



A Message of Support

March 19, 2021

To the Cullen and Dykman community:

We are deeply saddened by the increasing violence against the Asian American and Pacific Islander (AAPI) community over the past year—including the horrific violence that tragically continued this week with the killing of eight people in Atlanta, six of them women of Asian descent. Every member of our society must stand as a whole against the racism and violence directed at the AAPI members of our community. Actively combatting racism requires a united stand wherever and whenever it arises and a proactive effort to support all members of our community who are subject to racism and hate. This is one of those moments.

To those in the Cullen and Dykman family who are directly impacted by these horrific events, we stand with you and your family members and loved ones. We stand against the racism and violence directed at the AAPI community and all other forms of racism.

We must and will back that stance with action. Cullen and Dykman has taken real steps to address injustice and racism. Today, we made a contribution to the Asian American Legal Defense and Education Fund, which protects and promotes the civil rights of Asian Americans. We are working to identify additional ways to actively support AAPI communities and other communities subjected to racism.

Violence against AAPI communities is part of a larger expression of violence and racism against all minorities, including communities of color. It was only nine months ago that the Firm's Executive and Diversity and Inclusion Committees issued a joint statement addressing the senseless killings and systemic racism targeting members of the Black community, and the painful events that were then taking place around the country. Together, we decried the injustice and inequality that continue to exist in our country.

But now, not even one year later, the increased incidents of discrimination and violence against AAPI communities highlight the reality that our society has a long path ahead before it reaches the day where all are treated equally no matter race, creed, color, gender, or sexual orientation. We recognize that to truly address anti-Asian hate and violence, we must stand together against systemic racism targeting all communities of color, and we are committed to doing just that.

Supporting the AAPI community means taking concrete steps, however small they may be. We encourage you to consider supporting AAPI initiatives and your local AAPI-run businesses, seek education on recent events, and check in on your friends and colleagues who may be struggling through this difficult time.

Below are a few of the many organizations and initiatives to support the AAPI community:

AAPIA Community Fund

Stop AAPI Hate

Asian American Legal Defense and Education Fund

To members of our community who are feeling afraid or overwhelmed, you are not alone. Please reach out to any member of the Executive Committee, Diversity and Inclusion Committee, or Human Resources if we can help.

In addition, all employees have access to the Firm's Employee Assistance Program (EAP) through UNUM, our LTD carrier, where individuals can have confidential access to professional counseling services:

Toll-free, 24-hour access:

1 (800) 854-1446 (English)

1 (877) 858-2147 (Spanish)

1 (800) 999-3004 (TTY/TDD)

<https://www.unum.com/employees/services/life-balance>

Together in support,

Executive Committee and Diversity and Inclusion Committee