



KODIAK
BUILDING PARTNERS
FOUNDATION

BUILDING A SOLID FOUNDATION TO GIVE

Dear valued team members,

Kodiak, from the beginning, rooted its culture in helping and serving others in our communities. Along with that, we also believe in helping one another.

We want to be prepared to help our co-workers in times of hardships, natural disasters, and unforeseen events. Our employees across the United States are our greatest asset, and we truly are one big family. We encourage serving the communities we live in, and we also want to create and build a culture of giving, including when one of our own is in need.

The Employee Assistance Fund, through the Kodiak Building Partners Foundation, was established earlier this year in direct response to COVID-19 with seed money from our company, and Kodiak matched each dollar that was donated to the foundation through the month of April. We are proud to say that this fund has raised over \$92,000 and has distributed over \$40,000 to numerous Kodiak employees negatively affected by COVID-19. Moving forward, we want to use this fund to help any employee suffering from a major life event, such as an unexpected death in the family or natural disaster. You can contribute at any time, as often as you wish, or you can make planned regular contributions right from your paycheck through our new payroll deduction program.

To be clear, any eligible employee who has a need for emergency financial assistance can apply to receive funds from the foundation. The best part is that the whole effort is overseen by the Foundation Committee with dedicated team members from numerous operating units. Rest assured, your donations are thoughtfully distributed to those employees in greatest need.

Our hope is that the Employee Assistance Fund through the Kodiak Building Partners Foundation will be sustained long term by our employees. Every dollar you donate helps one of our Kodiak co-workers in need, and is also tax deductible. We are proud to share that Kodiak will match 25% of all employee donations. We've tried to make it easy to contribute by payroll deduction and we hope you'll participate by filling out the attached form.

If you have any suggestions on how to improve the Employee Assistance Fund, we hope you'll let us know. Thank you for your generosity and continued support of the Kodiak family.

With appreciation,

Steve Swinney
CEO, Kodiak Building Partners Inc.
Chairman, Kodiak Building Partners Foundation

Jeff Jones
President,
Kodiak Building Partners Foundation