

Bob Blue:

Good morning. Thank you all for joining us today. It's been about a year since many Americans, galvanized by outrage at violence against African Americans, took to the streets to protest social injustice. At the time, many companies issued statements of support for this grassroots movement. We did as well. But at Dominion Energy, we also believe actions speak louder. You can see that in some of the steps we've taken over the last 12 months. From announcing a new personal company holiday to honor Juneteenth, to our \$25 million HBCU Promise. While those particular initiatives are new, our commitment to social justice, equity, diversity, and inclusion, is not new. That commitment is driven by a sense of what is right. And by our core values, especially our value of ethics, which embodies our belief that everyone has the right to be treated with dignity, fairness, and respect. And that everyone has a duty to treat others the same way.

Bob Blue:

We also know that equity, diversity, and inclusion are good for business. They make us a stronger company. They make us more competitive. They enable us to serve our customers better. And they help us empower our people. We want our employees to come to work as their authentic selves and make their own unique contributions. Our Employee Resource Groups play an essential role in that. They break down silos across our organization and they promote important conversations that will help us move forward. When people have a forum to speak about things that matter to them, they're in power. When we learn what matters to our colleagues, we gain essential knowledge, and that's empowering too.

Bob Blue:

I experienced that quite personally last year. From 2018 until the end of last year I was fortunate to serve as the executive sponsor of the African American Resource Group. After George Floyd's murder, Tonya Byrd, then president of AARG, and I, began speaking regularly, at least once every other week, about the impact of racial injustice on our company and our communities. Those regular calls were invaluable to me, both personally and professionally. And I hope they made me a better leader for Dominion Energy. That, after all, is the essence of ERGs. They help us live our core value of one Dominion Energy. So let me close by encouraging everyone to stay involved, get involved, in our ERGs. They make a real difference. You are making a difference. Thank you.