

Notice of Layoff

DATE February 11, 2022
TO All b8ta Employees
FROM Asha Mungara
VP, People Operations and Stores
SUBJECT Separation Notice

We regret to inform you that b8ta, Inc. (b8ta) has made the difficult decision to close business on February 18, 2022.

Below you will find an outline of the terms of your separation, and additional details below:

- If you are furloughed on February 11, 2022, you will receive your final paycheck for wages on this date. Your last day of work is February 11, 2022, and your termination date will be February 18, 2022.
- If you are working through February 18, 2022, you will receive your final paycheck for wages on this date. Your last day of work and your termination date will be February 18, 2022, as well.
- Any outstanding authorized expense reimbursements must be outlined with a copy of the receipt and emailed to hr@b8ta.com before February 15, 2022.
- If you have signed up for insurance through b8ta, your insurance will run up to and include February 28, 2022.

You are likely eligible for unemployment benefits under these circumstances. Contact your local unemployment office for information on eligibility and applying for unemployment benefits. Present this letter to your local unemployment office as evidence of your employment status.

b8ta provides an Employee Assistance Program (EAP) that is available to you through February 28, 2022. Please remember that services can be helpful in providing confidential counseling as well as legal and financial consultation services. You may access your EAP 24/7 by calling 1-800-386-705, or logging onto ibhworklife.com with the username "Matters" and the password wlm70101.

Thank you for your incredible work at b8ta. We appreciate your contributions and wish you the best in the future.

/s/ Asha Mungara