

From: Stephan Scholl noreplies@alight.com  
Subject: I can't wait  
Date: April 13, 2020 at 05:01  
To: Stephane van der Aa Stephane.van.der.Aa@ngahr.com

Colleagues,

I can't wait.

I can't wait to get to know all of you, to learn more about this organization and your rich history, and to jump in—and I'll do all of these things as fast as I can. But mostly, I can't wait to grow our company.

It is very clear to me the incredible potential that Alight has. This was a key factor for me when deciding to join this team. You have accomplished so much in such a short period of time—yet, there is so much more that I can see we are capable of.

There are not many companies with the strength of client base and reputation that Alight has—including our competitors. There are not many companies who play in this unique space with both technology and services. And there definitely are not many companies who can continue to deliver in the midst of a global crisis. I am so impressed by what I've already seen from this team.

At the same time, we have an opportunity, right now, to prepare for what's next. We will emerge from this pandemic, and our clients and prospects will need our help in ways they probably haven't even imagined yet. We have one chance to take advantage of this slowdown, so we come out even stronger on the other side. This is when great companies emerge. When every colleague joins together to serve clients and to take full advantage of our size, our scale, and all the ingredients we have at our fingertips, to deliver even greater value for our clients. This is when we can, and will, grow this company. We succeed when our clients succeed. And I can already tell this team is up for the challenge.

I'm looking forward to connecting with as many of you as possible in the coming days, and we'll make the absolute best of our virtual environment. Watch for manager sessions and an all-colleague webcast so you can get to know me a little better. I also filmed this [brief intro](#) for my best attempt at an in-person introduction!

I know that what this team has built takes a long time, and I am grateful to have the opportunity to help take us to the next level, with all of your help. I can't wait to reach new heights, together.

Stay safe.

Best,

Stephan

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**From:** Stephan Scholl [internalcommunicationsmailbox@alight.com](mailto:internalcommunicationsmailbox@alight.com)  
**Subject:** What we can't ignore  
**Date:** June 1, 2020 at 19:50  
**To:** Stephane van der Aa [Stephane.van.der.Aa@ngahr.com](mailto:Stephane.van.der.Aa@ngahr.com)

Colleagues,

At our core, we are in the business of people. With *people matter* as one of our core values, we simply will not stand for the hatred, intolerance and injustice so many of our fellow black Americans and others around the world endure day in and day out. The senseless killings of George Floyd, Breonna Taylor and Ahmaud Arbery were unjust and wrong. And yet they are the more recent symbols of a much larger, pervasive problem that is not always recorded for the world to see. While it has been a stark reality for many every day, the events of the last 10 days have again brought systemic racism to the forefront, demanding that as a global community, we acknowledge it and speak out against it.

I appreciated the early sentiments Ben Dyl and Paulette Dodson shared last week on [Spotlight](#) (click here for [NGA](#)). We simply cannot ignore the individual and collective pain, anger and frustration so many of us—and especially our black colleagues—are feeling as we see the unimaginable scenes play out around the U.S. Those feelings are real and they are valid. At Alight, we believe that diversity should be visible, valued, and sustained throughout the organization. We don't—and won't—stand for anything less. We proudly stand in solidarity with the individuals and families of those who suffer today and every day, and we are committed to support progress and change.

Be well.

Stephan

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