Digital River®

January 27, 2025

Commissioner Matt Varilek
Jason Wadell, State Rapid Response Team (SRRT), Supervisor
Minnesota Department of Employment and Economic Development
180 East Fifth Street
St Paul, MN 55101-167
By email: WARN.DEED@state.mn.us

Hon. Irene Fernando
Board Chair, Hennepin County Board of Commissioners
300 South 6th Street
Minneapolis, MN 55487
By email: irene.fernando@hennepin.us

Hon. Brad Wiersum
Mayor, City of Minnetonka
14600 Minnetonka Blvd.
Minnetonka, MN 55345
By email: bwiersum@minnetonkamn.gov

Re: WARN Notice of Layoff at Digital River, Inc.
        10380 Bren Road W, Minnetonka, MN 55343

Dear Government Officials:

We regret to inform you that Digital River, Inc. (FEIN: 41-1901640; the "Company") will be conducting a reduction in force at its offices located at 10380 Bren Road W, Minnetonka, MN 55343. As a result, 122 employees, including remote employees across the country who report to the location, will be laid-off on March 28, 2025, or during the 14-day period commencing on that date.

This layoff will be permanent and the Company's offices will be permanently closed. The affected employees are not represented by a union and bumping rights (that is, the right to avoid termination by displacing another employee) do not exist. A list of the job titles affected at this time, the number of affected employees in each job title, and a schedule of separations is attached as Exhibit 1. A list of the names, addresses, and occupations of affected employees is attached as Exhibit 2.

The information contained in this letter, including Exhibits 1 and 2, is based on the best information available to the Company at this time. If you have any questions or require further information, please contact Barry Kasoff, Chief Executive Officer (Address: 10380 Bren Rd W, Minnetonka, MN 55343, Email: bkasoff@realizationservices.com, Phone: 914-659-4700). If there is any change in this information, we will update you as soon as practicable.

Sincerely,

Barry Kasoff
Chief Executive Officer

Attachments (Exhibit 1, Exhibit 2)

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EXHIBIT 1

Job Titles Affected	Number of Affected Employees	Date of Separation
Assoc Data Technologies Engineer	1	March 28, 2025
Assoc Dir Finance	1	March 28, 2025
Business Analyst	1	March 28, 2025
CEO Assistant	1	March 28, 2025
CFO	1	March 28, 2025
Chief Commercial Officer	1	March 28, 2025
Chief of Staff	1	March 28, 2025
Cloud Engineer	1	March 28, 2025
Compensation & HR Analyst	1	March 28, 2025
Customer Ops Specialist	1	March 28, 2025
Dir Commerce Analytics & Operations	1	March 28, 2025
Dir Customer Ops	1	March 28, 2025
Dir Data Sciences	1	March 28, 2025
Dir Engineering	1	March 28, 2025
Dir Finance	1	March 28, 2025
Dir Treasury	1	March 28, 2025
Dir. Enterprise Systems	1	March 28, 2025
Fraud Investigator	2	March 28, 2025
Global Sr Mgr Fraud Operations	1	March 28, 2025
Logistics Manager	1	March 28, 2025
Marketing Operations Specialist	1	March 28, 2025
Mgr Accounting	1	March 28, 2025
Mgr Corporate Systems	1	March 28, 2025
Mgr Finance	1	March 28, 2025
Mgr Information Technology	1	March 28, 2025
Mgr MyCommerce Operations	1	March 28, 2025
Mgr Payments	1	March 28, 2025
Mgr Technical Writer	1	March 28, 2025
President	1	March 28, 2025
Principal Business Intelligence Engineer	1	March 28, 2025
Principal Compliance Advisor	1	March 28, 2025
Principal Customer Ops Specialist	1	March 28, 2025
Principal GTM Technology Administrator	1	March 28, 2025
Principal Product Manager	2	March 28, 2025
Principal Project Manager	1	March 28, 2025
Principal QA Engineer	1	March 28, 2025
Principal Security Engineer	2	March 28, 2025
Principal Software Engineer	11	March 28, 2025
Principal Software Engineer in Test	2	March 28, 2025
Principal Tax Systems Analyst	1	March 28, 2025
Principal Web Developer	1	March 28, 2025
Product Manager	1	March 28, 2025

