



LETTER TO EMPLOYEES AND BBRA COMMUNITY | JUNE 28, 2024

Dear members of the Black Butte Ranch community,

Back in 2022, certain brave Black Butte Ranch employees came forward with essential information about inexcusable behavior from an employee, Michael Woosley, a former server at Robert's Pub. Their reports led to his termination. Woosley was later convicted of sexual abuse and harassment in 2023. He served jail time for his actions against several employees at Black Butte Ranch.

Coming forward with the information about Woosley's behavior was difficult and courageous. We thank our team members who did so, and we stand beside our employees in their outrage over his actions. This week, additional employees came forward and joined in filing a lawsuit regarding these issues. We take the claims in this suit extremely seriously and reiterate our support for any of our employees who experienced harassment from Woosley.

Creating a safe and welcoming environment for our employees, homeowners, and guests has always been, and will continue to be, our greatest priority. This means we are determined to prevent sexual harassment and discrimination of any kind on the Ranch.

Here are some of the ways we work to ensure a culture of safety and dignity:

- We require that all managers and employees receive sexual harassment training upon hiring.
- We conduct background checks for all employees over the age of 18.
- We enforce our anti-harassment policy by swiftly intervening upon learning of any concern—as we did with the termination of Michael Woosley.
- We reinforce our anti-harassment policies in regular management trainings, as well.

As we continue to learn more about the allegations in the lawsuit filed this week, we want our employees to know that our leadership team cares first and foremost about maintaining a positive work environment where everyone is respected.

If any employee experiences an uncomfortable work environment, sexual harassment, or discrimination of any kind, please feel safe and encouraged to immediately bring these concerns to our People and Culture Department or the other channels in our policies.

Since joining the Ranch in August of 2023, I have been committed to working with all our community partners to keep the Ranch a place that is welcoming and safe for all. I look forward to working with each and every one of you and my door is always open.

Sincerely,



Kyle Cummings | CEO