



Absher Construction Public Statement Against Racial Injustice

Absher Construction joins with the many voices around our community, our nation, and the world condemning the senseless killings of George Floyd, and many other similar tragedies. We grieve with the families and all of the communities this has affected. Sadly, our nation has a long history of racial injustice. We stand with those who strive to end systemic, institutionalized racism.

Absher Construction's #1 Company Value is "We Care About People". We describe what this value means to us in this way:

When we say people, we mean all people. We honor and respect the intrinsic value of each individual. We foster an environment that is inclusive. We promote initiative, creativity, innovation and the sharing of ideas. We provide opportunity for personal growth and encourage each person to discover his or her purpose in life.

We are both comforted and challenged by this statement. We are comforted that our hearts are in the right place, but we are challenged because we know we can do more. Our company, our industry, and our community still have a long way to go. There are no easy solutions, but we will participate in the discussion and we are committed to being part of the solution.

We see each of our projects as an opportunity to promote diversity and community engagement. We must do this with humility recognizing our own shortcomings and ability to be more inclusive. And, we must seek first to understand perspectives and experiences that are different from ours.

Our immediate action steps include:

1. Opening a dialogue on racial inequities among all of our staff through our internal Culture of Care program.
2. Forming a task force to increase our company diversity and inclusion.
3. Hiring an outside consultant to help us to recognize our own unconscious biases and systemic policies that may contradict our desire to create a more inclusive organization, and advise us on how we can change those roadblocks to create meaningful change.

These actions are not a one-time fix; they are a commitment to an ongoing process toward lasting and meaningful change.

A handwritten signature in blue ink, appearing to read "Dan Absher".

Dan Absher, CEO

A handwritten signature in blue ink, appearing to read "Jeff Richards".

Jeff Richards, President and COO