

This statement was shared with Marc Gunther on April 25, 2018. It is initialed and reportedly signed, anonymously, by 65 people who work at the Silicon Valley Community Foundation. Below the statement is an email to the board.

To: SVCF Board of Directors

From: SVCFStaff

Cc: Thompson Hine; Boies Schiller Flexner

The SVCF senior leadership team has an average tenure of 9 years and 8 months. They have worked with Mari Ellen Loijens throughout their employment and, without a doubt, they knew about her behavior. And, through their inaction, senior leadership and HR has created and reinforced a toxic culture of fear, blame and intimidation.

Our employee survey results have been terribly misconstrued by SVCF's HR department and spokesperson. The statistic they've shared 94% of staff feel safe in the workplace was the result of a question about physical safety, namely fire sprinklers and emergency exits. We do not feel safe at work. Please allow us to share another statistic from this survey only 33% of staff feel that they can express honest opinions without fear of negative consequences.

For this reason, we have chosen to sign this statement anonymously – we all fear retaliation for this simple act. And, as nonprofit employees, we won't have the means to "just walk away" if we're faced with the retaliatory behavior and intimidation we have come to expect.

So today, we come to you, our Board of Directors, with a united voice so that there can be no doubts about staff sentiment. To truly change our culture and restore integrity to this organization, you must remove those individuals responsible for this toxicity at SVCF. We request the following:

- Emmett Carson and Daiva Natochy be put on immediate leave, pending the results of the legal investigation.
- The SVCF Board of Directors immediately expands the scope of our current legal investigation to include Emmett Carson, Daiva Natochy and Paul Velaski.

We firmly believe that their continued presence on the leadership team will only worsen the culture we need to rebuild.

We are grateful for your volunteer service and commitment to lead our organization and serve this community. We believe that our senior leadership has not represented your vision or values and have not fairly communicated with you about the realities of our workplace. We hope that you are shocked to learn about them and motivated to change our working conditions.

We also must honor the courage of our former colleagues who have bravely come forward after enduring months and years of harassment. Because of them, we now have this opportunity to speak up and be heard we are immeasurably grateful.