



NextStep Technology, Inc.
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Thanks to the professionals that have joined NextStep Technology over the years, I am proud to say that our employee population is comprised of extraordinary people of every race, color, religion, sexual orientation and background, all worthy of the same dignity. We view our differences as one of our great strengths. We are one team with a common goal to provide excellent service to our customers and teaming partners in the business.

Despite the civil rights progress we have made as a country over the last fifty plus years, systemic racism still exists and continues to surface which is unacceptable. George Floyd's death deeply saddens me and weighs heavily in my heart and mind.

Please rest assured that racism and prejudice have no place in our company and it should have no place in our society either, the United States is one of the best, if not the best country in the world, in part because of our celebrated diversity and democracy. The pain, anguish, and division we continue to endure from generations of systemic racism should not be tolerated anywhere. We stand in solidarity with the black community and others that suffer from similar treatment and isolation.

As long as we have the privilege to breathe, it's on all of us to summon new levels of empathy and humanity.

As CEO of our small firm, I'm here to help. Should you have any questions or comments, please do not hesitate to contact me.

Sincerely,


Arsenio Ayón, CEO
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