



June 1, 2020

Dear Fiesta Team Members,

As horrible as the ongoing effects of coronavirus have been and the destruction it has had on many aspects of our lives and personal health, we are now facing an even bigger issue. Recently we have witnessed examples of hatred, anger, racism and evil. This goes against who we are as a people and is a direct assault on every person of color and every person of minority class on our planet. We believe that no one should feel threatened or afraid because of who they are or what they believe in regardless of what race, ethnicity, religion, identity or sexual orientation they are. We will not tolerate anyone within our organization that practices or agrees with these divisive thoughts or actions. Given the diverse racial backgrounds of our team members, we understand that these events will have a very personal, individual and emotional impact on many of you and that the senseless deaths of George Floyd, Breonna Taylor, Ahmaud Arbery and too many others serve as a tragic reminder of what many of our team members confront far too often in their daily lives.

I want to remind you of our core values in this great Company.

- Dignity and Respect – all employees, customers, partners and members of our communities will be treated with dignity, respect and **valued for their unique background and experiences. We celebrate individual thoughts/perspectives and always respect personal boundaries.** We are honest and forthright in all our interactions.
- Teamwork – we stand for each other’s individual and collective success. We celebrate our accomplishments and learn from our mistakes together. **We strive to support each**

other in the best times and through challenges so that we can achieve/exceed our potential.

- Family – we sincerely care about each other and our well-being. We **take every effort to be supportive to our team members and are empathetic to each other’s needs**. We treat our guests and team members the way we would like our family and loved ones to be treated.

I would ask each of you to join me in doing our part to stop this madness and bring goodness, kindness, love, fairness and respect back to this world. Pray for peace and not violence. Pray for respect and not hatred. Pray for love not evil. Pray for the Floyd family and all others like them who grieve and pray for the many good men and women of police departments working every day to serve and protect us with grace, fairness and respect.

I am proud of each team member here at Fiesta Restaurant Group.

May God bless each of you and your loved ones.

Rich Stockinger
Chief Executive Officer