



The Anderson-DuBose Company

June 3, 2020

Dear AD Associates,

I wanted to address the events we have all been witness to these past few weeks. Although it goes without saying there should be no place for violence or racial disparity in our world. As one of the largest African American owned companies in the state and the nation I cannot stay silent on the injustices that have taken place. Our company is dedicated to being fair to all without regard to race, color, national origin, sex, religion or age. If you find any instances of discrimination regarding this I want you to bring it to the attention of management immediately.

Each of us is affected by the senseless deaths of George Floyd, Ahmaud Arbery, Breonna Taylor and other African Americans. The escalation of peaceful protests that grew into looting and violence caused additional fear, hurt and division. There is no place for looting and violence. The added stress of the pandemic and consequent unemployment contributed to the anger many feel.

I hope that we take this as a learning experience, continue treating one another with the respect that we all deserve. Be a change in the world. Show care and compassion. There is no room for hate in the world or at Anderson DuBose. We are committed to providing a workplace where all feel safe and valued. I, myself, have been the target of discrimination and it could have had a very different outcome. Luckily there were witnesses that came forth and told the truth and I was vindicated.

It is coming up on 57 years ago that Dr. Martin Luther King organized the March on Washington where he gave his famous "I Have a Dream" speech where he stated "I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character." Although we have made great strides toward this in our country, we still have a long way to go. Let today mark the beginning of where we see this come true!

With Regards,

Warren