June 1, 2020

To all employees,

We all watched with horror, sadness and disgust the video of the killing of George Floyd, which has sparked numerous protests across the country, supported by millions more who are with the protestors in spirit. Unfortunately, unjust incidents like this are not a new phenomenon in the United States. The recent killings of Ahmaud Arbery in Georgia and Breonna Taylor in Kentucky, and Christian Cooper's experience while birding in New York's Central Park, serve as recent examples of how racism and injustice continue to exist in our society.

All of us need to rise to the call of anti-racism and ending discrimination—on behalf of our black and minority colleagues, neighbors and fellow citizens—many of whom may regularly experience racism and bigotry. This can no longer be tolerated. We must be better than this as a nation.

To help be part of the solution, Discover is making donations to the NAACP Legal Defense and Educational Fund, Inc. and the Equal Justice Initiative, two organizations committed to social justice and the elimination of race-based discrimination.

Starting Wednesday, we also are providing a dollar-for-dollar match with no limit to employees who donate through our You Care, We Share program to the following nonprofits seeking to affect positive change:

- ACLU Foundation
- Race Forward
- NAACP Legal Defense and Educational Fund, Inc.
- Equal Justice Initiative
- National Urban League, Inc.

And as we identify opportunities for interested employees to make a difference in the community through virtual volunteerism, we will be sharing them on DLife.

While we work to drive social change in our country, we also need to hold ourselves accountable for creating a truly diverse, inclusive and equitable environment here at Discover: to understand and overcome our biases, respect and celebrate differences, and have open and honest conversations.

Tomorrow, Wanji Walcott, our General Counsel, and I will be hosting such a conversation with our Black Organizational Leadership at Discover (BOLD) employee resource group. It will give us a chance to share, listen, learn and build as we work to ensure an inclusive environment here at Discover, where all can thrive. This should be one of many related conversations we have at Discover. I encourage you to talk to one another about how this has impacted each of you, acknowledge one another's feelings and commit to ourselves and to one another to do our part in ending racism and achieving real equality and social justice.

We succeed together!

