

April 14, 2021

Garten's Executive Leadership has shared both within our organization and to our community partners that together, Garten stands against racial injustice. Our position remains that to stay silent is to stand with racism and so again, we must speak out.

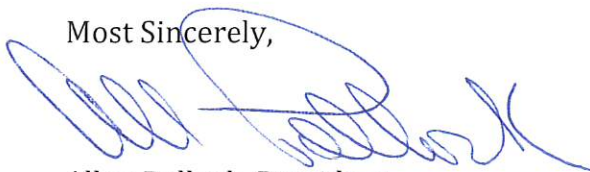
Recently, there have been increased incidents of racial discrimination against the Asian American and Pacific Islander community in the United States and in other parts of the world. We condemn these acts. As an organization, we continue to stand against racial injustice of any kind, and will continue to support those affected by any form of discrimination.

We embrace the need to improve diversity, equity, and inclusion (DEI) at Garten. We are enhancing our practices with employees, customers and board members because we know that raising our voice alone is not enough. Our commitment is strong as we know these improvements are critical to the success of our organization and the greater community we serve.

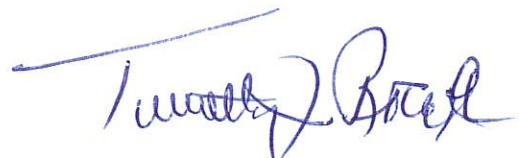
Our goal has always been to make sure that everyone feels safe, welcome, comfortable, respected and valued at Garten. While we know that people of color continue to be affected by racial discrimination, please remember that Garten continues to stand with you against racial injustice – now and in the future.

We are happy to be a part of this change here at Garten by making sure that all voices are heard, as our vision requires: "We are a people with a wide range of abilities, *we value all individuals...*"

Most Sincerely,

A handwritten signature in blue ink, appearing to read 'Allan Pollock'.

Allan Pollock, President
Garten Board of Directors

A handwritten signature in blue ink, appearing to read 'Timothy J. Rocak'.

Timothy J. Rocak, CEO
Garten Services, Inc.