



June 3, 2020

Our SJL Family - Standing Together

Team,

Countless times in my twenty plus years with SJL, I have watched as we've stood together – united, strong - and took on the most difficult of challenges. We've largely stayed away from public statements, choosing rather to support our communities philanthropically and by doing what we do best, ensuring the safe and reliable delivery of energy.

Today, however, we find ourselves facing a challenge that cannot be met by simply putting our heads down and getting to work. The senseless killings of George Floyd and Ahmaud Arbery, and the racial and social injustice that continues to exist around us, have shaken the country and left each of us angry, frustrated and heartbroken.

Whether it's Minneapolis, Atlanta, Atlantic City, Philadelphia, New York, or any other city, discrimination and intolerance are very real and very painful realities in our black and brown communities. Racism is an assault on who we are as a nation. It represents the worst of humanity and has no place in our society.

We recognize that many of our colleagues are hurting right now, please know that we have a variety of resources available including our Employee Assistance Program and mental health resources that you can learn about on SJL Today. Communication is more important than ever - talk to one another, seek out your leaders to share your concerns and keep advocating for ways we can continue to promote and reinforce a work environment that reflects our values, and where you feel safe, respected and supported.

All of us, across every level and department - we reinforce SJL's values and define the character of our company. Respect, inclusion and acceptance are central to our values and core to who we are. They represent the compact we have with one another, our customers and the communities we are honored to serve. They are fundamental to our commitment as a corporate citizen. Let us all remember that we draw strength from our diversity and commit to living these values each and every day.

Let us all lead by example and reinforce our values in how we perform our jobs, interact with each other, serve our customers and support our communities. As a utility, we have a special bond with our communities and must be unwavering in our commitment to making them safe and inclusive.

I am proud to be a part of our SJL team - standing strong, standing tall, standing together.

Mike Renna

President & CEO, SJL