



June 23, 2020

MISO's Board of Directors and Leadership Team Reaffirms Commitment to Diversity & Inclusion

During our Board meetings last week, we acknowledged the broad outrage over recent events of horrific mistreatment of the African American community. We view these events as indicative of even broader concerns over systemic racism that unfairly discriminates against human beings throughout this community and many other diverse communities. Together, the MISO Board and leadership team condemn this long-term disparate treatment, not only regarding examples of police brutality but broadly throughout society and the workplace. The killings of Ahmaud Arbery, Breonna Taylor and George Floyd, among many others, are a continuation in a long line of painful incidents that cause MISO to reaffirm the importance of our own longstanding commitment to diversity and inclusion.

These issues impact our employees and our communities so, in turn, they impact MISO. We take pride in being one of the most diverse companies in the utility industry. MISO's employees are grieving the losses but we are encouraged by the self-discovery and dialogue that we have heard across the organization.

We stand with the African American community. It is a community in pain and we know that to have real empathy we must **do more** to listen and learn from their perspectives on systemic racism and long-term disparate treatment. And finally, we must translate those learnings to actions.

Thankfully, MISO is not starting from scratch. In fact, the organization has long-been committed to diversity and inclusion. That being said, we are committed to doing better, we have committed to a broad and expansive dialogue across MISO through:

- A diverse workforce with the skills and capabilities to meet our business objectives
- A workplace where **all** people are valued, respected, and included
- Vendor relationships that reflect the diversity of our communities and meet MISO's business needs
- Seeking the most talented and diverse workforce via our internship program and recruiting from historical Black and Hispanic colleges and universities
- Holding management accountable to remain focused and expand success in these existing areas with continued support of the Board who will monitor and encourage MISO's efforts.

Additionally, MISO fully embraces the recent decision of the United States Supreme Court which grants protected class status to LGBTQ employees. **Everyone** is welcome at MISO and we commit to continuing to ensure that our environment promotes the success of all employees.

Thank you for your continued support in making MISO the best we can be.

A handwritten signature in black ink that reads "Phyllis E. Currie".

Phyllis E. Currie
Chairman of the Board

A handwritten signature in black ink that reads "John R. Bear".

John R. Bear
Chief Executive Officer