

2022-12-08 CEO End-of-Year Letter (Quest Global)

TO: All Employees (inclusive of QDSS, Synapse, Adept, etc.)

VIA: Office of the CEO mailbox ID

Target: Monday, December 19, 2022

Subject: A Remarkable 2022!

Dear Questionians,

The End.

Two simple words that are anything but simple if you believe, as I do, that there never truly is an end. Two simple words that, for many, give rise to a swell of emotions often filled with contradiction.

As I reflect on the year about to end, I, too, experience a wave of feelings. My heart aches for the Questionians who have passed, the customers we no longer service, and the risks we did not take.

But Quest Global has also risen to enviable heights, with achievements so numerous I cannot list them all: We have merged with companies pivotal to our growth, like Adept and EXB Solutions; expanded our team beyond 17,000 Questionians; enhanced and diversified our leadership bench with experts from across the globe; opened new offices and ODCs in critical markets; secured esteemed certifications; forged promising new partnerships; and demonstrated our care for people and the planet by planting 200,000 trees, supporting more than 300 students with scholarship funds, and subsidizing STEM education and digital literacy in numerous schools. For these, and so many more, I am overcome with gratitude.

These remarkable feats only happen because of each of you and the countless ways in which you show up for each other, our customers, and the world. Your diligence, commitment, and persistence form the engine that drives all the good we do and the positive impact we make today and into the future.

As you usher out 2022 in your own way, I hope your reflections are weighted with gladness more than sorrow. I wish you joyous days and festive nights with beloved friends and family. May you and yours be overcome with gratitude, may every moment be a blessing, and may this end fill you with hope for what is yet to come.

With warm regards,

Ajit

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DRAFT - Dec. 28, 2023

Message from Dave Burritt, President & CEO of U. S. Steel Corporation

Dear Colleagues:

Few events mark the passage of time and coming of change as clearly as the turning of a calendar from one year to the next. Leading up to it, we fill our days with the good company of friends and family and joyful moments that can last a lifetime. I hope you had a bounty of both in the holiday season just past.

But now the calendar has turned, and we face a year that may seem particularly unknowable, with big events happening both within and outside of our organization and country. While none of us can predict the future, I'd like to remind you of some of the constants that I know and that I believe keep us steady: We remain guided by our longstanding S.T.E.E.L. Principles, aligned in our Best for All® strategy, determined in our pursuit of creating a more sustainable future for all stakeholders, and united in work that allows us to deliver profitable, innovative solutions for people and planet.

The U. S. Steel leadership team joins me in thanking you for your many contributions to these meaningful, unchanging strategic priorities and in extending best wishes to you and yours for a healthy, happy, and prosperous New Year. Now, let's all get back to work... safely.

Best,

Dave

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FINAL - Jan. 15, 2024

From the Office of Mike Williams, VP & CHRO at U. S. Steel Corporation

Via: U. S. Steel Communications mailbox

Date: Monday, January 15, 2024

Internal Comms Channels: Email, X App post, Digital Sign (QR code to Message)

Subject: On Behalf of Mike Williams: Honoring Dr. King's Legacy

[Insert Mike Williams Masthead]

To All Employees,

Whether working in a mill, mine, or office...

This day speaks towards our highest ideals and aspirations, that which we've achieved and that which we still strive towards.

It recognizes great leadership and humanity, the limitlessness of what we can imagine individually and accomplish together, and the magnificent triumphs that emerge when people from all walks of life join hands to work toward a common goal and join hearts for the good of all.

In his moving, inspirational, and now seminal "I Have a Dream" speech, Dr. Martin Luther King referred to the Declaration of Independence and the United States Constitution as "promissory notes" that America had defaulted on. In the years since, our nation and its citizens have made great strides in righting that wrong.

At U. S. Steel, we are grateful for the lessons Dr. King has taught us, proud to be recipients of his legacy, and determined to uphold his counsel. We answer his call for full equality in every corner of America with a deep and continuous commitment to every person's right to life, liberty, and the pursuit of happiness.

On a day that honors Dr. King, his courage, and wisdom, it is important to remember that our uncompromising journey to advance representation, equalize opportunity, secure the welfare of all employees, and strengthen our workforce through diversity and inclusion are largely the results of his enlightenment, gifts that through the ages will continue to benefit us as people and as a company.

Consider paying that gift forward by joining one of our employee resource groups (ERGs); LEAD focuses particularly on promoting an inclusive environment and diversity of thought, but all eight of our ERGs provide mutual support and cultivate internal and external connections that enrich us all.

With respect and appreciation,

Mike

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FINAL - Jan. 30, 2023

From the Office of Yumi Clevenger-Lee, CMO at Quest Global

From Yumi Clevenger-Lee, Chief Marketing Officer, to HR [*insert masthead*]

Cc: Niketh Sundar, Chief People Officer

To our dynamic HR team,

Hard to believe, but we are fast approaching three months since Ajit and I hosted the special town hall launch of our new brand identity and corporate purpose. It is now commonplace to see our bold logo and rich colors all across the organization, but there is still much work to be done to propel a tidal wave of consistent messaging throughout our company and beyond.

