



Fostering Connections During Unsettling Times

Fellow Colleagues,

It's an understatement to say that these past few months have tested our resolve as an organization, as colleagues, and as individuals. Overall, we have proven our resilience as a firm in the face of the COVID-19 pandemic, but we must acknowledge that the crisis and troubling events outside AB continue to weigh heavily on our minds and affect our people. The latest examples are the horrific murders of George Floyd and Ahmaud Arbery—two African American men senselessly killed in separate acts of racism. Unfortunately, their deaths reflect a systemic issue affecting the African American community at large. The community is fearful, overwhelmed, and angry, and it is important that we acknowledge their feelings and experiences and stand with them.

While these tragedies are just two examples of developments outside of the workplace that can affect us *inside* the workplace, it goes without saying that these acts of violence are in stark contrast with our beliefs and values as a firm. AB remains committed to inclusion, human connection, and fostering a workplace where diverse perspectives and experiences are welcomed. It is because of this that we are committing to host upcoming open-forum discussions on race in the workplace as we've done in the past. I believe it is the culture and character of AB to encourage authentic and productive dialogue on an issue that for too long has been pushed aside. We are colleagues—but even more important, we are fellow humans. We must find ways to help each other through these challenging times.

I encourage you to be open with what you are feeling. **YOU ARE NOT ALONE.** Check in with one another, or speak with your manager about what you're experiencing. We have several resources available to you, but there are other avenues to explore as well. You can reach out to our Human Capital team, our Employee Assistance Program, our Diversity and Inclusion team, or our Ombuds. If you need help, or just want to talk, please make your voice heard. At AB, we take the welfare of our people very seriously.

The way we respond to each other during times of crisis reveal the strength of AB. I'm confident that our values, strength, and determination will shine even brighter in the days ahead.

Regards,
Seth