

September 26, 2023

## Our Commitment to Diversity, Equity, and Inclusion

Merit does not, and will not, tolerate discrimination in any form. Our values of community, integrity, people, and civility inspire us to be our best, handle each engagement from a position of respect, and appreciate and embrace the differences in each other.

We are a values-led company, far from perfect, but we are committed to making communities strong for all by making the Internet accessible for all. Through the years, we have worked to help improve our work environment at Merit and diversify our work with Member communities, but we understand that DEI is an ongoing journey. We know that diversity, equity, and inclusion (DEI) are essential to creating workplaces that are safe, productive, and attractive to employees. Yet building a healthy and sustainable DEI culture is ongoing and entails much more than setting hiring goals and making public statements. There is more work to be done.

*So what does this mean going forward?*

*First*, Merit management will continuously engage with staff, seeking advice on the acknowledgments and proposed recommendations made in this letter, and working together to make sure we are following through on our commitments.

*Second*, we are committed to making sure we are providing a safe and supportive work environment for all.

*Third*, we have made earnest efforts to diversify by following the University of Michigan's own DEI requirements to take additional steps in the recruiting process to reach a broader, more diversified applicant pool. We apply these processes to all recruiting efforts, not just the jobs groups designated by the University as not representative of a diverse population. We continue to evaluate tools to help us reach a more diverse applicant pool.

*Fourth*, we will continue to support open discussions, experiences, and diversity training for our staff.

*Fifth*, we will increase representation of underrepresented groups in our communication and marketing materials.

*Sixth*, we will look into developing and sponsoring a summer internship program aimed at underrepresented high school or university students from local communities.

*Seventh*, we will seek out strategic collaboration with organizations impacting diversity and inclusion and underserved communities.

*Finally*, we will forever remain mindful of the pain and disillusionment caused by discrimination and by not holding ourselves accountable.

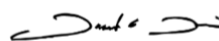
Merit will remain resilient and resolute in leading a positive change within our organization and across all the communities we serve.



ROGER BLAKE



CHARLOTTE BEWERSDORFF



DAVID DENNIS



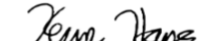
BOB STOVALL



MICHAEL MILLIKEN



KATHY MICHELI



KEVIN HAYES