

# **AIMES CONSULTING, INC.**

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To our AIMES Family –

This is an extraordinary moment in our history. All at once, we are grappling with a public health crisis that has claimed hundreds of thousands of lives and social upheaval that is challenging all of us to think and act differently. The events going on around all of us are heartbreaking and we want to share a few thoughts with you so that there is no uncertainty about our values as an organization:

We at AIMES are outraged and heartbroken to see the racism which still exists in our country, most recently demonstrated by the unjustified killing that have occurred.

We want you to know that we stand together with our community: our clients and their families we service, but also the greater community at large. We stand with the Black Lives Matter movement and all efforts to end racism and discrimination. Our AIMES Community is interconnected with the community and we are all in the fight together.

AIMES believes that we are all made better by the diversity that exists in our communities. Our values are centered on the notion of creating a working environment where every employee is welcomed, respected, appreciated, and able to be themselves.

We as individuals and as part of the AIMES organization have a responsibility to ensure that no person is treated differently because of their skin, race, religion, gender or sexual orientation. One of our key focuses in championing better work and working lives is ensuring diversity and inclusion. We'd like to take this opportunity to encourage you to speak up if you witness or experience mistreatment.

The recent social unrest is yet another reminder that we must continue to listen and learn from one another in safe and inclusive environments – and with respect for different perspectives and backgrounds. It's critical that we continue to talk about discrimination and injustice because dialogue – and action – is the path to a better future.

In this spirit, we'd like to encourage you to reach out to us. As a company, we know that we have the opportunity to make things better. AIMES is built on community, and we reply on our community for feedback. This topic should be no different. Please feel free to share your thoughts and ideas for how you'd like to see us change at [aimessls@aimes.info](mailto:aimessls@aimes.info).

Best Regards,

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Director of AIMES Consulting Inc.