



May 31, 2020

Dear Covia,

I write to you as my home town of Oakland is in turmoil. All of us were already tired after weeks of shutdown and fear of illness. And, with the death of yet another Black man at the hands of police, another burden has been placed on our African American residents, employees, and neighbors.

I am writing with two messages today. One is to stay mindful of our guiding principles. We say that we have been shaped by our values of welcome, inclusion, social justice, and grace. We will do our utmost to demonstrate those values in all that we do. We say that we will respect one another and treat one another with dignity at all times. Black lives matter, and we resoundingly refuse to give in to racism, hatred, fear and violence. We say that we reflect, celebrate, and foster the diversity of those who live and work within the Covia family and society as a whole. We commit ourselves to supporting our African American residents, employees, and neighbors and to working with our greater communities to build a just, peaceful society for everyone.

My second message is this: be kind and gentle with one another in these very difficult times. Recognize the burdens that those around you may carry, and help how you can.

Thank you.

Sincerely,

Kevin Gerber