

Genentech

A Member of the Roche Group

March 21, 2014

Gary Karp
Modern Disability
1213 W. 6th Street
Tempe, AZ 85281

Dear Gary,

It is a pleasure to write you in follow-up to our 2014 US EEO Summit with my appreciation for your engaging, authentic and thoughtful keynote presentation of Modern Disability in the Workplace for our team.

We have started our multi-year journey to be more inclusive of people with disabilities in our workplace with the objective to be a great place to work for everyone. Your message is a core element to our strategy and demonstrated how it is a priority for us to clearly take action upon. Those in attendance consistently spoke of how the fresh understanding you've given us of this impactful and talent-rich population will be relevant in our work, as we deal with the logistics and complexities of compliance and disability inclusion.

As I had seen in previous presentations, for us, you consistently delivered on this topic in a thoroughly businesslike and comfortable manner that nonetheless challenges us to be mindful of our personal and professional notions about disability. You gave us the opportunity to understand this compelling new world of "Modern Disability," to engage with any of our misconceptions, and answered our questions so capably.

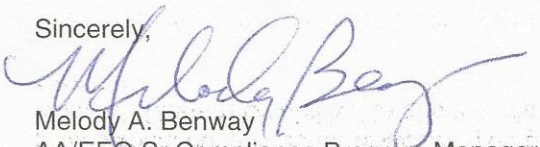
I received many positive comments regarding your skill as a speaker. You have a very natural, conversational style, infused with humor, as you so clearly and passionately make your case.

I also want to thank you for your partnership, attention and professionalism in all of our interactions around your setup needs, your travel, and the details of corporate contracts!

We express our thanks again, Gary, for helping us on our journey. You have made a very real contribution to our process of engaging employees with disabilities here at Genentech and Roche.

I look forward to a next opportunity to work with you, and will happily recommend you to any other organization that could likewise benefit from your unique contributions.

Sincerely,



Melody A. Benway
AA/EEO Sr Compliance Program Manager
Diversity and Inclusion
Genentech, Inc.