Product Owner	1	March 28, 2025
Project Manager	1	March 28, 2025
Release Engineer	1	March 28, 2025
Software Engineer	1	March 28, 2025
Solution Center Specialist	1	March 28, 2025
Sr Accountant	2	March 28, 2025
Sr Business Intelligence Engineer	1	March 28, 2025
Sr Chargeback Investigator	1	March 28, 2025
Sr Cloud Engineer	1	March 28, 2025
Sr Contract Assurance Analyst	1	March 28, 2025
Sr Customer Ops Specialist	1	March 28, 2025
Sr Customer Success Manager	1	March 28, 2025
Sr Data Technologies Engineer	1	March 28, 2025
Sr Desktop Administrator	1	March 28, 2025
Sr Dir Engineering	1	March 28, 2025
Sr Dir IT Security	1	March 28, 2025
Sr Dir Technology	1	March 28, 2025
Sr Engagement Executive	1	March 28, 2025
Sr Executive Assistant	1	March 28, 2025
Sr Financial Analyst	2	March 28, 2025
Sr Fraud Investigator	4	March 28, 2025
Sr HR Generalist	1	March 28, 2025
Sr Mgr Customer Ops	1	March 28, 2025
Sr Mgr Engineering	1	March 28, 2025
Sr Mgr Finance	2	March 28, 2025
Sr Mgr Risk & Compliance	1	March 28, 2025
Sr Network Engineer	1	March 28, 2025
Sr Payments Analyst	2	March 28, 2025
Sr Process Administrator	1	March 28, 2025
Sr Product Manager	1	March 28, 2025
Sr Program Manager	1	March 28, 2025
Sr Project Manager	1	March 28, 2025
Sr Security Engineer	1	March 28, 2025
Sr Software Engineer	3	March 28, 2025
Sr Software Engineer in Test	1	March 28, 2025
Sr Systems Architect	1	March 28, 2025
Sr Talent Acquisition Partner	1	March 28, 2025
Sr Tax Reporting & Compliance Analyst	1	March 28, 2025
Sr Technical Account Manager	1	March 28, 2025
Sr Technical Payments Analyst	1	March 28, 2025
Sr Technical Product Manager, AI	1	March 28, 2025
Sr Training & Knowledge Mgmt Specialist	1	March 28, 2025
Sr Treasury Analyst	1	March 28, 2025
Strategic Program Management Director	1	March 28, 2025
SVP People & Places	1	March 28, 2025
SVP, Transformation	1	March 28, 2025

Systems Architect - ServiceNow	1	March 28, 2025
Systems Engineer	1	March 28, 2025
Tax Manager	1	March 28, 2025
Tax Reporting & Compliance Analyst	1	March 28, 2025
Technical Architect	2	March 28, 2025
Technical Payments Analyst	1	March 28, 2025
VP Accounting & Controller	1	March 28, 2025
VP Business Operations	1	March 28, 2025
VP Customer Success Management	1	March 28, 2025
VP Product Management	1	March 28, 2025

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EXHIBIT 2

Name	Home Address	Occupation/Job Title
Tony Austinson	301 Rice Creek Terrace NE Fridley, Minnesota 55432	Sr Customer Ops Specialist
Elizabeth Boll	1370 RAINBOW RD Maple Plain, Minnesota 55359-9236	Project Manager
Matthew Kirby	10938 LEXINGTON DR Eden Prairie, Minnesota 55344-4909	Sr Systems Architect
Derek Fremming	16321 TIMBER CREST DR SE Prior Lake, Minnesota 55372-3124	Global Sr Mgr Fraud Operations
Walter Kulbaba	1606 Aspen Dr. Carver, Minnesota 55315-4587	Principal Software Engineer
Igor Korolev	401 Trappers Pass Chanhassen, Minnesota 55317	Technical Architect
Brandon Butler	5430 Snell Ct SE Prior Lake, Minnesota 55372	Fraud Investigator
Emily Burton	3651 Girard Ave N Minneapolis, Minnesota 55412	SVP, Transformation
Brad Moreland	4036 127th Trail Savage, Minnesota 55378	Mgr MyCommerce Operations
Lloyd Milton	13405 Colfax Ave South Burnsville, Minnesota 55337	Principal QA Engineer
Daniel Fritzen	16292 Tahinka Court NW Prior Lake, Minnesota 55372	Sr Contract Assurance Analyst
Paula Romsdahl	9231 VINCENT AVE S Bloomington, Minnesota 55431-2157	Sr Mgr Customer Ops
Michael Ertresvaag	1618 River Rock Drive Carver, Minnesota 55315	Dir Commerce Analytics & Operations
Aaron Nielsen	3203 Old Highway 8 Minneapolis, Minnesota 55418	Systems Architect - ServiceNow
Ross Wunder	15231 WILDS PKWY NW Prior Lake, Minnesota 55372	Sr Fraud Investigator
Toni Knutson	6706 FOLIAGE CT W Rosemount, Minnesota 55068-1278	Product Owner
Duane Thofson	635 Hahn Dr Shakopee, Minnesota 55379	VP Business Operations
Summer Tuller	117 12th Ave N Hopkins, Minnesota 55343	Technical Architect
Mark Hill	8411 ALLEGHENY GROVE BLVD Victoria, Minnesota 55386-8203	Sr Dir Technology
Joseph Gohr	8745 STANLEY TRL Eden Prairie, Minnesota 55347-2233	Customer Ops Specialist
Brian Felegy	4852 149TH CT Apple Valley, Minnesota 55124	Principal Software Engineer in Test

