

Like many of you, I have spent the past week consumed by news about the murder of George Floyd at the hands of police officers in Minneapolis, and the subsequent protests that have erupted across the country to demand an end to police brutality and the systemic racism that perpetuates it. This of course comes on the heels of the brutal deaths of Ahmaud Arbery and Breonna Taylor - and while George, Ahmaud and Breonna are the most recent to make headlines, they are tragically just a tiny representation of the innumerable Black lives that have been lost, destroyed or derailed as a result of racism and racist policies, even just over the past 50 years, since the end of the Civil Rights Movement.

I want to make explicit GoldOller's stance as an anti-racist organization that stands firmly in support of the movement against racism and injustice in all forms. Consistent with our core values of inclusion and integrity, we reject bigotry and oppression, and seek to make our company and broader community an example of equality.

I have been feeling an overwhelming sense of anger, frustration and sadness, and it is hard to find words that feel big enough to match this moment. That said, it is critical to recognize that, as a white man, I say this from a position of incredible privilege within our society, and as much as I see, listen, believe and empathize, I cannot possibly speak on behalf of those whose bodies - and those of their children - face perpetual danger based on their skin color. It is essential for those of us in positions of privilege to reject complacency of thought and action, and to take a position of active allyship and anti-racism.

This weekend, beyond devouring the news, I spent time talking to my family, friends and colleagues about racism and privilege. This is an ongoing conversation, but I recognize that it is my responsibility to help those close to me to see the connections between racism, privilege, and the events happening in our country today. I invite all of the members of our company to join me in having conversations like this that inform an active stance against racism, and work to eradicate the systems that serve to disenfranchise and endanger our friends, relatives, neighbors and colleagues of color.

Our staff is passionate about social justice and have been vocal in recent days about their solidarity with the movement to end racial oppression. As such, we are in the process of forming a Social Justice Committee to examine ways that we can more explicitly include readings and discourse related to social justice into our culture, and provide opportunities for our staff to participate in discussions of current events. Finally, in addition, we are contributing \$10,000 to the NAACP legal defense and educational fund to further their efforts in pursuit of social justice.

Finally, we continue to listen. We welcome your ideas on how we collectively continue to improve our organization and advocate for social justice for all.

With humility and solidarity,

Jake Hollinger, President and COO