



TO: Build America Mutual Employees
DATE: February 9, 2021
RE: BAM Observes Black History Month

February is Black History Month, and an opportunity to celebrate the achievements of African Americans and recognize their vast contributions to our society and culture. At Build America Mutual, we celebrate, acknowledge and embrace all cultures. We encourage all employees to take time this month to reflect on the legacy of black leaders, including those who have championed and helped finance essential public infrastructure across the nation, both in the municipal market and in our member-issuers' communities.

We strive to create a workplace where every employee feels valued and empowered to be their authentic self and embrace the culture of their heritage. We are pleased to observe Black History now and will look forward to recognizing accomplishments by other groups in future months, as we continue to embrace and increase the cultural competency of our team and share new resources to support our Diversity, Equity, and Inclusion initiatives.

Please feel free to reach out to your manager or the members of our Diversity and Inclusion Committee if you have questions or suggestions.