in question has breached their oath upon committing themselves to CWF, then these are the type of adverse events that warrant CWF to commit resources to investigate such claims. If at any time your coworker has broken the law, however, it is your duty to bring this to our attention immediately, with evidence and or whiteness whenever applicable.

Sexual Harassment

Sexual harassment/discrimination refers to behavior that is expressed not welcome, would not have occurred but for the person's sex, is personally offensive, fails to respect the rights of others, lowers Volunteer morale, and, therefore, interferes with CWF's culture of cooperation or people in pursuit of self-actualization and to that we will take personal offense. Sexual Harassment may take different forms. One of the more egregious is the demand for sexual favors. Other forms of harassment include, but are not limited to:

- Verbal: Sexual innuendos, suggestive comments, jokes of a sexual nature, sexual propositions, threats;
- NonVerbal: Sexually suggestive objects or pictures, graphic commentaries, suggestive or insulting sounds, leering, whistling, obscene gestures; or
- Physical: Unwanted physical contact, including touching, pinching, brushing the body, pushing.

No Retaliation

There shall be no retaliation against any Volunteer who makes a genuine complaint concerning about harassment/discrimination. However, a Volunteer who has demonstrably made a false claim, one done with malice and without any basis in fact, such Volunteer WILL be subject to disciplinary action up to termination.

Confidentiality of the Accused by the Accessor

CWF will, to the maximum extent feasible, maintain the confidentiality of complaints on a needtoknow basis. However, investigation of such complaints will generally require disclosure to the accused party and to the other witnesses in order to gather pertinent facts.

CWF has a compelling interest in protecting the integrity of its investigations. In every investigation, CWF has a strong desire to protect witnesses from harassment, intimidation, and retaliation; to keep evidence from being destroyed; to ensure that testimony is not fabricated; and to prevent a cover-up. CWF may decide in some circumstances that to achieve these objectives, involved members must maintain the investigation and their role in strict confidence. If CWF reasonably imposes such a requirement and the member does not comply with the confidentiality requirement, the member may be subject to disciplinary action up to and including immediate termination.

However, whenever there is a breach in state or federal law, the situation is now officially out of CWF's hands. As such, we suggest not acting unlawfully whenever possible. However, if such a law were to dictate that you harm your neighbor... feel free to act on your own accord outside of volunteer hours. As a

Private Foundation bound to the state to maintain regulatory compliance and thus obtain (then retain) tax-exempt status, know that we never endorse breaking US Federal or Florida state law... especially when the law forbids you using margarine in Wisconsin, erecting a Children's lemonade stand, maintaining a Bingo session for over 5hrs, presenting a "fake" weather report, or apparently in so providing fortune-telling services for the prescribed outlook not to be "bad", Unless "it's Healthcare-related".

NonFraternization Policy

Know that we understand and appreciate the fact that over 1/5 of the US married population met at work and as such, we would not want to put a chill between budding romances whilst performing meaningful acts (we tend to bound over such noble things). Whenever a romantic spark is mutually felt amongst cohorts, simply report it to HR, it will be documented, and we wish you both nothing but the best.

HOWEVER, CWF also recognizes that dating or related conduct between a supervisor or manager and a Volunteer subject to that individual's authority, either directly or indirectly, tends to (i) undercut objective personnel decisionmaking, (ii) create an appearance of favoritism, and (iii) lead to sexual coercion and claims of retaliation. Similar problems can often occur when such a relationship terminates.

Accordingly, all Volunteers are expected to adhere to the following guidelines:

a. No volunteers outside their cohort may create, encourage, or maintain an intimate, dating, or social relationship with CWF supervisor or manager, insofar such volunteer falls within that supervisor's or manager's direct area(s) of accountability. As used herein, a volunteer is within another's "direct area(s) of accountability" where the latter is responsible for the former's evaluation, promotion, daytoday supervision, or general direction within CWF more broadly.

b. If a CWF supervisor or manager wishes to initiate an intimate dating or social relationship with a CWF volunteer under not his/her "direct area(s) of accountability" the supervisor or manager seeking to commence the relationship is responsible to ensure that the relationship is welcomed by the other individual and is promptly disclosed to HR to ensure such a relationship is acceptable under the guidelines of Federal & State law and under the policies set forth by CWF.

