



March 21, 2021

Dear All,

It has been deeply upsetting to watch the past years events in the United States. While our country has made significant progress during our lifetimes, the senseless death and hate crimes against African Americans, Jewish, and now six Asian women who were killed last Tuesday in Atlanta, reminds us how far we as a society still have to go to address racism.

The alleged shooter, Robert Aaron Long told police that race was not his motive. But we all know it is the latest incident in a string of anti-Asian attacks since the start of the pandemic. One recent study found 150% surge in anti-Asian hate crimes in 2020. Separate data showed over 3800 firsthand accounts of anti-Asian hate between March and December of last year 2020. On streets, online and in many Asian-owned small businesses, we are seeing physical assault, verbal harassment on Asian Americans, especially women and elderly people. These racist acts cannot –and will not be tolerated. I know recent events have affected members of our community in deep and personal ways, with many of you experiencing a range of emotions, including pain, fear, and anger. You are not alone, I am too!

I went to Union Square in New York City today, and saw many other people, white, African American, Asian, and Hispanic coming together to support the Asian communities. I saw a mother with her children, I saw families, and other young adults with their friends. We were here to call for an ending to ALL racism because the sad truth remains—race-related tragedies continue to happen and need to end.

We all love this country because of freedom and inclusiveness this land promised. We love this country because we have equal rights and opportunities for all people regardless of our color, age or race. We must unite and work together to protect that promise.

As a company, Jiaherb, will expand its efforts support organizations and initiatives to address issues related to social inequality and discrimination. I encourage you to become actively involved in our diversity efforts, engage your co-workers in meaningful dialogue, and educate yourself on racism through helpful resources, including those highlighted on the [United Nations website](#).

Let's focus on our common humanity and on how our differences can be resolved to heal our communities. Let's change! If you see something, say something!

Thank you for all you do for Jiaherb!

Sincerely,

Scott Chen
President