



June 2, 2020

Team,

The tragic and senseless murder of George Floyd by police in Minneapolis, at a time when our country appears more divided than ever, is a chilling and painful reminder that discrimination and racism are still a fact of everyday life in our country. We have ignored the plight of black and other minority communities that have for far too long been the target of lethal attacks, harassment and discrimination at all levels, and don't enjoy anywhere near the same opportunities and privileges that many of us take for granted. It is time all of us, from all cultural, racial and religious backgrounds, to stand together united against racism and all forms of discrimination. We must demand that ignorance and racism come to an end. We have to give every person in this country the opportunity to live with dignity, safety and peace, without fearing for their life. We have to provide similar opportunities to all people regardless of the color of their skin, or their cultural or religious backgrounds. I sincerely hope that the recent tragic events will be a wake-up call and will represent a catalyst for real and lasting change.

I encourage all of you to speak up for what you believe are the values that this country should be built upon; values that, as you know, are deeply rooted at the heart of what we stand for at Qatalyst. Consistent with past philanthropy initiatives, today, we are donating \$100,000 to the Equal Justice Initiative (EJI), an organization founded by Just Mercy author Bryan Stevenson that is committed to ending mass incarceration and excessive punishment, to challenging racial and economic injustice, and to protecting basic human rights for the most vulnerable people in American society (<https://eji.org/about/>).

While many of us have a hard time understanding how all this could happen, now more than ever we have to stand by each other and by everyone in our communities. We are here for you and are committed to doing our part.

George