NEWS RELEASE

A Letter from CEO & President Harold Bevis on CVG's Diversity, Equity and Inclusion (DEI) Initiative

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Hello Everyone,

Over this past year, the world has seen and weathered many storms. As we start to see lighter days, we look to grow as an organization through our people and communities. The global pandemic separated us. However, social movements and awareness are bringing us together.

One of my goals as CEO of CVG is to encourage a diverse workforce in people and thought. I have tasked the leaders of CVG to create a Diversity Equity Inclusion (DEI) Council to spearhead this initiative.

We define DEI as:

- Diversity - Dignifying (seeing value in) people and embracing the ways that we are the same and different.
- Equity - Eliminating disparities due to race and gender, and sharing power with those different from us by encouraging the personal initiative of all employees at every level.
- Inclusion - The extent to which people feel they belong and can fully participate.

Increasing DEI within CVG will allow us to continue to grow as a team, individuals, and our communities.

We are growing as an organization. We are focused on creating an equitable and inclusive environment for our associates and the communities that we serve.

Respectfully,

Harold Bevis