

Monday, August 6, 2018

Dear Bellingham Community,

Melvin Brewing has a zero-tolerance policy for misconduct and takes all allegations of sexual harassment against our staff very seriously. In full disclosure, our parent company, Melvin Brewing Wyoming, had two isolated incidents that happened in 2017 that are inexcusable. One incident involved an ex-employee sexually harassing an employee that worked at another Bellingham establishment. The second incident, completely unrelated to the prior, was the oversight of inappropriate copy on the contact page of our main Melvin Brewing website. We, as a company, take full responsibility for these actions and apologize for the damage it has caused to our Bellingham community. In retrospect, we admit that these situations should have been handled better and since then, our company has parted ways with the individuals in question and neither are associated with the company in any capacity.

In light of these events, we have made significant changes to our company's culture. On a corporate level, every employee has attended sexual harassment training, we've instituted a human resources department, and our management teams are receiving culture and leadership training from an outside organization. On a local level, we donated the proceeds of our \$3 house beers this summer to various nonprofit organizations, including the Brigid Collins Family Support Center, who generously trained our staff as Stewards of Children to make a positive impact for those who suffer most in our community. The Melvin Brewing Bellingham staff and investors are all locals who are committed to being a part of this community and repairing our reputation. We hope Bellingham will support our efforts as we continue to learn and grow both as a company and individuals, so we can share this community we all love.



Melissa DePierro

Brewpub Operations

Bellingham, WA