



May 1, 2021

Hello,

Cindy and I are pleased to announce the official launch of Thompson Gray, Inc.'s community giving initiative, Thompson Gray Together. Throughout our careers, it's been a passion to foster positivity and growth in the areas where we live and where our companies serve, and over the years it has been our great honor to support numerous non-profit organizations, school programs, community events and notable causes through Thompson Gray. Now, through Thompson Gray Together, we will continue giving back to the places we call home, just under a new name.

It has always been extremely important to Cindy and me that we involve our employees in the corporate giving process and support causes that matter to them. Thompson Gray Together accomplishes this through our Quarterly and Annual Giving Programs. Each year, Thompson Gray employees can donate \$350, through Thompson Gray Together, to an organization or cause of their choice. Also, on a quarterly basis, employees are encouraged to nominate organizations to receive a larger donation of up to \$1,500.

Beyond employee nominations, Thompson Gray Together also makes more sizable donations throughout each year to select causes. One of our most humbling moments of 2020 was when Thompson Gray honored the life of a true Huntsville hero and our dear friend Scott Butler, by dedicating the Scott Butler Memorial Conference Room at Kids2Love, an organization that was near to Scott's heart that helps students across North Alabama reach their greatest potential.

Thompson Gray Together also served as a major donor for the Alabama Kidney Foundation's 2021 Huntsville Kidney Walk. The annual event's proceeds serve Alabama's kidney patients by providing education, resources and support as they await life-saving treatments and transplants.

It is due to the hard work of all Thompson Gray employees that Thompson Gray Together has the ability to donate, volunteer and raise awareness about important issues. We are endlessly proud of our team, because we know that *together*, we can create lasting, positive change in our communities.

Thank you,

Ron Gray, CEO of Thompson Gray, Inc.