



January 11, 2018

It was reported to Melvin Brewing Company that on November 20<sup>th</sup>, 2017, an incident occurred at Menace Brewing Company in Bellingham, WA between brewer Kirk McHale and a Menace Brewing employee.

Melvin Brewing takes any accusation of misconduct seriously and investigated accordingly. Melvin representatives from Bellingham reached out to Menace Brewing in the days and weeks following the incident, both to get additional details regarding the employee's report and to take appropriate corrective action. Melvin's corporate headquarters in Alpine was informed in the later part of December, and began reaching out to Menace Brewing's owner on December 23<sup>rd</sup>. The first opportunity to speak directly with Menace Brewing's owner and the employee was on January 9<sup>th</sup>. The employee of Menace Brewing stated that while addressing guests at Kirk's table, Kirk put his hand around her waist, then moved his hand lower and touched her butt and upper thigh area.

This is not the culture or environment Melvin Brewing is building. Based on our investigation of the events, immediate corrective actions are being taken, as well as discussion of proactive actions to ensure similar incidents won't happen in the future. For the foreseeable future, Kirk will not represent the Melvin brand at any events or collaborations. Melvin Brewing is strongly encouraging Kirk to seek appropriate training, counseling, and rehabilitation as necessary to help assure that an incident such as this does not reoccur. Until such time that Kirk has completed this training, counseling, and rehabilitation, he will not represent Melvin Brewing in any way.

Melvin Brewing is also implementing a more comprehensive sexual and other harassment policy that will be rolled out to all employees and affiliates by the end of January. Melvin has engaged the services of an outside training company to provide sexual and other harassment prevention training over the coming months. Finally, before the end of January, Melvin will implement a Code of Conduct policy to be signed and followed by all employees and contractors that represent Melvin.

Lastly, you know that Melvin Brewing loves madness but we draw the line on misconduct and harassment of any kind.

Melvin Brewing Management

Jeremy Tofte

William Morrow