

Aspiration

March 24, 2023

Received March 24, 2023 @12:47pm

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Re: Notice of Permanent Layoff

Dear Recipient:

This letter will serve as notice that Aspiration Partners, Inc. (“Aspiration” or the “Company”) will implement a permanent layoff of employees who work remotely and out of its facility located at 4551 Glencoe Ave., Suite 300, Marina Del Rey, California 90292 and various remote locations both in and outside of California. Although, it may not be required, this notice is being provided to you pursuant to the Federal Worker Adjustment and Retraining Notification Act, California Worker Adjustment and Retraining Notification Act and any similar state, local or municipal ordinance, if applicable. We have provided WARN notices to California state and local officials, but we are also providing this notice to you out of an abundance of caution because of remote workers who reside in your jurisdiction.

The layoff is necessitated by the need to streamline and restructure the business in light of current economic conditions and the limited capital available to the Company. The layoffs will occur between May 26, 2023 and June 1, 2023. The Company will provide updates if this timing changes.

The name, email address and telephone number of the Aspiration official to contact for further information is JeeAnn Petrina, HR@aspiration.com; Telephone: (323) 213-9580.

The job titles of positions to be affected and the number of affected employees in each

job classification in the layoff as a whole are set forth in the document attached hereto and incorporated herein as **Exhibit A**. The job title of positions to be affected and the number of employees in each such position in your jurisdiction is set forth in the document attached hereto and incorporated herein as **Exhibit B**. The employees are not represented by a union and bumping rights do not apply.

The Company is saddened to have to take this step.

Very truly yours,

A handwritten signature in black ink that reads "Olivia Albrecht". The signature is written in a cursive, flowing style.

Olivia Albrecht, CEO

Encls.

Exhibit A

Job Title	Number of Employees
Advanced SDET (P4)	2
Associate Training Manager	1
Associate, Project Finance	1
Chief Administrative Officer	1
Chief of Staff	1
Copywriter	1
Customer Engagement Rep, Investments	2
Customer Engagement Representative	24
Customer Resolution Specialist	1
Director, Business Development	2
Director, Cybersecurity Risk & Compliance	1
Director, Marketing Analytics	1
Director, Platform Engineering	1
Director, Strategic Finance	1
Engineer, Data	1
Engineer, DevOps	3
Engineer, IT Support	1
Engineer, IT Systems	1
Engineer, QA	1
Engineer, SDET	1
Executive Assistant	1
Fraud Specialist	3
Group Product Manager	1
Junior Information Security Engineer	2
Lead, Data Analyst	1
Lead, Data Engineer	1
Lead, Product Designer	2
Lead, QA Engineer	1
Manager, Accounting	1
Manager, BCP/Disaster Recovery	1
Manager, Business Development	1
Manager, CRM Systems	1
Manager, Customer Insights	1
Manager, Engineering, Software	7
Manager, Product Marketing	1
Manager, QA	3
Manager, Sustainability Compliance	1
Marketing Designer	1
Office Coordinator	1
Operations Manager, Compliance	1

Exhibit A

Operations Specialist, Account Management	2
Operations Specialist, Check Review	3
Operations Specialist, Disputes	4
President, MENA Region	1
Principal Engineer	1
Principle Software Architect	1
Product Designer	1
Product Manager, Financial Services	1
Program Manager	1
Project Manager, Creative Marketing	1
Senior Analyst, Vendor Management	1
Senior Data Analyst II	1
Senior Director, Performance Marketing	1
Senior Director, Product & Sustainability	1
Senior Engineer, DevOps	1
Senior Engineer, SDET	1
Senior Manager, Affiliate Marketing	1
Senior Manager, Customer Insights	1
Senior Manager, Fraud	1
Senior Manager, Marketing	1
Senior Manager, Social Media	1
Senior, Business Recruiter	2
Senior, Data Analyst	2
Senior, Data Engineer	1
Senior, Engineer, Android	1
Senior, Engineer, InfoSec	1
Senior, Engineer, iOS	1
Senior, Engineer, QA	2
Senior, HR Business Partner	1
Senior, Operations Specialist, Disputes	1
Senior, Product Designer	1
Senior, Product Manager	1
Senior, Product Manager, Financial Services	1
Senior, Product Manager, Impact	1
Senior, Project Manager, Engineering Program	3
Senior, Software Engineer, Backend	12
Senior, Software Engineer, Frontend	1
Senior, Strategic Financial Analyst	1
Senior, WFM Analyst	1
Social Media Specialist	1
Software Development Engineer in Test	1

Exhibit A

Software Engineer, Backend	14
Software Engineer, Frontend	7
Staff Accountant	2
Talent & HR Operations Coordinator II	1
Team Lead, Customer Engagement	5
Technical Lead, Software Engineer	4
Vice President, Business Development	1
Vice President, HR Operations & Systems	1
Vice President, Product Design	1
WFM Real-Time Analyst	1

Exhibit B

<u>Job Titles</u>	<u>No. of Employees</u>
Associate Training Manager	1