DRUG-FREE AND ALCOHOL-FREE POLICY

General Policy

Citizen Warrior Foundation has a strong commitment to the health, safety, and welfare of its Volunteers. CWF recognizes that illicit drug and/or alcohol abuse can have a detrimental effect on performance and may severely compromise the safety of Fellow Volunteers and those encountering Fellow Volunteers. Therefore, it is the goal of CWF to provide a safe and productive work environment for all Fellow Volunteers at all related facilities by establishing a workplace that discourages reckless and or illicit drug use outside the workplace and prohibits any such use within the workplace or for outside use to affect your performance and or attitude within the workplace.

Under this policy, all Fellow Volunteers are strictly prohibited from using, distributing, possessing, selling, manufacturing, or being under the influence of alcohol, and use of unmedically supervised controlled substances (and related drug paraphernalia) during your Volunteer activities. We are, most of us, freedom loving... but we must ensure you are not a liability onto yourself, your cohorts, your department, and CWF as a whole... in doing so would put those we provide relief to at an increased risk. As a volunteer.... You are here to serve and not disrupt these efforts... and to embody such a purpose to influence others to do the same.

PERSONAL WEBSITES, BLOGGING, SOCIAL NETWORKING, AND ONLINE GAMING

Volunteers may (and ought to) maintain personal websites, blogs, and access social networking websites and/or online gaming communities on their own time using their own facilities. However, each Volunteer is responsible for ensuring that such activity does not interfere with his or her work. The content of personal websites or blogs maintained, and social networking websites accessed by Volunteers should not be purposefully offensive, obscene, defamatory, threatening, invading the privacy of anyone, nor contain illegal content. Be Edge-Lords if you wish... but you must insert the disclaimer that your views do not represent CWF's views, because if they do or do not, we at CWF are responsible for safeguarding the organization and its stakeholders as a collective and must minimize any viable attack vector that external bad actors will gather to use to prevent CWF from achieving its missions.

- No Volunteer other than the designated spokesperson may speak on BEHALF of CWF in any medium, including web logs and social networking websites.
- Do not post confidential or proprietary information on any website... obviously.
- Do not post the names of company co-workers or partners on any websites... obviously.
- Do not use company email addresses to register for any blogs, social networking website or online gaming communities.... obviously.
- Do not post CWF or client logos or any trademarks on any web medium unless you have received prior authorization.
- Do not use company facilities to create or maintain a web log or personal website, or to access a social networking website or online gaming community. CWF monitors its facilities to ensure compliance with this restriction.

- Do not create or maintain personal websites or web logs, or access social networking websites or online gaming communities during your committed volunteer hours, both over CWF's internet or on your mobile device.
- We encourage you to add yourself (i.e., on LI, and other socials) as a CWF Volunteer! However, in doing so on any web medium, you must place a prominent disclaimer stating that you are only expressing your personal views and not those of CWF.
- Do not link to CWF's website or post company material on any web medium unless written permission is obtained from senior management.
- Nothing in this policy is intended to prohibit Volunteers from complying with or exercising their rights under any applicable federal, state, or local law, or from communicating in good faith about terms and conditions of their volunteering tenure. Volunteers are expected to use good judgement and take personal and professional responsibility for the content of any web medium into which they have input, or in which they otherwise engage.

POLICY INTERPRETATION

For the Purpose of Understanding and Enforcing CWF Policy

The policies in this Volunteers Handbook (the “Handbook”) should be considered guidelines. Citizen Warrior Foundation, (also referred to as “CWF”), at its sole discretion, may change, delete, suspend, or discontinue any part or parts of the policies in this Handbook at any time without prior notice. Any such action shall apply to existing as well as future Handbooks.

Final interpretation of any issues arising relative to this Handbook shall be made at the sole and final determination of the President of CWF. In addition, no one other than the President of CWF may alter or modify any of the policies in this Handbook without the prior written consent of the President. No statement or promise by a supervisor, manager, or department head will be interpreted as a change in policy, nor will it constitute an agreement with a volunteer.

It should be noted that with some regular frequency, the President of CWF will hold a day for Handbook review and feedback from all of those committed to CWF. As such, while at present such policies are under unilateral control, mechanisms will be codified upon CWF’s maturation to ensure continuous improvement of policy, of philosophy, of wording, etc., while concurrently maintaining minimal attack vectors within the Volunteer Handbook i.e., ways external actors WILL attempt to prevent CWF from achieving its expressed missions. Upon our launch, this singular moment of unilateral governance relative to the policies herein are a precautionary measure until such time CWF has established a formidable defensive line. Until such time, these are the rules with which each committed must abide.

