



August 15, 2019

Dear Community Member:

We are aware of a Hearst Media story regarding past safety allegations at various Boys & Girls Clubs. The safety and protection of the children we serve is always our number one priority and I wanted to speak to the actions we take to keep our kids safe.

Importantly, Praesidium abuse prevention training is required annually for all staff members within the organization. This training focuses on awareness and constant vigilance of all staff members to prevent harm that might come to any child, staff member or volunteer within our organization. We also require our Clubs to conduct mandatory background checks for all employees and volunteers before employment and annually. These background checks include a specific county search option to provide further data in screening staff and volunteers.

Further, an anonymous reporting tool is available on the Club's external website and staff intranet site to provide a confidential and secure way to report concerns. These concerns are directed to myself and the Sr. Vice President/CDO for follow-up at the highest level of the organization. In addition to our annual safety assessments, we recently participated in a comprehensive safety assessment in collaboration with BGCA's Child & Club Safety team, to review facilities, staff policies and daily operating procedures.

A board-level safety committee, chaired by the Assistant Chief of Police, is actively engaged to ensure appropriate safety strategies exist all levels of our organization. Similarly, safety is a standing agenda topic at internal senior staff and department head meetings.

Finally, our internal policies regarding bathrooms, prohibition of one-on-one contact, and daily supervision procedures are strictly enforced for the protection of all Club members and staff. All critical incidents, regardless of severity, are reported immediately to a supervisor, and if appropriate, to necessary authorities.

As you can see, we are fully committed to providing a safe and healthy experience for each of our members. We will continue to devote the resources, time and attention to keeping our kids are safe; it is our greatest responsibility.

Please feel free to contact us with any additional questions or concerns 425-454-6162.

Sincerely,

A handwritten signature in blue ink, appearing to read "Tim Motts", is written over a light blue horizontal line.

Tim Motts
President/CEO