

# From the Desk of the President



**Date: June 8, 2020**

**To: All MLGW Employees**



These are, indeed, unprecedented times. A major public health crisis has intersected with episodes of social injustice, including most recently the death of George Floyd, and has led to public outcry across our nation and in the Memphis area. I realize that Memphis is no stranger to either public health crises nor the cry for social justice, having experienced the Yellow Plague in the 1800's and the events leading up to and including the assassination of Dr. Martin Luther King, Jr. in 1968.

As a relatively recent resident, I also realize that I don't have the personal historical context for what Memphians have endured, but I know that it's been difficult. I can't help but admire the resilience of the people of our company and our community.

So, where do we go from here?

Simply put, racism has no place in our society or within the culture of MLGW. We cannot be our best if we are bound by the burden of racism, mistreatment and intolerance. To the extent that racism, sexism or any other elements of intolerance or hatred still find their place in our culture, please know that such elements will not find comfort at MLGW.

As an enterprise, MLGW will always seek to maintain a safe work environment. We will not tolerate any form of racial prejudice or other inappropriate behaviors. Our values of Safety and Inclusion speak directly to our commitment to ensuring that our people are afforded an environment where everyone is included and inspired to achieve their best.

I am calling on each of us to go beyond mere tolerance as it pertains to racism; it is imperative that we proactively work to prevent the fissures of racism from forming or progressing within MLGW. Our conversations, our attitudes and our work ethic must promote a spirit of inclusion and align with all of our values. We must respect the dignity of each individual and treat all as our values demand. As we seek to live out our values of *Safety, Integrity, Ownership, Inclusion and Compassionate Service* in the pursuit of our Mission *to safely deliver services that create and sustain superior customer experiences*, we must hold each other accountable and I expect our leadership to set the tone.

If you feel that you have been inappropriately treated in this or any other regard, please notify your leadership, HR or our Whistleblower Hotline at 1-877-654-9467 ([www.mlgw.silentwhistle.com](http://www.mlgw.silentwhistle.com)). Our customers, our community and all of our stakeholders expect MLGW to reflect our values daily in all we say and do.

As an employee of MLGW, please know that you matter; that you are critical to the success of our enterprise. I know that I can count on you to join me in the pursuit of ensuring equality and inclusion as we seek to grow together and add value for our stakeholders.

Thank you for all you do!

A handwritten signature in black ink, appearing to read 'J.T. Young', with a stylized flourish at the end.

J.T. Young  
MLGW President and CEO