



A Message from our CEO:

Leadership, Resolve, and Commitment

ScottMadden Remains Committed to You

We are living through extraordinary events right now. Every day brings new warnings and news about COVID-19. We are all being impacted both personally and professionally. As such, I wanted to take a moment to highlight our commitments to our employees and our clients.

We are committed to the health and welfare of our employees and our clients. We have worked alongside your organization for many years—we remain fully committed to your continued success. As such, we are following any guidelines you have issued, and we have provided our own guidance to our consultants, including working remotely, social distancing, and minimizing travel. Of course, we will make adjustments based on WHO, CDC, and your organization's guidance.

We are committed to our work with you. Our teams continue to work with their counterparts within your organizations. While we may not be present onsite, our work continues. You can expect the same quality and engagement from our consultants that you've always had.

We are committed to our relationships with you. After decades of working together, we know you and your organizations exceedingly well. If our experience can help you navigate the challenges you're facing, my partners and I want to help in any way we can. Please, just ask.

As we emerge from the COVID-19 pandemic, leaders in every industry must step up in a world remade and a future of work rebuilt. From crisis response to recovery, we are committed to supporting you as you tackle the challenges of a post-COVID world.

Sincerely,

A handwritten signature in black ink, appearing to read "S. Bradley Kitchens", written in a cursive style.

S. Bradley Kitchens
President and CEO of ScottMadden, Inc.

