



## A Message From The La-Z-Boy Leadership Team

Fellow Employees:

As the Senior Leadership Team of La-Z-Boy, we are writing to you to share our collective perspective on recent events that have brought to the forefront the societal challenges that exist in our country. George Floyd's death was the latest evidence of continuing social and racial injustice which must be addressed. It has become the catalyst for all of us to do more to create meaningful change and healing. We support people's rights to share their voice on this very important matter, but we must do so in a manner that ensures the safety of all involved.

Sadly, our company, our community, our nation and our world have endured too much in the early months of 2020. In recent weeks, we think it's fair to say we saw a ray of hope with respect to the pandemic, with the flattening of the COVID-19 curve and the world beginning to re-open. We hoped we'd get back to some kind of "new" normal. However, we all now share the grief of recognized social and racial injustice which has come so clearly to our attention with the events of recent days. The "new" normal has to be different. We are all responsible for effecting this critical change. It is incumbent upon all of us to fight oppression and push for change for the betterment of all minority groups, and to take productive steps to ensure the world is a more just place. When any one group suffers, we all suffer.

To the members of the Black community within our La-Z-Boy family, we stand with you. We support you. We value you. Your lives matter.

At La-Z-Boy, we strive to create an environment of diversity and inclusiveness, one where all employees feel supported in every way. As our company's Leadership Team, we will speak up, act, and educate ourselves to be better advocates. We want to be part of the solution in this country. While, at the moment, we do not know exactly what this looks like, we are working through many ideas. And, we would like your input -- the more ideas, the better. Let's work together to create solutions that lead to healing, understanding and justice.

We appreciate you taking the time to read this note. When we acknowledge social injustice is real and present around us, we can begin to do our part to bring critical change.

Be Kind,

*Lindsay Barnes    Bob Lucian*  
*David Behen      Jim Reilly*  
*Aaron Brown      Otis Sawyer*  
*Kurt Darrow      Katie Vanderjagt*  
*Darrell Edwards   Melinda Whittington*  
*Paula Hoyas       Keith Wilson*  
*Steve Krull       Eli Winkler*  
*Tj Linz*