Should any provision in this Volunteer Handbook be found to be unenforceable and invalid, such a finding does not invalidate the entire Volunteer Handbook, but only the subject provision.

CONFIDENTIALITY AGREEMENT

This Confidentiality Agreement (the “Agreement”) is made effective this **Friday, August 26, 2022** (the “Effective Date”), between **Citizen Warrior Foundation, Inc.** (herein, “CWF”), as represented by its legal representative, Principal, President & Founder, **Michael Benzaken** (hereafter, the “**Principal**”) with CWF and the Principal to be construed as the same throughout this agreement, with company email address *mike@citizenwarrior.foundation* AND _____, herein, the “Volunteer”, with primary residence located at _____, personal email at _____. The following terms apply to both the Volunteer and all other associated 3rd parties the Volunteer may collaborate, consult, or in any way come in contact while in furtherance of their Volunteer role, unless otherwise expressed by the Principal to the Volunteer in writing.

Hereafter, CWF and the Volunteer may be referred to individually as the “Party” or collectively as the “Parties.”

Purpose

WHEREAS Citizen Warrior Foundation is engaged in the early stages of incorporation and the protections of its trademarks, discovery of future s, directors, officers, the development of its Partnerships, Affiliations, and other intellectual properties, including nonprofit activities, as well as the technical information and strategies thereof (hereafter, “the Purpose”). Collectively, this is Confidential Information that is of a highly sensitive nature and any or all such information revealed outside of the Parties by Volunteer prior to the expressed written approval of CWF may result in irreparable harm to CWF and its Principal.

CWF is considering Volunteers, as contingent on merit, ability to meet deliverable dates per the assigned activities, their reliability, quality of work and the potential for future upward mobility within CWF, with Volunteer being assessed over such performance metrics over the course of the coming weeks and months. CWF expects disclosing its Purpose and Affiliations to the all such Confidential Information and the Parties agree that this Agreement shall govern such disclosure.

NOW, THEREFORE, for good and valuable consideration, the Parties agree as follows:

CONFIDENTIAL INFORMATION

“Confidential Information” shall mean nonpublic information revealed by or through CWF, whether in writing, orally or by any other means and whether furnished before, on or after the Effective Date by the other Volunteer in collaboration with CWF and or the Principal, regardless of whether explicitly identified as confidential or proprietary, including, without limitation, concerning the Purpose and Affiliations or any of the terms, conditions, or other facts with respect to the Purpose and Affiliations of CWF, including the status thereof, (a) all forms and types of financial, business, marketing, scientific, technical, economic, trading or engineering information including patterns, plans, compilations, program devices, formulae, designs, prototypes, methods, techniques, systems, processes, procedures, programs, or codes, whether tangible or intangible, and regardless of how stored, compiled, or memorialized, whether physically, electronically, graphically, photographically, in writing or by some other means, (b) any analysis, compilations, studies or other documents or records prepared by Volunteer or in collaboration with Volunteer, that contain or are generated from Confidential Information (c) information traditionally recognized as proprietary trade secrets, (d) all non-public data and information about CWF’s current, former or prospective members and s (including all details of the transactions entered into and positions held by CWF on behalf of its members), (e) information belonging to any consultants, vendors or such other third parties whose information Volunteer has an obligation to protect, (f) all non-public data and information regarding CWF and its current, former or prospective members, directors, officers, affiliates, donors, or any other CWF stakeholder and (g) all copies of any of the foregoing or any analyses, studies or reports that contain, are based on, or reflect any of the foregoing.

