



Kosciusko County Commissioners

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July 20, 2021

Bryan C. Hanson
Chairman, President & CEO
Zimmer Biomet
VIA EMAIL

Chad F. Phipps
SVP, General Counsel & Secretary,
Member, Zimmer Biomet Foundation
Board of Directors
VIA EMAIL

Dear Bryan and Chad,

Thank you for your letter of June 30, 2021. We sincerely appreciate your input as an integral and valued member of our community. We look forward to many years of a continued team effort to make Kosciusko County the best that it can be.

We believe that Kosciusko County is a loving, just, beautiful, and family-friendly community that is a tremendous place to attract world-class talent. Indeed, we are working hard right now with our political and business leaders to bring every available dollar to Kosciusko County and promote a robust business and investment environment. In addition to these economic efforts, we believe that this community can have open, constructive, and healthy discussions on sensitive issues, as was evidenced by the town hall discussion on July 8, 2021, regarding the Indiana Attorney General's Parents Bill of Rights and Critical Race Theory. Many people are proud to live here and come here because of such an environment.

As the executive and legislative body of the county, our interest in this community is not limited to, nor should it be limited to, "pure business and economic considerations" as your letter suggests. While we affirm and reiterate that business and economic considerations are very

important to us and the citizens of this county, they are not the sole considerations in the promotion of a thriving, fair, just, healthy, and unified community.

The definition of CRT according to the Encyclopedia Britannica can be found here:

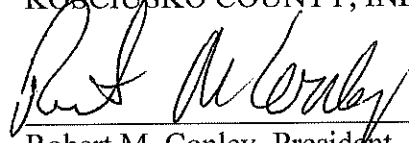
“critical race theory (CRT), intellectual movement and loosely organized framework of legal analysis based on the premise that race is not a natural, biologically grounded feature of physically distinct subgroups of human beings but a socially constructed (culturally invented) category that is used to oppress and exploit people of colour. Critical race theorists hold that the law and legal institutions in the United States are inherently racist insofar as they function to create and maintain social, economic, and political inequalities between whites and nonwhites, especially African Americans. Critical race theory (CRT) was officially organized in 1989, at the first annual Workshop on Critical Race Theory, though its intellectual origins go back much farther, to the 1960s and ’70s. Its immediate precursor was the critical legal studies (CLS) movement, which dedicated itself to examining how the law and legal institutions serve the interests of the wealthy and powerful at the expense of the poor and marginalized. (CLS, an offshoot of Marxist-oriented critical theory, may also be viewed as a radicalization of early 20th-century legal realism, a school of legal philosophy according to which judicial decision making, especially at the appellate level, is influenced as much by nonlegal—political or ideological—factors as by precedent and principles of legal reasoning.)” See <https://www.britannica.com/topic/critical-race-theory> (last accessed on July 19, 2021).

We do not believe that it is either factual or healthy to teach our children that “the law and legal institutions in the United States [as they exist today] are inherently racist insofar as they function to create and maintain social, economic, and political inequalities between whites and nonwhites, especially African Americans.” Indeed, we believe that such ideology promotes unjustified conflict and does more to divide us than unite us.

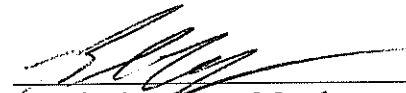
In conclusion, please rest assured that we, as sworn defenders of the U.S. Constitution and the Indiana Constitution, will always strive to promote a community consistent with Dr. Martin Luther King, Jr.’s dream that all would “not be judged by the color of their skin, but by the content of their character” and that treats all men as created equal by their Creator. Please call us if you believe we can do anything consistent with these fundamental principles of fairness, justice, and equality to help you with recruitment or any other aspects of your business.

Sincerely,

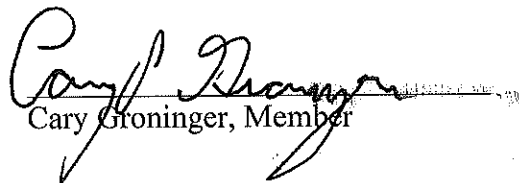
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KOSCIUSKO COUNTY, INDIANA



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