



Corporate Office  
105 N. Niles Avenue  
South Bend, IN 46617

**R. Andy Hove**

*President and Chief Executive Officer*

To: All AM General Employees  
Re: Standing Together for Racial Equality  
Date: June 4, 2020

At AM General we stand for racial equality. Through our programs and policies and, more demonstrably, our actions we are committed to principles of equality and fair treatment for all. We do not and will not tolerate racial injustice and discrimination.

People in communities across the country are disappointed and hurt because their voices are not being heard. In times like these, we should all ask ourselves the question — “What can I do to make a difference?” Together, we can raise our voices and be heard.

I am deeply saddened by the recent deaths of George Floyd, Ahmaud Arbury and Breonna Taylor, our African American fellow citizens who have tragically lost their lives. What the events of the past few days have demonstrated is that racial inequality exists in America. It is time for it to come to an end. People across the country have stood up and made clear what we, as Americans, demand – that all people are treated fairly and equally.

Recent events have taken a tone and character that subvert the fundamental cry for positive change. As Dr. Martin Luther King exemplified throughout his life and strived to imbue in all of us through his message—there is a way to demonstrate impatience for change that builds better communities without tearing them down and bringing harm to fellow citizens. At AM General, let’s strive to be part of the solution.

Today, I invite you to be part of the solution by taking steps to fight these inequalities.

1. **Challenge racism and bias.** Use your voice to renounce racism, hatred, inequality and bigotry.
2. **Be an advocate.** Peacefully confront any social injustices that you observe or with which you are faced.
3. **Show you care.** Commit to treating *all* people with respect, kindness and compassion regardless of their skin color.
4. **Be inclusive.** Promote diversity, equality and inclusion so that all people feel valued, included and free to share their experiences and perspectives.

As a company, AM General will continue to stand against racism, intolerance, discrimination, hatred and violence of any kind, and we will stand with ALL of our employees, customers and communities who face inequity and injustice. My personal commitment is to do everything in my power to ensure that the culture of AM General does not allow, enable or tolerate the unfair treatment of others. AM General’s culture is defined by each and every one of us, and our actions must demonstrate our core values of respect and inclusion.

To the AM General workforce, we have a great tool in the *OurOffice* platform where we can share our feelings and experiences with one another. By communicating openly and honestly with one another, we can learn tolerance and empathy, which leads to strong and enriched relationships.

We can all impact change if we make a conscious commitment to do that which is right by being concerned about our fellow Americans whose voices are not being heard. Let’s stand together and work to make a difference.