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May 7th, 2021

Valued employees, families and consumers,

I'm excited to announce that Developmental Services, Inc. and Bona Vista Programs, Inc. have committed to a parentship that will combine the resources and best practices of both organizations to better serve our clients, staff, stakeholders, parents and guardians.

This initiative, which was the result of many months of constructive negotiation with input from stakeholders, senior management, and board members, make sense for both organizations in light of a rapidly changing service delivery landscape that is greatly influenced by our local, State and Federal governments as well as by our ongoing challenge to deliver quality services that keep pace with the aspiring personal goals of our consumers.

Bona Vista Programs, Inc. serves 11 counties in the north/central portion of Indiana. DSI serves 50 counties in central and southern Indiana. Both organizations boast substantial capital and program influence in Indiana and are often the models for service innovation and quality within the social service industry.

Also, DSI and Bona Vista share storied histories of mutual cooperation dating back more than a decade and include sharing resources, expertise, and best practice standards as members of the Indiana Association of Rehabilitation Facilities (INARF) and the Strategic Indiana Partnership Network (SIPN).

DSI and Bona Vista administer many of the same programs and supports for children and adults with disabilities and even share some of the same service regions in Indiana.

We are confident that the combining of personnel, experience, talent, and resources will significantly strengthen both organizations ability to develop quality services for our consumers and enhance revenue options to support professional staff.

To be clear, this union will effect change to some logistical aspects of DSI and Bona Vista. However, we will be adopting the very best practices of both organizations and we fully anticipate they will be in the best interests of everyone. Services for our consumers will not be interrupted.

Also, it is not the intent of DSI and Bona Vista to reduce personnel and supports. In fact, the impetus for the union of our organizations is to augment and strengthen our ability to serve consumers and support staff. It is our goal to maximize State and local resources to give back to staff and initiate new innovative ideas as the State moves services in a new direction.

We know that our employees are the lifeblood of DSI and Bona Vista. We need our valued Direct Support Professionals, managers, and support staff to perpetuate the legacy of service that DSI and Bona Vista have established.

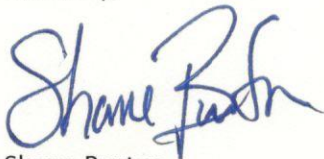
Employees as well as parents and guardians can expect new ideas and enhanced service delivery for our consumers as experience and expertise become shared resources between our two agencies.

We understand that with change comes some apprehension. Again, our intent is not staff reduction but providing enhanced resources to help our employees carry out their day-to-day duties.

Because this union involves two large organizations, we're asking for your patience over the next several months. We will do our diligence to keep our valued employees, families, guardians, consumers, and community stakeholders on the forefront of transitional processes going forward.

Again, this joining of long-established organizations is an opportunity for all of us to grow as professionals and agents of positive change in the lives of the children and adults we are committed to serving.

Sincerely,



Shane Burton,
Chief Executive Officer
Developmental Services, Inc.