



June 1, 2020

**Dear Jetco Team,**

I know we've all had time to think about the events last week in Minneapolis and the ensuing nationwide protests. George Floyd, an innocent black man, was murdered by a police officer while others looked on. The crime was captured on video for the world to see. This murder has brought to the forefront something that we all know – black men are subject to a very different and unfair standard when it comes to police and criminal justice abuse. It is institutionalized and routine.

We've had people on the sidelines discounting the situation by saying that a tiny minority of police officers are "bad apples." I believe most police officers are dedicated public servants who take tremendous risks daily to protect us. However, it would be like saying at Jetco, "*Most of our team is safe, but we have a few bad apples.*" You know how that would that go over!

Just as we cannot tolerate any "bad apples" at Jetco, we certainly cannot tolerate them in our law enforcement ranks, or any public service position for that matter. If "bad apples" can wear a badge, most likely it's because leadership knew about the conduct but looked the other way. Derek Chauvin, the officer who knelt on George Floyd's neck, had 18 previous complaints filed against him.

These same people on the sidelines express outrage over the ensuing protests. They want to shift our focus away from the murder and towards the protests. The behavior of some protestors is completely unacceptable. However, that's not the real issue. An innocent man was murdered, and we all saw it. It brought to the forefront generations of pent up emotion and anger. If we didn't have such a lopsided and biased system, we would not have the protests.

I can't pretend to truly understand the black experience in America. That is the exclusive property of those living it. However, I can relate. Growing up, I spent time with family members and acquaintances who survived Nazi concentration camps. Their crime? Being Jewish. My background and experience have made me especially aware of the destructive power of hate.

Jetco and the GTI family of companies are committed to be an inclusive company, one that truly judges people by their merits. It goes way beyond a policy in a handbook. It's at the core of who we are. There is no place for prejudice in our society or our company. We may not be able to control what happens outside of our sphere of influence. But we must control everything in our power, including how we treat each other. We must take an honest look in the mirror by committing to overcome our prejudices. It means holding ourselves – *and each other* – to a higher standard.

Let George Floyd's senseless death be a challenge to each of us. Individually, as a company and as a society, we can and must do better. Much better!

Sincerely,

A handwritten signature in black ink that reads "Brian Fielkow". The signature is stylized and cursive.

Brian Fielkow