

Date : 1/24/2024 7:43:06 PM

From : "Amy Ray"

To : "Maggie Fehrman" , "George Sieburg"

Subject : Facebook post

Attachment : 1.20.24 .pdf;

Hi, Maggie and George.Â Attached is the Facebook post I mentioned to you.Â As I say in the post, these are my preliminary thoughts, subject to many more conversations and input.Â But I thought it might be helpful for folks to hear what one board member is thinking.Â Remarkably, most of the comments have been very respectful, though tinged with anger in some instances.Â I am going to follow up with another post soon, responding to some of the questions and concerns raised.

Happy to chat about this with either of you.Â And please do let me know if you think I am wrong in my thinking or should consider factors I am ignoring.

Thanks for being such terrific partners in this work,

Amy