



A Message from Human Resources

All,

As you likely know, India continues to be a focal point of international concern, as the country undergoes record-breaking daily infections of COVID-19, overwhelming hospitals and emergency response units.

Keep in mind that a significant population of Tangoe employees live in India, so please be sympathetic to the fact that many colleagues in Bangalore, and those who have family and friends there, may be experiencing great stress and turmoil. This may cause some deliverables to be late or missed, as employees are caring for themselves and their loved ones. Please approach these situations with understanding and patience.

In times of struggle, it's important to live out our value of selflessness by displaying empathy, compassion, and humanity towards our friends in India. This can simply mean sending an email or message to your colleagues in India or those who have family there. If you are considering sending a note, please don't hesitate to do so.

We'd also like to let you know that our HR team in India has been working to ensure that the necessary support and resources have been and continue to be provided to our Bangalore employees. In fact, they have formed a group of volunteers to help employees and their immediate families get access to hospitals, medical supplies, food, and foster care. Additionally, they've also provided employees with:

- Educational & Self-Help Resources
- COVID-19 Safety Webinar Series
- Volunteer-led Support for Severe Cases
- Insurance Coverage and Support through Marsh
- Access to MediBuddy, an Online Healthcare Platform

Thank you to those of you who have already extended your support or plan to do so. Stay strong, Bangalore. The Tangoe family is here to help you as best as we can.