

Tuesday, 4/1/2020 9:51 AM

Dear Clarke Team,

Thank you for all you continue to do to support Clarke students and families. It is nothing short of phenomenal that the transition to remote learning models and remote work in general has happened so quickly. We are in this together, and each week we learn a little more about our ability to maintain Clarke's exceptional service delivery during the COVID-19 outbreak.

I want to assure you Clarke's leadership remains focused on three priorities: students/families, staff and our ability to execute our mission. This email provides an update on cost-savings, fundraising and short-term actions.

It's important you are aware that some cost-saving efforts and precautionary measures include the cancelation of Clarke's Listening Walk at the Zoo events, Clarke's Summer Camp and Clarke's Conference on Mainstreaming Students with Hearing Loss. I want to thank the teams working on these events and programs for understanding that our resources are better used in other ways at this time.

In addition to our focus on fee-for-service programming, we are increasing fundraising efforts with outreach to new funders, creative corporate engagement opportunities and increased donor stewardship and solicitations.

Finally, we are exploring several tenets of the Coronavirus Aid, Relief and Economic Security (CARES) Act that can benefit small businesses and nonprofits. **While we can never make guarantees about the future, at this time, we anticipate continued pay for all Clarke team members.** This is the most clear and optimistic statement I can make at this time. I ask for your continued support as we move forward together.

Your work remains critical to our success and I fully recognize the enormous efforts we are all making to navigate this uncharted territory. Please continue to work with your supervisor to execute remote work plans, prioritize fee-for-service programming, develop creative solutions and support fundraising efforts. We will continue to notify you as new information is available.

Thank you again for all you are doing at this challenging time.

Best wishes,

Doug

Douglas Scott
President and CEO