

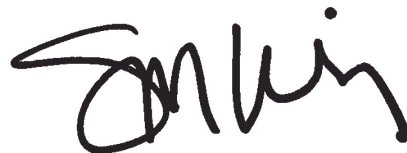
Team –

The past several months have been challenging with changes brought about by the COVID-19 pandemic and the additional duties and stress related to the civil unrest in the City of Richmond. Throughout all aspects of these changes, our staff members have been tasked with continuing to fulfill our mission to help keep Richmond safe, without fail.

Often, you are put in the difficult position of balancing the safety of our first responders with that of the citizens and visitors to our city. You have been asked to put your professional responsibilities ahead of your concerns for the well-being of yourself, your

family and friends, as well as any personal opinions you might have on the situations.

Yet, you have risen to these challenges. You have continued to set the example for professionalism in all of your interactions while maintaining public safety in Richmond during these difficult times. On behalf of the City of Richmond, our public safety partners and the management of DEC, I want to thank you for your dedication and commitment. Your sacrifices are noticed and appreciated. More changes lie ahead, as the city, the community and Mayor Stoney work together to address concerns. I know that I can count on each of you to continue to make us all proud.

A handwritten signature in black ink, appearing to read "Jonkin". The signature is stylized with a large, sweeping initial "J" and a long, horizontal stroke extending to the right.