

TO: Team KRA

CC:

FROM: Knowlton Atterbeary

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**Re: Racism is Ever Present**

Six years ago, Eric Garner died at the hands of New York City police officers who also ignored his cry, "I can't breathe". Fast-forward to last week when George Floyd made the exact same plea to police, and also lost his life. It is intolerable that these attacks on Black Americans continue to repeat themselves over, and over again.

Yesterday, a memorial service for Mr. Floyd was held in Minneapolis. In a sense, it was a commemorative event for the untold number of Black Americans whose lives have been snuffed out in a similarly brutal manner. "For 8 minutes and 46 seconds, George Floyd was pinned down with a knee on his neck and unable to breathe. In Minnesota, the rate of police killings of Blacks is 4 times higher than for Whites. This is what racism looks like. We barely have time to grieve one death before another is recorded on video.", the press has reported. This cycle of violence against us must stop.

I simply cannot let the moment go unrecognized, when the first of several memorial services honoring George Floyd was celebrated yesterday, and when the three other police officers were arraigned for his murder, signaling the beginning of justice for Mr. Floyd and his family.

We are living in a time of profound hurt, anger, and frustration and, for many, deep disappointment and despair regarding high-profile violent crimes against Black Americans. This public killing, as well as many others, brings pain and trauma to the Black community, including many in the KRA family.

Protests have erupted throughout the country demanding justice for Mr. Floyd, and many others, and an end to police brutality. There are generations of unsatisfied demands seeking justice addressing these racist behaviors, which are undeniable and repulsive. Addressing racism directly and honestly remains the Nation's challenge.

The building blocks upon which KRA was built did not get set in place, one on top of another, without being touched by the systemic racism that existed in this country 40 years ago when I founded the company, and that continues to exist today. These experiences, and my life's journey, are why we do what we do at KRA. Our collective legacies lie in each and every customer we serve, and those we lift up, bringing hope and stability to many locked out of America's economic mainstream.

As a Black American male, I am deeply affected by recent events, and join with others calling for legislation to end racially motivated violence, and to increase accountability and punishment of police officers who break the law. Let us work together to determine solutions to end all forms of racism.