

June 5, 2020

Recent events have focused attention on the racism and injustice experienced by one group. Peaceful demonstrations have been interrupted by others who use violence to promote their agendas. Let's not lose sight of what is the real issue because of this. It is racism, bigotry and prejudice!! Not against one group but against all who experience it every day by others who judge themselves to be better. I have experienced it throughout my life whether it be age, heritage, economic circumstance or gender. While each of us may have our own experiences, what is common to all of us is the racism, bigotry and prejudice we endured! That is what we need to focus on eliminating and it starts with each of us.

METRO is committed to providing a work environment in which all employees are treated equally with dignity and respect. We forbid harassment on the basis of race, color, religion, sex, sexual orientation, gender identity, pregnancy, national origin, ancestry, age, disability, genetic information, veteran status, military status or any other characteristic protected by law. We apply these standards to all equally and prohibit discriminatory harassment and retaliation whether engaged in by an employee, including any supervisor or manager, owner/officer, or someone who does business with the Company (*e.g.*, vendor, consultant, visitor, customer).

We can look to two great individuals for words of wisdom to guide us, Mahatma Gandhi said, "be the change that you wish to see in the world." Dr. Martin Luther King Jr. said, "Injustice anywhere is a threat to justice everywhere." We cannot change the past, but we can learn from it to shape our future. Let us stand in solidarity to wipe out systemic inequality to all classes of minorities, and work to shape the beauty of the world through our kindness and respect for everyone.

Sincerely yours,



Victor J. Paul

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