



March 2021

We are both deeply saddened and angered by the ongoing discrimination, xenophobia, and violence against minorities across our country, the latest of which tragically targeted our Asian American community. Now, more than ever, we feel it is important to reaffirm Kabouter's commitment to diversity, equity, and inclusion in these unsettling and scary times. Our strength and success come from working together as a team, welcoming a diverse set of ideas and backgrounds, and promoting these ideals in our communities. As a minority-owned firm with 69% of our team members represented by minorities and women, we are committed to deepening our understanding of these challenging issues as we try to maintain an inclusive and culturally diverse environment.

We remain hopeful that change will happen and, if we stand in solidarity, we will ultimately achieve greater strength and unity as a nation. Let us continue to work together to ensure our communities are safe and valued. As always, Kabouter will strive to promote these ideals moving forward.

Thank you for your commitment to Kabouter.