

Memo

Date: June 2, 2020

To: Beacon Hill Staffing Group - Internal Employees

From: Andrew M. Wang, CEO

Subject: Diversity, Equity & Inclusion - Supporting Our Communities

"You go, we go."

In 1991, I was two years into my early career as a "placement consultant" and the movie *Backdraft* was released. I don't remember much about the characters or the plot, but the theme that no one will be left behind and the words -- "you go, we go" -- struck a chord.

In the context of the movie, the phrase was about the brotherhood of firefighters and perhaps family, but to me it stood as a broad and powerful statement about solidarity, trust, and commitment. To me, this goes to the heart of our core values at Beacon Hill.

In full disclosure, I finished my June memo this weekend, which I had intended to send yesterday. But with the tragic and preventable death of George Floyd, and the resulting protests in Minnesota, Kentucky, California, Alabama, Massachusetts, Pennsylvania, New York, Illinois, Oregon, Iowa, and so many other places, I instead wanted to take this moment to briefly address the situation and put our collective position on the record.

I was personally outraged by the killing of George Floyd. Violence and hatred should never be tolerated, and we must all call it out when we see it.

The sorrow I have been feeling is profound and I have been pained in knowing that so many people at Beacon Hill are hurting. But as a white man, I also acknowledge that I cannot fully comprehend how our Black colleagues and all members of the Black community are feeling right now. This extends to the unfortunate reality that the Black community continues to suffer similar tragedies. Further, today, Black Americans are disproportionately, negatively impacted by the current Covid-19 pandemic.

So, accepting that empathy will never equal experience, it's crucial that all of us at Beacon Hill stand up. We must listen to and support our colleagues who need us. We must do our best to learn from each other's perspective.

We must consistently live out our doctrine of trust, decency, honesty, and mutual respect.

Beacon Hill Staffing Group is successful because we, as a group, are greater than the sum of our individual parts. And we, as a group, must appreciate every individual's contributions, including the perspectives they bring as a direct result of their race, nationality, disability, age, gender identity, sexual orientation, and cultural or socioeconomic background. Discrimination and disrespect will never be tolerated at Beacon Hill. It is only by collectively leveraging our differences that we will continue to grow and succeed.

Many of our colleagues are experiencing trauma, to one degree or another, due to myriad effects of the global pandemic that is upon us. But today, right now, I would like to specifically address the members of Beacon Hill, and Black Americans nationwide, who have been directly affected by injustice.

Your friends at Beacon Hill are with you. You will never stand alone.

"You go, we go."

Andy