USE AND DISCLOSURE

1. The Volunteer shall treat the Confidential Information with at least the same degree of care that he uses to protect his own confidential and proprietary information of a similar nature but with no less than a reasonable degree of care. Each CWF and the Volunteer represent that it has in place policies and procedures designed to limit access to Confidential Information within and outside their respective organizations to those individuals with a specific need-to-know. The Volunteer shall not disclose, duplicate, copy, transmit or otherwise distribute in any manner whatsoever the Confidential Information, except to CWF's Principal or those affiliated with the Principal as agreed upon in writing (collectively "Qualified Recipients"), and Qualified Recipients of other contractors or consultants retained by the Volunteer or by CWF. All such persons receiving Confidential Information shall a) be subject to a written confidentiality agreement consistent with the terms of this Agreement; (b) have a need to know only knowledge of such Confidential Information and its performance in connection with CWF's Purpose and Affiliations; and (c) have been informed of the confidential nature of the Confidential Information. The Volunteer shall be liable to CWF in the event that any of its Qualified Recipients (including any Qualified Recipient no longer in collaboration with the Principal as of the date of the violation) or such third parties' breach of these obligations. The Volunteer will promptly report to CWF any breaches of this Agreement that may materially affect CWF and will specify the corrective action to be taken.
2. Volunteer will not copy or modify any Confidential Information without the prior written consent of the Principal.
3. Notwithstanding anything in this Agreement to the contrary, the Volunteer shall comply with all privacy and data protection laws, rules and regulations which are or may in the future be applicable to the terms of this Agreement.
4. The Volunteer shall not use the Confidential Information of CWF in any manner other than as mutually agreed upon by the Parties and as outlined within the Agreement.
5. **Application to Qualified Recipients.** Further, Volunteer shall not disclose any Confidential Information to any friend or relative of Volunteer, nor to any supplier, customer, potential competitor or any third party. Any Qualified Recipients to whom Confidential Information may be disclosed shall be notified in advance by the Principal and shall sign a non-disclosure agreement substantially the same as this Agreement, with the appendix A of this agreement to be amended to reflect the addition of each Qualified Recipient on an ongoing basis.
6. **Required Disclosure.** In the event that the Volunteer is requested or required (by oral questions, interrogatories, requests for information or documents, subpoena, civil investigative demand or similar process) to disclose any Confidential Information of CWF and or its Principal, then the Volunteer will, to the extent permitted by law, submit to CWF and or its Principal with prompt notice of such

request or requirement so that CWF may seek an appropriate protective order or waive compliance by the Volunteer with the provisions of this Agreement. If, in the absence of a protective order or the receipt of a waiver hereunder, the Volunteer is nonetheless, in the opinion of the Volunteer's counsel, legally required to disclose such Confidential Information forwarded by CWF or else stand liable for contempt or suffer other censure or penalty, the Volunteer may disclose such information without liability hereunder, provided, however, that the Volunteer shall disclose only that portion of such Confidential Information which it is legally required to disclose. Notwithstanding anything to the contrary in the foregoing, the Volunteer may disclose, without notice of any kind, any of the Confidential Information provided by CWF to any regulatory authority having jurisdiction over the Volunteer; provided. If any specific request for CWF's Confidential Information is made by any regulatory authority, the Volunteer will use reasonable best efforts to notify CWF and its Principal prior to the submission of requesting Confidential information, providing that the terms of the request do not restrict the Volunteer from providing such notification. CWF and Volunteer further represent that with respect to any regulatory request for Confidential Information that it shall request from such regulatory authority that any such information shall be deemed confidential.

7. **Disputes.** The Company and Client recognize that disputes arising under this Agreement are best resolved at the working level by the parties directly involved. Both parties are encouraged to be imaginative in designing mechanism and procedures to resolve disputes at this level. Such efforts shall include the referral of any remaining issues in dispute to higher authority within each participating party's organization for resolution. Failing resolution of conflicts at the organizational level, the Company and Client agree that any remaining conflicts arising out of or relating to this Contract shall be submitted to nonbinding mediation unless the Company and Client mutually agree otherwise. If the dispute is not resolved through non-binding mediation, then the parties may take other appropriate action subject to the other terms of this Agreement.
8. **Protection of Confidential Information.** Volunteer understands and acknowledges that the Confidential Information has been developed or obtained by CWF by the investment of considerable time, effort, and expense, and that the Confidential Information is a valuable, special, and unique asset of CWF, which provides the Volunteer with a significant competitive advantage. Therefore, Volunteer agrees to hold in confidence and to not disclose the Confidential Information to any person or entity without the prior written consent of CWF and its Principal for at least five (5) years after he or she is no longer a Volunteer to CWF, for whatever reason.
9. **NON-SOLICITATION** Independent Contractors shall not, during the Agreement and for a period of three (3) years immediately following termination of this Agreement, either directly or indirectly, call on, solicit, or take away, or attempt to call on, solicit, or take away, any of the customers or clients of the Company on whom Independent Contractor called or became acquainted with during the terms of this Agreement, either for their own benefit, or for the benefit of any other person, firm, corporation or organization.

