

October 23rd, 2017

Dear BRG Team,

Thank you all for your patience over the last few days. I know it has been an extremely stressful time. Please know that I appreciate all of your hard work and ongoing support.

I want to bring you up to date on some important changes happening within our company.

I have agreed, effective immediately, to assume the role of Chief Executive Officer for the group. In this role I will continue supervision of all the operations and guide strategic direction of our corporate culture. As part of this transition, John has decided to step down from all aspects of operations and to provide his full focus on his family.

Each and every one of you play a critical role in our company. Moving forward I want you all to know that you are respected members of our organization. We are taking the following steps to ensure that every member has the support they deserve:

Outside review: We have already begun the process of engaging an expert to independently investigate whether any unreported claims exist, so that any current problems can be immediately addressed. This will enable us to further our aim to create an environment that everyone feels safe and respected. We remind you to immediately contact our HR Director, Dawn Hazen, with any concerns that you believe need to be addressed.

Employee Advisory Committee: A permanent advisory committee made up of employees across the spectrum of our entire operation will be formed to bring ideas and concerns to Dawn Hazen, as we continue the forward movement of our company culture. This committee will reflect the full diversity of our team members.

Sexual Harassment Policy/Code of Conduct: We are in the final phases of updating our employee manual which includes our reformed sexual harassment policy as well as a clear code of conduct and ethics clause that will become an integral part of our company.

Employee Assistance Program: A new employee assistance program is being created that will offer you an array of services, including counseling. As part of that program, a dedicated confidential telephone number will be available so that any team member can feel they can voice any concerns free from retaliation.

Training and education: We shall continue our HR 101 program that took effect earlier this month, as we continue our ramped-up efforts in sexual harassment training

as well as general human resources education and awareness for our team. The first training sessions started last week.

You are our most important asset! It is unacceptable if even one of you feels you cannot voice a concern about inappropriate workplace conduct. Let's collectively ensure that we have a zero-tolerance policy toward harassment of any kind. Our goal is to earn your trust and for you to know that we take all concerns seriously.

To make it a successful transition, we will need each of you to contribute. We want an open and honest exchange from top to bottom. I am confident that together we can do it. I am also confident that we will be at the forefront of a change in the hospitality industry and we will all be stronger and better on the other side.

Please know that I am 100% behind all of you and although we are faced with serious challenges, I know we can rise above these challenges as a team; and, in the process, do something really special not only for ourselves, but for our guests, employees, community and overall industry.

Sincerely yours,

Shannon

A handwritten signature in black ink, appearing to read 'Shannon White', with a stylized, cursive script.

Shannon White
Chief Executive Officer