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May 30, 2020

Team,

As protests across the U.S. and in Canada grew larger and more widespread this past weekend, including in Designer Brands’ hometown of Columbus, Ohio, we closed many of our DSW stores for the safety of associates and customers. I wanted to share a note with all of you and offer the reminder that as an organization, we stand for self-expression.

Each of us are free to express our unique and individual selves at Designer Brands, it is one of the things I cherish most about leading this organization. That is why I must express this: acts of hate, bigotry, and injustice have NO PLACE in our world, and certainly not at Designer Brands. The time has come for each us to take a stand against the acts of hate and violence affecting people in our country. The very least we can do is speak up and say – **this is unacceptable and must stop**.

We have several business resource groups in our Columbus home office and I’m honored to be an executive sponsor of our African American business resource group. This group has provided me and our organization with great insights into what it’s like to be a person of color in our organization. I’m particularly interested in hearing from this group of associates to capture their unique perspectives and am meeting with them early this week.

The following quote inspired me, and I wanted to share it with all of you:

“**No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.**”   **Nelson Mandela**

Thank you and be safe,

Roger Rawlins

CEO, Designer Brands