



FURIOUSFOTOG | PRESS RELEASE

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It is the vision of FuriousFotog to be one of the most trusted providers of imagery for its clients. I shall conduct myself with integrity all the while fostering an environment of creativity, innovation and trust.

My core values consist of several elements:

- Strive for quality in the work (photography and design work) I produce, to be the "best in class" in terms of value received for monetary investment made.
- Be dedicated to satisfying my customers, all of them, with respect and understanding of their expectations.
- Act with leadership and inspiration, through competence, creativity, and collaborative teamwork.
- Act with integrity in all I do and treat each other with respect, including honesty and fairness in all aspects of the work I perform.
- Take pride in the diversity of individuals who work with me and the ideas that flow from such efforts.

With this in mind, I hereby pledge my support to **all** authors (mid-to-low tier; regardless of race, sexual orientation, or background) who have been affected by (when not outright ignored by the RWA)

My background before photography modeling, and writing 18 titles was in Chemical Engineering and also Federal regulatory management/auditing in the areas of occupational safety and health, environmental compliance, and radiation safety. Through those rigorous years, the core values listed above were instilled in me, and I have also applied them to my brand and day-to-day life.

The alleged issues at Romance Writers of America (RWA) that have come to light at the time of writing this release (originating from the very top and tricking down to local chapters) do not align with these values and therefore my brand cannot, and will not, support the organization. The issues include allegations of, in information and belief, institutionalized racism, nepotism, reward/judging bias, cronyism, and narcissism, all used to ignore the problems of "non money-making " authors that have paid their dues while siding with authors of affluence.

RWA appears from the outside to have become more of an elitist's club, alienating others for the sheer audacity to be different.

The most recent public outcry against organization-admitted mishandled procedures and their subsequent response are shocking in both their heinousness and transparency, and through this the organization has lost all trust and respect. There have been efforts made to right the course the wayward ship is on, but presently it appears too little far too late, and in my opinion only a complete reorganization with 100% new staff and executives can start the process to regain that trust.

Within my abilities as a peer, and also my reach in spanning segments of the industry such as photography and modeling, I reiterate my pledge to do my part in helping **all** authors, no matter their backgrounds, race, orientation, identity, appearance or affluence. New authors that have yet to publish to repeat #1 NYT bestsellers with film tv deals shall be treated fairly and equally.

What RWA looks to have forgotten is these are the people that make up the very industry they represent, and our readers are comprised of the very same demographics.

I will not forget this fact, instead cherishing it while being thankful of the diversity we find ourselves immersed in.

Golden Czermak
Owner/Photographer - FuriousFotog