



We Stand Together: Valuing our Differences at CIM

At CIM, our core values of respect, integrity and discipline guide our actions and unite us, both as colleagues and as community members. We firmly believe that our diverse backgrounds and perspectives enable us to function collaboratively and positively impact the communities we serve. Individually, we can educate ourselves about experiences and perspectives that differ from our own and we should **always speak up against injustice** in our day-to-day interactions.

The senseless deaths of George Floyd, Ahmaud Arbery, Breonna Taylor and other recent events, make clear that America's 250+ year battle with discrimination, prejudice and injustice is still raging. **We stand with the protests and protestors against racial injustice.** Of course, we are sickened by looters and violent actors that use our moment of national mourning for George Floyd (and all the other black men and women who have had to endure unequal justice) as a curtain to hide their despicable misbehavior. Ultimately, they will be caught and punished (or not), but they cannot be allowed to obscure the importance of this moment as a catalyst to improve the lives of Americans of all backgrounds by pushing our nation to be more just and compassionate toward those that have had to endure generation after generation of racial prejudice.

Recent events have also shone a light on the responsibility we have – as individuals and as a company – to better understand, recognize and support each other's differences. Our national efforts to banish racial prejudice and injustice have been too few, progress has been woefully slow and we must do better. **Effective immediately, we will be doubling the budget of our Diversity & Inclusion program and re-evaluating every recruiting and operating process with a clear focus on promoting diversity and inclusion in all aspects of our working lives.**

Know that **regardless of your race, gender, religion, disability or sexual orientation, CIM values you** and your contribution to our organization and the communities in which we live and work. We stand together and remain committed to living by our core values and supporting diverse backgrounds and perspectives – both at CIM and in our culture at large.

Be kind to each other and have empathy for your co-workers and your communities.

Richard Ressler, Avi Shemesh and Shaul Kuba
CIM Co-Founders