

June 1, 2020

Dear Associates,

Let me first send my well wishes to you and your families.

As many of you are aware, there have been protests taking place throughout the country. Our nation is hurting right now, and my heart is with those who are angry, afraid and in pain.

As FirstService Residential associates, we strive every day to “Do What’s Right.” As human beings, we should strive every day to have empathy and compassion for our neighbors, friends and fellow human beings.

First and foremost, my concern is the safety of our people. **I urge you to abide by any curfews imposed by your cities.** Please check with your local city government/police station for the most up-to-date information on city curfews. We will continue to monitor the situation across California and will communicate important information as needed.

**I also urge you to avoid driving through any areas where there are active protests.** Please talk to your leader or Human Resources partner if you are unable to drive to your worksite due to unsafe conditions. Your safety is our #1 priority, and we will work with each of our associates to find a solution to keep you out of harm’s way.

We have been through a lot these past several months. The changes and uncertainty we have faced, and continue to face, have made many of our associates feel anxious and nervous. **I want to assure you that you are not alone.** We are here for you and will continue to support you through this difficult time. Do not hesitate to reach out to your leader or your Human Resources partner ([HumanResources.ca@fsresidential.com](mailto:HumanResources.ca@fsresidential.com)) to discuss any concerns or questions you may have.

These are trying times. Please take time to take care of yourselves and your families. I encourage you to utilize our healthcare and wellness resources located on FirstSource.

***“Hope is seeing light in spite of being surrounded by darkness.”  
– Desmond Tutu***

Have faith. Hold onto hope. We will continue to move forward, together.

Be well,



Bob Cardoza  
President, West Region