To whom it may concern,

I am writing to share serious concerns regarding Cameron Mitchell Restaurants' (CMR) current affiliation, financial support, and partnership with the Friends of the Israeli Defense Forces (FIDF).

As team members, we take great pride in CMR's commitment to being an extraordinary restaurant company guided by clear foundational pillars. Our culture explicitly pledges *"to create a diverse, inclusive, and equitable environment where all are valued, welcomed, heard, and supported,"* while defining our role as making Raving Fans of our Associates, Guests, and communities.

Maintaining financial links, formal affiliations, and public association with the FIDF directly conflicts with these core values. This partnership has caused significant distress and discomfort among many Associates, Guests, and community members who feel it undermines the inclusive, welcoming, and equitable environment CMR strives to build.

We share these concerns in the spirit of our common goal—to be better today than we were yesterday—and with the hope that our leadership will listen to Associate feedback and uphold the true principles of genuine hospitality for everyone.

Thank you for hearing our voices and considering this important matter.

Sincerely,

Concerned Associates