10. **NON-RECRUIT.** Independent Contractor shall not, during this Agreement and for a period of three (3) years immediately following termination of this agreement, either directly or indirectly, recruit any of Company's s for the purpose of any outside business.
11. **Non-Defamation.** The Volunteer shall not, during their tenure at Citizen Warrior Advisory, nor at any time thereafter, directly, or indirectly, in public or private, in any manner or in any medium whatsoever, deprecate, impugn or otherwise make any comments, writings, remarks or other expressions that would, or could be construed to, defame CWF, nor any of CWF stakeholders. Nor shall the Volunteer assist any other person, firm or company in so doing.
12. **Compliance with Applicable Law.** Volunteers agree to comply with all Florida state and federal laws.
13. **Equitable Remedies.** Volunteer agrees to the conditions in this agreement and that the disclosure of any Confidential Information may cause irreparable harm to CWF and would be in violation of this Agreement, and that the use of the Confidential Information for the business purposes of the Volunteer, or any third party, other than in connection and approved Qualified candidate, may enable the Volunteer or such third party to compete unfairly with CWF. For these reasons, the Parties agree that CWF may not have an adequate remedy at law and that CWF and the Volunteer agree that CWF shall be entitled to seek equitable relief to prevent further use and/or disclosure in addition to all other remedies available to CWF at law or in equity for any breach of this Agreement.
14. **Relationship of the Parties.** This Agreement is a condition of establishing an at-will voluntary relationship between the Volunteer and CWF and does not create any agency, guarantee, partnership, or any other legally recognized relationship.
15. **Assignment.** Neither this Agreement nor any rights or obligations therein may be assigned by CWF or the Volunteer without the prior written consent of the other. This Agreement shall inure to the benefit of and be binding upon CWF and the Volunteer and their respective successors and permitted assigns.
16. **Waiver.** No delay or omission by CWF or the Volunteer to exercise any right or power occurring upon any noncompliance or default by the other with respect to any of the terms of this Agreement shall impair any such right or power or be construed to be a waiver thereof. A waiver by either CWF or the Volunteer of any of the covenants, conditions, or agreements to be performed by the other shall not be construed to be a waiver of any succeeding breach thereof or of any covenant, condition, or agreement herein contained.
17. **Severability.** If any term or provision of this Agreement is declared invalid by a court of competent jurisdiction, the remaining terms and provisions of this Agreement shall remain unimpaired and in full force and effect.
18. **Return of Confidential Information.** Upon the Principal's request, the Volunteer shall promptly return to the Principal, destroy, or render unusable, and discontinue the use of, any Confidential Information then in the Volunteer's possession, including all copies and archived versions. The Volunteer shall keep no part or copy of any of the CWF's Confidential Information and, if requested in writing by the CWF, the Volunteer shall certify its exacting compliance with the foregoing provision. Notwithstanding the foregoing, the Volunteer may retain Confidential Information of CWF to the extent it must be retained per the rules and regulations of any

regulatory agency having jurisdiction over the Volunteer. The terms of this Agreement shall continue in effect and the Volunteer shall remain subject to the continuing obligations set forth herein with respect to any such Confidential Information retained by the Volunteer.

19. **Non-Publicity.** No public announcement of any prospective business arrangement is to be made by CWF or the Volunteer unless such announcement is mutually agreed upon in writing by the Parties. Neither party nor any subsidiary or affiliate thereof shall furnish the name, trademark or proprietary indicia of the other as a reference, or utilize the name, trademark or proprietary indicia of the other party, in any advertising, announcement, press release or promotional materials, including but not limited to testimonials, quotations, case studies, and other endorsements. No exceptions are granted without the prior written consent of the other party.
20. **Counterparts; Electronic Signature.** This Agreement may be signed in counterparts, each of which shall be deemed an original and both of which, taken together, shall constitute one and the same instrument. Either party may execute this Agreement electronically and the parties hereto agree that any such electronic signature shall be deemed an original for all purposes.
21. **Amendment/Entire Agreement.** This Agreement may not be amended, modified, or waived in any manner, except in writing signed by CWF. This Agreement embodies the entire understanding between CWF and the Volunteer pertaining to the subject of this Agreement and supersedes all prior agreements pertaining to such subject.
22. **Notices.** All notices required to be given under this Agreement will be sent by via electronic mail, by and to the emails provided prior in this agreement.
23. **Governing Law.** This Agreement shall be construed, and the legal relations between the Parties determined, per the laws of the State of Florida.

Signed Friday, August 26, 2022

Volunteer (Print Name)

Volunteer (Sign)

Date

RECEIPT AND ACKNOWLEDGEMENT OF THE CITIZEN WARRIOR FOUNDATION VOLUNTEER HANDBOOK

This Volunteer Handbook is an important document intended to help you become acquainted with CWF. This Handbook will serve as a guide; it is not the final word in all cases. Individual circumstances may call for individual attention.

