

## **Executive Communications**

**Written on behalf of Chief Human Resources Officer for Fortune 500 company**

**Subject:** Honoring Dr. King's Legacy

**To:** All Employees

**Date:** January 15, 2024

Whether working in a mill, mine, or office...

This day speaks towards our highest ideals and aspirations, that which we've achieved and that which we still strive towards.

It recognizes great leadership and humanity, the limitlessness of what we can imagine individually and accomplish together, and the magnificent triumphs that emerge when people from all walks of life join hands to work toward a common goal and join hearts for the good of all.

In his moving, inspirational, and now seminal "I Have a Dream" speech, Dr. Martin Luther King referred to the Declaration of Independence and the United States Constitution as "promissory notes" that America had defaulted on. In the years since, our nation and its citizens have made great strides in righting that wrong.

At [company], we are grateful for the lessons Dr. King has taught us, proud to be recipients of his legacy, and determined to uphold his counsel. We answer his call for full equality in every corner of America with a deep and continuous commitment to every person's right to life, liberty, and the pursuit of happiness.

On a day that honors King, his courage, and wisdom, it is important to remember that our uncompromising journey to advance representation, equalize opportunity, secure the welfare of all employees, and strengthen our workforce through diversity and inclusion are largely the results of his enlightenment, gifts that through the ages will continue to benefit us as people and as a company.

Consider paying that gift forward by joining one of our employee resource groups (ERGs); LEAD focuses particularly on promoting an inclusive environment and diversity of thought, but all of our ERGs provide mutual support and cultivate internal and external connections that enrich us all.

With respect and appreciation,

[CHRO signature]