



A MESSAGE FROM  
**JERRY GAHLHOFF**  
PRESIDENT & CHIEF EXECUTIVE OFFICER



## It's PRIDE Month: Celebrate, Participate and Be an Ally

As we enter the month of June, it is a time when we honor the bravery and resilience of those who have fought for LGBTQ+ rights throughout history and continue to do so today. PRIDE month is a time to celebrate our identities, be our authentic selves, show allyship, and stand in solidarity with each other.

At Rollins, we believe in the power of representation and the importance of creating an inclusive work environment for all our employees. We firmly believe that strengthening our diverse workforce is key to fostering growth, creativity, innovation, and success.

I'm proud of the progress we are making with our Workplace Inclusion (WPI) initiatives, especially around LGBTQ+. Just in the past year, we have made significant strides toward our goal of creating positive change, and recently launched a new LGBTQ+ ERG, called PRIDE. Through PRIDE, our team members are partnering with LGBTQ+ organizations, supporting local initiatives, and providing resources to promote equality and acceptance. Together, we will continue to create a world where every LGBTQ+ individual can thrive and be celebrated.

Recently, I was humbled to participate in the WPI's **Dinner with 12 Strangers**, an event that allowed us to bring together a diverse group of Atlanta-based employees from various races, ethnicities, ages, genders, and gender identity backgrounds. My time with this group of team members was enlightening and emotionally moving for every guest, especially for me, as I learned about each person's experience working for Rollins and their individual inclusion journey.



Although we are committed to inclusion every day and we have made tremendous progress, what I learned most from our team members is that this journey is ongoing, there is always work to be done. We must continue to be curious, ask for guidance, and feedback, while continuously finding new ways to seek understanding and drive change.

## How to Participate and Create Allyship

Our PRIDE ERG has a series of learning opportunities planned this month. Please plan to join us as we celebrate.

- **Colorado Rockies Coors Light Pride Night** | June 9, 2023 at 6:40 PM
- **Lunch & Pride Panel** | June 14, 2023 from 11:30 AM – 1:00 PM
- **Los Angeles Dodgers Pride Night** | Friday, June 16, 2023 at 7:10 PM
- **Baton Rouge Pride Meet-Up** | Saturday, June 24, 2023, Noon to 7:00 PM
  
- **Atlanta Dream Pride Night** | Friday, June 30, 2023, at 7:30 PM

**<<< Click the attachment above to sign up for the events >>>**

Sincerely,

**Jerry**



### *About PRIDE MONTH*

*Pride Month is an entire month dedicated to the uplifting of LGBTQ voices, celebration of LGBTQ culture and the support of LGBTQ rights. According to the Library of Congress, the month recognizes the impact that the community has had on U.S. history. President Bill Clinton first designated it as Gay and Lesbian Pride Month on June 11, 1999, with President Barack Obama proclaiming it Lesbian, Gay, Bisexual, and Transgender Pride Month 10 years later.*

Questions or Comments? Contact Rollins Internal Communications  
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# Workplace Inclusion™

## Recognizing Juneteenth and Caribbean American Heritage Month

We've kicked off the month of June by recognizing Pride Month, and now, we have two more important observances to highlight: **Juneteenth** and **Caribbean-American Heritage Month**.

### Juneteenth: Commemorating Freedom Day



Today, June 19<sup>th</sup>, is recognized as “Juneteenth,” a commemoration of the end of slavery in the United States. The name stems from June 19, 1865, when Major General Gordon Granger in Galveston, Texas, issued an order announcing, “all slaves are free,” in accordance with the Emancipation Proclamation. The Emancipation Proclamation freed enslaved people in

Confederate states in 1863, but it was not until two years later that many Black people in Texas received the news that an order had been issued freeing them from bondage.

Juneteenth became a federal holiday in the U.S. in 2021, with the signing of bipartisan legislation by President Biden. To learn more about the history of Juneteenth visit the [National Museum of African American History and Culture](#).

[View live coverage TODAY of the Absolute Equality mural and Juneteenth events planned in Galveston, Texas.](#)

### Caribbean American Heritage Month



June also is nationally recognized as Caribbean American Heritage Month. The observance was initiated by Jamaican-American economist and advocate for Caribbean issues, Dr. Claire Nelson. In 2005, the U.S. House of Representatives passed a resolution acknowledging the impact of Caribbean people and their descendants in U.S. history and culture.

[See fun facts about Caribbean American culture](#) and [learn more about the cultures and geography of the Caribbean islands](#).

The Workplace Inclusion (WPI) team is advancing Rollins on our journey to create a greater sense of belonging for everyone, by inspiring cultural consciousness, celebrating diverse backgrounds, and recognizing the many observances that are meaningful to employees across our family of brands.

The WPI Team would love to hear from you! [Send us your ideas](#) for future inclusive activities and events.