Dear Cameron Mitchell Restaurants Leadership,

We are writing as a group of The Pearl - Dublin employees to express our concerns regarding the company's sponsorship of the Friends of the Israel Defense Forces (FIDF).

We care about CMR and the values it asks us to uphold, including inclusion, respect, and creating an environment where everyone feels valued and supported. We do not believe the company's support of FIDF aligns with those values, particularly given the ongoing humanitarian crisis in Gaza and the allegations of serious human rights abuses involving the Israeli military.

We understand the sponsorship may not have been intended as a political statement. However, CMR's name is publicly associated with FIDF, and many associates do not feel represented by or comfortable with that association. A company committed to belonging to no political or religious affiliation should consider how its contributions to certain partnerships affect the employees and the surrounding communities.

We respectfully ask CMR to:

1. End its partnership and financial support of FIDF.
2. Communicate openly with associates about how this decision was made.
3. Establish clearer standards for future charitable partnerships that reflect CMR's values.
4. Consider directing charitable support toward organizations providing humanitarian assistance to civilians affected by the conflict.

We are speaking up because we care about CMR and want its actions to reflect the values it asks its associates to uphold.

Your Raving Fans,

Associates from The Pearl - Dublin