



Department of the Treasury
Internal Revenue Service
Tax Exempt and Government Entities
P.O. Box 2508
Cincinnati, OH 45201

HEALTHCARE CAREER ADVANCEMENT
FOUNDATION INC
714 SOUTH GAY STREET SUITE 200
KNOXVILLE, TN 37902-1701

Date:
12/01/2025
Employer ID number:
39-2693243
Person to contact:
Name: Daniel Sinclair
ID number: 5585180
Telephone: (877)829-5500
Accounting period ending:
December 31
Form 990-PF required:
Yes
Effective date of exemption:
May 19, 2025
Addendum applies:
No
DLN:
26053675002095

Dear Applicant:

We're pleased to tell you we determined you're exempt from federal income tax under Internal Revenue Code (IRC) Section 501(c)(3). Donors can deduct contributions they make to you under IRC Section 170. You're also qualified to receive tax deductible bequests, devises, transfers or gifts under Section 2055, 2106, or 2522. This letter could help resolve questions on your exempt status. Please keep it for your records.

Organizations exempt under IRC Section 501(c)(3) are further classified as either public charities or private foundations. We determined you're a private foundation within the meaning of Section 509(a).

We're approving your individual grant-making procedures under IRC Section 4945(g)(1). This means scholarships you grant according to your submitted procedures won't be taxable expenditures under Section 4945(d)(3). We determined awards made under these procedures are "scholarship or fellowship grants" within the meaning of Section 117(a) and are excludable from the recipient's gross income, subject to the limitations provided in Section 117(b) including to the extent that such grants are actually used for qualified tuition and related expenses within the meaning of Section 117(b)(2).

We're approving your individual grant-making procedures under IRC Section 4945(g)(3). This means grants or educational loans awarded according to your submitted procedures won't be taxable expenditures under Section 4945(d)(3).

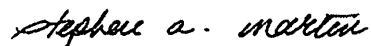
You're required to file Form 990-PF, Return of Private Foundation or Section 4947(a)(1) Trust Treated as Private Foundation, annually, whether or not you have income or activity during the year. If you don't file a required return or notice for three consecutive years, your exempt status will be automatically revoked.

If we indicated at the top of this letter that an addendum applies, the enclosed addendum is an integral part of this letter.

For important information about your responsibilities as a tax-exempt organization, go to www.irs.gov/charities. Enter "4221-PF" in the search bar to view Publication 4221-PF, Compliance Guide for 501(c)(3) Private Foundations, which describes your recordkeeping, reporting, and disclosure requirements.

We sent a copy of this letter to your representative as indicated in your power of attorney.

Sincerely,

A handwritten signature in cursive script that reads "Stephen A. Martin".

Stephen A. Martin
Director, Exempt Organizations
Rulings and Agreements