You are an essential point of contact for a diverse team of 13,000+ extraordinary employees spread across the globe and the first point of contact for every new person we bring on board at Quest Global. That puts you in a unique position to engage as brand ambassadors, which is why I am writing to you today.

How you represent Quest Global matters. It starts with something as seemingly insignificant as your **email signature** on a welcome message or the **virtual background** you use in an orientation meeting. It continues with the slides you import to a **PowerPoint presentation**, the **logos** you emblazon on employee gifts, and the language you use in a handbook.

For your convenience, all of those items are in our [Quest Global digital toolkit](#). If you have not checked it out yet, I encourage you to do so today! Simply follow this path:

[Intranet](#) > [Corporate](#) > [MaQ Hive – Collateral Repository](#) > [Digital Toolkit](#)

Your relentless efforts to nurture a team of humble geniuses never ceases to amaze me. Your work is vital to the successful operation of our entire organization, and your drive and determination to do it well models our distinct culture for all Questians.

Remember that you are at the forefront of brand ambassadorship, so please protect and promote our new corporate brand identity. It not only reflects our brilliance, it is a highly effective tool for continuing to build our team of excellence.

Thank you for your partnership in building a brand of distinction.

Best,
Yumi

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FINAL - Oct. 26, 2023

From the Office of Ken Jaycox, SVP & Chief Commercial Officer at U. S. Steel Corporation

TO: All U. S. Employees

Via: U. S. Steel Communications mailbox

Date: Friday, November 10, 2023

[SERVE Masthead]

Subject: On Behalf of Ken Jaycox, Executive Sponsor SERVE: Saluting Our Veterans

As Executive Sponsor of SERVE and a father, son, and grandson of US Army soldiers, I feel privileged to be the one reaching out across our ranks on Veterans Day. This national observance is a solemn and meaningful holiday designated as a time for us to express our collective gratitude to the service people in our midst. Their dedication and sacrifices – along with those of their loved ones at home – are a debt we can never adequately repay. Their courage and selflessness are an inspiration to every American, all of whom benefit from their call to duty.

On Veterans Day, as we reflect on decades of war and peace, loss and survival, determination and triumph, I encourage all employees to honor the courageous women and men in our workplaces and communities by providing support through volunteerism. Whether done on a large-scale or a very personal one, it is a meaningful way to pay tribute to our veterans and their service. SERVE leaders will be working with veterans' organizations across communities to assist with holiday events, celebrations, and/or parades and reaching out to local American Legions and VFW chapters to offer aid to area vets. To see how you can participate, contact SERVE, and check out the resources at the bottom of this letter.

On behalf of everyone in SERVE, my sincerest gratitude to all current and former U. S. Steel military members. We are heartened and made better by your ever-increasing presence in our workforce. If you are interested in joining our ERG, I invite you most earnestly to do so. Together, we can continue honoring and supporting the brave people who protect our country and defend our freedoms every day.

Best,

Ken

Use the links below to connect with veterans in need:

- Check out [Ways to Volunteer](#) to identify service opportunities, particularly those related to aiding and supporting veterans:
 - [Wounded Warrior Project](#)
 - [Veterans Leadership Program of Western PA](#)
 - [Still Serving Veterans](#)

- [The American Legion](#)
- Visit the **Community Engagement Calendar** under Useful Links on our [intranet](#) to find activities happening across the enterprise this year.

Although the eligibility period for the 2023 United by Service Volunteer of the Year Award closed on October 31, any volunteerism you provide for Veterans Day can be applied to the period running from November 1, 2023, through October 31, 2024.

Visit Oracle Employee Self Service to enter your volunteer service hours. For more information on how to track time in Oracle, click [here](#).

Finally, a brief history of our national Veterans Day holiday:

WWI officially concluded with the signing of the Treaty of Versailles in June 1919, but its four years of horrific hostilities ended seven months earlier thanks to an armistice that was put into effect on the 11th hour of the 11th day of the 11th month of 1918.

In the years that followed, as the world knit itself back together, observances sprung up in multiple countries to commemorate the end of fighting and honor the fallen soldiers of “the war to end all wars.” In the U.S., we called it Armistice Day, although it was not sanctified as a national holiday until 1938.

Sadly, as we all know, less than a year later, a second brutal global conflict was underway, and more men – women being excluded from combat – went off to war, bravely defending our country, democracy, people, and freedoms. Shortly after that, still another military action ensued.

In 1954, in the aftermath of these wars as our indomitable American and human spirit renewed, November 11 was renamed Veterans Day to honor all American war veterans – the ones who returned home as well as the ones who were lost to the ages.