

**Date:** Tuesday, June 23, 2020

Good morning,

As a follow up to my last email, I wanted to give an update on this incident. After learning about a cowardly act where a noose was left on an employee's chair at the La Vista fulfillment center, we immediately launched an internal investigation and filed a report with local law enforcement. After our investigation, we identified the individual responsible and they are no longer employed by Oriental Trading. If you have additional information that you believe is relevant to this investigation, please contact our Human Resources or Security teams. I also want to thank our teams leading the investigation, who acted with utmost professionalism despite their own strong feelings about the situation, and all those who participated in the investigation.

As I said in my last communication, we will not tolerate hate and racism here. It has no place in our company – or in our society for that matter. We take matters like this very seriously and I'm glad our team was able to find the individual responsible for this horrible act.

I know we have incredible employees at OTC, and I ask that you all continue to uphold the values that make our company so special.

Steve