

To the Snoqualmie Indian Tribe and Forterra Board of Directors –

We, the undersigned, are former staff members and leaders of Forterra who are writing to express our solidarity and support for the Snoqualmie Indian Tribe, which has made public very serious allegations of misconduct by Forterra.

It is clear from publicly available information that Forterra has, at minimum, behaved in an inappropriate, disrespectful, and misleading manner inconsistent with the organization's stated value: *We show respect for people, place, culture and each other*. It appears that Forterra has mistreated a sovereign Tribal Nation on its own ancestral lands while claiming to act in its best interest. Beyond that, instead of approaching this embarrassing mistake with "accountability, humility and care", it appears Forterra's executive team has engaged in victim blaming, pointing to the Tribe's "bad faith". We are all too familiar with Forterra's keen ability to deflect responsibility and create alternative narratives. Every one of us has either experienced this type of behavior directly or witnessed our colleagues endure it during our tenure with Forterra.

Simply put, we believe the Tribe. Even those of us who do not have specific knowledge of this situation believe the Tribe's allegations to be credible because they are consistent with our own concerns regarding long-standing detrimental conduct by the organization's leadership. It is our opinion that Forterra's executive leadership team has created a toxic, volatile, and retaliatory workplace under the guise of becoming a "best place to work". This leadership's recent actions do not represent our values, nor do they represent the values Forterra as an institution has stood for when it has been at its best. We believe that executive leadership should be held accountable for failing to properly engage the Tribe throughout its grant application process, and these other similar harms.

We joined Forterra with joy, hope, and vision, committing years of our lives to the organization because we believed in its stated mission and held in great esteem its many real accomplishments. We all care deeply about the work we and our colleagues did at the organization and have pride in the organization's achievements, their community partners, and the many wonderful people who have worked there throughout the years. However, collectively, we know this organization better than anyone. We are speaking up to defend the organization from its current mismanagement and dearth of leadership at the executive level and implore a drastic change in direction to preserve Forterra's valuable legacy and restore its reputation in the communities we all seek to serve. It is time for accountability.

Making promises while knowingly unable to deliver those promises to its employees, communities in need, and the donors and investors who finance those efforts is unconscionable. We ask that the Board of Directors insist on accountability at the executive level so as to prevent additional harm to the organization's many partners and stakeholders.

We, the undersigned, offer our continued support for the Snoqualmie Indian Tribe and stand ready to support them in persevering through this difficult and stressful time.

To the majority of those who are still there doing the work, we are always behind you, we are with you every step of the way. We look forward to actively supporting Forterra again when its integrity is restored and commitment to its mission renewed.

Sincerely,

(In alphabetical order)

| | |
|---------------------|---|
| Alex Greenler | Graphic Design & Marketing Associate |
| Alex Reeder | Associate Director of Philanthropy, Annual Giving |
| Alex Selvey | Project Manager, Riparian Restoration |
| Ali Yeates Lakehart | Green Cities Program Manager |
| Alicia Rinehart | Grants and Budget Analyst |
| Alison Crowley | Managing Director |
| Amanda Minix | Corporate and Foundation Relations Manager |
| Andrew Shifflette | IT & Business Systems Manager |
| Ashe Olds | AP and Payroll Specialist |
| Ashley Arhin | Senior Project Associate |
| Bonnie Tabb | Executive Assistant |
| Bree Nicoletto | Project Manager, Innovations |
| Carrie Hawthorne | Digital Marketing Manager |
| Cheryl A Wynne | CFO and VP Administration |
| Christine Stephens | Riparian Restoration Project Manager |
| Christopher Blado | Green Cities Project Associate |
| Darcey Hughes | Director of Conservation Transactions |
| Dre Anderson | Community Engagement Manager |
| Elby Jones | Green Cities Program Manager |
| Eli Tome | Director of Riparian Restoration |
| Everett Lawson | Senior Marketing Manager |
| Hayley Edmonston | Project Manager |
| James Slone | Grants Coordinator |
| Jenae Poe | Investor Relations |
| Jenny Ugolino | Green Cities Program Manager |
| Jessa Timmer | Senior Project Manager |
| Jessi Velazquez | Information Systems Associate |
| Jessica Vu | Project Manager |
| Jill Scheffer | Senior Director of Conservation |
| Jillian Brown | Creative Manager |
| Jordan Boulter | Web and Audience Growth Manager |
| Jordan M. Rash | Senior Conservation Director |
| Julie Witherspoon | Managing Director, Transaction Operations |
| Justin W. | Stewardship Associate |
| Kaitlin Hollander | Accounting Assistant |
| Kalee Snorden Perry | Stewardship Associate |
| Khushi Dayal | Office Manager/Administrative Assistant |
| Kim Cuevas | Director of Individual Giving |
| Ksenia Popova | Assistant Director, Donor Engagement and Venture Philanthropy |
| Kyvan Elep | Project Manager |
| Lauren Zondag | Community Relations |
| Leah Marlow (Oren) | Membership and Events Coordinator |
| Lindsay Hanna | Senior Director, Policy & Communities Programs |
| Lizanne Wicklund | Sr. Portfolio Manager, Individual Partnerships/Investor Relations |
| Lucy Shirley | Managing Editor, Design and Publications |
| Lynn Siniscalchi | Data Coordinator |
| Mandy Gregory | Operations and Development Director |
| Margaret Tyson | Operations Director |
| Marc Seligson | Communications Manager |
| Marisa Allison | Database Specialist |

| | |
|---------------------|---|
| Maya Klem | Project Manager, Green Cities |
| Melony Pederson | Sr. Construction and Development Manager |
| Mia Stigler | Event Coordinator |
| Nicholas Carr | Director Chehalis Basin |
| Nicole Marcotte | Green Cities Project Manager |
| Nikia Washington | Foundation Manager |
| Nora Peters | Development Associate |
| Olgy Diaz | Government Affairs Director |
| Paula Wrzecionowska | Event Manager |
| Philip Deng | Program Manager of Philanthropy |
| Rachel Perlot | Major Gifts Manager |
| Rafael Saucedo | Senior Corporate Relations Manager |
| Rebecca Schwartzman | Project Manager, Innovations |
| Ryan Walker | Director, Conservation Transactions |
| Sarah Sanborn | Senior Communications Manager |
| Sarah Wyer | Digital Marketing Manager |
| Shaila Davis | Director of Philanthropy - Operations |
| Shannon Deasy | Development & Donor Manager |
| Sheryl Wiser | Corporate Partnership Manager |
| Stuart Watson | Director of Land Management |
| Sue Badgley | Staff Accountant |
| Susan LaCroix | Conservation Transactions Project Manager |
| Susannah Hale | Vice President of Philanthropy |
| Tatyana Manheim | Senior Communications Manager |
| Tim Sandoval | Sr. Project Manager |
| Tobyn Smith | Senior Project Associate |
| Trevina Wang | Project Manager, Construction and Development |
| Venice Wong | Project Associate, Conservation Transactions |
| Waylon Robert | Project Manager, Transactions |
| Whitney Rose | Associate Director of Philanthropy & Investor Relations |

*10 additional former Forterrans wanted to sign in support, but felt that they were unable to for various reasons, they are in agreement with the 80 listed above, and also stand with the Snoqualmie Indian Tribe