Due to the ever-changing external conditions and public feedback to the publication of this handbook, that the contents herein may be changed at any time at the discretion of the President with the advice of legal counsel and or with the feedback of an ambassador to those volunteering. No changes to any benefit, policy, or rule will be made without due consideration of the mutual advantages, disadvantages, benefits, and responsibilities such changes will have on you, as a Volunteer, and us, as stewards of Citizen Warrior Foundation.

Please read the following statements and sign below to indicate your receipt and acknowledgement of CWF Volunteer Handbook.

- I have received and read a copy of CWF Volunteer Handbook and acknowledge that I understand that the policies, rules, and benefits described in it are subject to change at the sole discretion of CWF at any time. I understand that this Handbook replaces (supersedes) all other previous Handbooks issued by CWF
- I have received, read, completely understand, and will fully comply with CWF's No Harassment/Discrimination Policy. In addition, I have received, read, completely understand, and will fully comply with the Complaint Procedure regarding alleged harassment/discrimination.
- I understand that CWF complies with the American with Disabilities Act of 1990. I also acknowledge that I have been advised that CWF is an Equal Opportunity Employer, that CWF does not discriminate against persons who are physically or mentally handicapped, and that CWF administers its volunteering opportunity policies in a non-discriminatory manner.
- I am aware that, during my volunteering opportunity, confidential information will be made available to me, such as marketing strategies, customer lists, pricing policies, and other related information. I understand that this information is critical to the success of Citizen Warrior

Foundation and must not be given out or used outside of CWF's premises or with non-Company Volunteers. In the event of termination of volunteering opportunity, whether voluntary or involuntary, I hereby agree not to utilize or exploit this information with any other individual or company, and to return any Company property, data, and related information that I may have in my possession or for which I am responsible.

- I understand that my signature below indicates that I have read and understand the above statements and have received a copy of Citizen Warrior Foundation Volunteer Handbook.

Volunteer's Printed Name

Volunteer's Title

Volunteer's Signature

Date

Managers Printed Name

Manager's Signature

Date

Citizen Warrior Foundation ("CWF")

Full Name: Michael Benzaken

Title: President & Executive Manager

President/Managing Director's Sig

Date



N



CITIZEN WARRIOR FOUNDATION

WE RESPECT YOUR DECISION TO JOIN US IN THIS GREAT AND NOBLE ENDEAVOR. AS YOU HAVE MADE THE DECISION TO EMBARK ON THIS JOURNEY, KNOWING FULL WELL OF THE DANGERS AND STRUGGLES THAT LAY AHEAD, YOU DECIDED TO PURSUE A STRINGENT RITE OF PASSAGE TOWARDS SELF-ACTUALIZATION RATHER THAN RUN FROM THE PERSON YOU WOULD FATE HAVE YOU BECOME.

WE WILL CHALLENGE YOU, INSTILL INTO YOU WHAT WE OUGHT TO HAVE BEEN TOLD WHILE IN OUR YOUTH, AND SUPPORT YOU THROUGHOUT YOUR TRANSFORMATION AS YOU REMAIN STEADFAST IN THE FULFILLMENT OF YOUR COMMITMENTS TO OUR SHARED CAUSE.

YOUR FORTITUDE AND THAT OF YOUR COHORTS WILL IN TIME BECOME THE BEDROCK OF CWF AND A DOMINATE CATALYST BOTH FOR POSITIVE SOCIETAL CHANGE AND TO INSPIRE GREATNESS FROM OTHERS.

AS YOU NEAR THE END OF YOUR JOURNEY AND AWAKEN TO YOUR DESTINY, YOUR LIGHT WILL SHINE BRIGHT, AND THAT LIGHT WILL DRAW OTHERS TO YOU. IT IS AT THAT MOMENT YOU WILL KNOW YOU HAVE TRANSFORMED THROUGH YOUR OWN ACTIONS INTO ONE WORTH OF GUIDING GROUPS TO BECOME GOOD AND VIRTUOUS MEN AND WOMEN.

THUS, AS YOU MAY ENTER CWF A VOLUNTEER VOID OF MEANINGFUL PURPOSE, YOU MAY, IN REASONABLE TIME, LEAVE A FORMIDABLE LEADER DRIVEN BY MEANINGFUL PURPOSE.

IT IS UP TO YOU AND YOU ALONE IF CHANCE OR CHOICE WILL DETERMINE THE PERSON YOU WILL BECOME.



SCAN ME