



April 6, 2020

Dear LAZ Family Member,

Since we shared the news that the Founding Partners of LAZ (myself, Jeff Karp, Michael Harth and Mike Kuziak) would voluntarily not be taking pay for 90 days and established a \$1,000,000 Relief Fund for LAZ family members affected by the COVID-19 crisis, we were overwhelmed with grateful messages from around LAZ nation. It quickly became clear to us that we needed to do everything within our power to help our LAZ family members during this unprecedented time!

We realize that many of our employees have been affected by reduced hours, less tips and/or different schedules. This situation has created a financial hardship for many LAZ family members, even those who are still employed. The LAZ Employee Relief Fund was established to help:

- employees who have been furloughed as a modest offset to unemployment benefits
- employees still working who are affected by reduced hours and/or tips

We received more than 3,500 applications and recipients were selected based on criteria such as full/part-time status, number of years with the company and annual base pay. I can assure you that the process for selecting recipients and establishing grant amounts was fair and objective, overseen by our head of People + Culture, Andi Campbell. She led a committee who reviewed the applications based on parameters that would provide grants to people with the biggest need.

We wish we could have given a grant to every single applicant; however, you do not qualify for a grant at this time.

We recognize the emotional, physical and financial strain that these circumstances have created for everyone and we hope things will get back to normal soon. I assure you that we are doing everything we can to preserve jobs and our company's long-term success!

I worked tirelessly on behalf of LAZ and the entire parking industry to ensure that our temporarily furloughed employees could be made whole with as close to 100% of their pay as possible. The result of that effort, the Senate Cares Act – often referred to in the news as the government's stimulus package – accomplishes that goal. I made this unwavering, around-the-clock commitment to help get this bill passed my highest priority because I wanted to ensure that we were doing everything we could to help you financially during this difficult time.

We are very committed to bringing our furloughed LAZ family members back to work as soon as possible, but in the meantime, state and federal unemployment benefits will hopefully alleviate some of your financial hardship.

If you have any questions or concerns, please contact your local HR Business Partner who is ready to assist as needed. You can also reach out to us at lahr@lazparking.com.

Big virtual hugs,

Al LAZ
Chairman and CEO