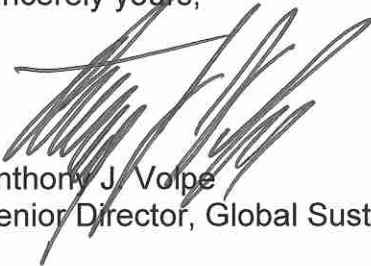


October 21, 2019

To our stakeholders:

To better align our Communication on Progress (COP) deadline with our internal reporting cycle, we hereby request our COP deadline be adjusted to February 28.

Sincerely yours,



Anthony J. Volpe
Senior Director, Global Sustainability