

To: All Aequitas Employees

Date: January 29, 2016

As has been previously announced, AEQUITAS CAPITAL MANAGEMENT, INC., AEQUITAS ENTERPRISE SERVICES, LLC, and their affiliated entities (collectively, the “Company”) will experience a reduction in its workforce. This notice, which is issued in compliance with the Worker Adjustment and Retraining Notification (WARN) Act, is to inform you that you are likely to be laid off. The purpose of this notice is to provide you with the answers to some questions that you may have regarding your layoff so that you can prepare to locate other employment. The information provided below represents the best information available to the Company at the time this notice was issued.

1. Is my layoff going to be permanent or can I expect to be recalled to employment at some time in the future?

At this time, you should consider your layoff to be permanent. While it is possible that some employees could be maintained or recalled to work, no Company employee who is being laid off should count on being recalled to employment with the Company.

2. When will the layoffs begin and when am I likely to be laid off?

The Company is communicating the layoff immediately with the expectation that the announced layoffs will be complete as of March 29, 2016.

3. Will the company be providing any benefits to employees who are laid off?

The Company is providing effected employees this 60-day notice of their termination during which time the Company intends to pay employees their regular wages and continue providing standard employee benefits. This is not an employment contract of any kind and the Company remains an At Will Employer, so you may resign at any time if you do not wish to continue. The Company encourages effected employees to use the 60-day notice period to dedicate to their job search.

4. Do I have the right to “bump” other employees from their jobs based on seniority with the company?

No. Employees will not have the right to “bump” other employees from their jobs based on seniority with the Company or any other criteria.

5. Who can I contact for questions or further information?

Bob Jesenik, Chief Executive Officer

Phone: 503.419.3501 or via email: bjesenik@aequitascapital.com

HEADQUARTERS
5300 Meadows Road
Suite 400
Lake Oswego Oregon
97035

503. 419.3500

NEW YORK CITY
350 Park Ave
25th Floor
New York, NY
10022

aequitascapital.com