Julia Fercello	5984 Norway Pine Court White Bear Township, Minnesota 55110	Principal Software Engineer
Scott Wilson	2917 14th Ave S Minneapolis, Minnesota 55407	Sr Network Engineer
Smitha Kodicherla	8544 Ellet Circle Eden Prairie, Minnesota 55347	Sr Dir Engineering
Jason Waye	4600 Stevens Ave Minneapolis, Minnesota 55419	Principal Security Engineer
Nicholas Beaudry	9431 Norwood Lane N Maple Grove, Minnesota 55369-9127	Logistics Manager
Melissa Anderson	1853 Palace Ave Saint Paul, Minnesota 55105	Dir Customer Ops
Matthew Carlson	11000 Upton Ave S Bloomington, Minnesota 55431	Sr Data Technologies Engineer
Misa Shioda	400 Pierce Street Apt 1 Saint Paul, Minnesota 55104	Sr Fraud Investigator
Keerthi Kunduru	8579 157th St Savage, Minnesota 55378	Principal Software Engineer
Michael Grove	8398 199th Court West Lakeville, Minnesota 55044	Mgr Payments
Steve Mathison	4171 HEMLOCK LN Vadnais Heights, Minnesota 55127-6112	Assoc Dir Finance
Sunil Tipirneni	1944 Eagle Ridge Loop Shakopee, Minnesota 55379	Sr Business Intelligence Engineer
Gopichand Adusumilli	8919 Sylvan Ridge Eden Prairie, Minnesota 55347	Dir Engineering
Nathan Carlton	8340 W 107th St Bloomington, Minnesota 55438	Sr Technical Product Manager, AI
Brandon Bennett	2834 Quebec Ave Saint Louis Park, Minnesota 55426	Principal Software Engineer in Test
Ronald Nasby	5076 Edgewater Drive Savage, Minnesota 55378	Principal Software Engineer
John Danek	9868 Purgatory Rd Eden Prairie, Minnesota 55347	Sr Software Engineer
Kelly Peloquin	2276 Apache Street Mendota Heights, Minnesota 55120	VP Customer Success Management
Manish Mohan	7265 Rogers CT Chanhassen, Minnesota 55317	Dir. Enterprise Systems
Daniel Swanson	7150 Derby Drive Chanhassen, Minnesota 55317	Principal Software Engineer
Dhirendra Sejpal	8580 Ellet Circle Eden Prairie, Minnesota 55347	Sr Mgr Engineering
Yogesh Raut	16790 Schooner Trl Eden Prairie, Minnesota 55347	Principal Software Engineer
Scott Williams	621 Thomas Avenue South	Principal Product

	Minneapolis, Minnesota 55405	Manager
Arthur Nunez	1367 Willow St., Apt. 232 Minneapolis, Minnesota 55403	Sr Software Engineer in Test
Lance Pollonais	5725 15th Ave. S. Minneapolis, Minnesota 55417	Principal Web Developer
Weiguo Kuang	10300 Wyoming Ave. S. Bloomington, Minnesota 55438	Principal Security Engineer
Christopher Childress	3630 Northern Ave Wayzata, Minnesota 55391	Sr Dir IT Security
Cory Stark	6923 Queen Ave S Richfield, Minnesota 55423	Sr Technical Payments Analyst
Joseph Schultz	3091 Wheeler Street N Roseville, Minnesota 55113	Sr Product Manager
John Corbett	3716 Harriet Ave S, Apt 102 Minneapolis, Minnesota 55409	Release Engineer
Jeffrey Skomra	621 Jefferson St NE Minneapolis, Minnesota 55413	Mgr Information Technology
Dominik Wunder	15231 Wilds Pkwy NW Prior Lake, Minnesota 55372	Sr Fraud Investigator
Pooh Syhavong	1118 Lorraine Ct Carver, Minnesota 55315	Sr Chargeback Investigator
Bryan Dutra	4671 Village Square Blvd N Shakopee, Minnesota 55379	Sr Payments Analyst
Michelle Savik	7215 Frontier Trail Chanhassen, Minnesota 55317	Sr Executive Assistant
Mark Haisting	13426 Danube Ln Rosemount, Minnesota 55068	VP Accounting & Controller
John Breckenitch	5720 East River Road, Apartment 210 Fridley, Minnesota 55421	Sr Desktop Administrator
Patrick Wehr	5757 Standish Ave Minneapolis, Minnesota 55417	Product Manager
Blair Thompson	6608 45th Pl N Crystal, Minnesota 55428	Business Analyst
Shelby Beens	2143 Tamarin Trail Golden Valley, Minnesota 55427	Sr Training & Knowledge Mgmt Specialist
Luke Barnes	16560 Luther Way Eden Prairie, Minnesota 55346	Principal Software Engineer
Mohammed Alfallaj	901 Xenia Ave S. APT 617 Golden Valley, Minnesota 55416	Sr Software Engineer
Ruth Felker	4926 N Camden Ave Minneapolis, Minnesota 55430	Principal Project Manager
Dzhafar Guseynov	13350 Nightingale St NW Andover, Minnesota 55304	Sr Payments Analyst
Andrew Peterson	3921 Gibraltar Trail Eagan, Minnesota 55123	Solution Center Specialist
Michael Ward	1386 Maple Ridge Ct	Sr HR Generalist

	Shakopee, Minnesota 55379	
Gale James	497 Wagner Street Roseville, Minnesota 55113	Mgr Technical Writer
Aaron Peterson	3635 E 43rd St, #35309 Minneapolis, Minnesota 55406	Sr Cloud Engineer
Brittany Eichten	5115 OakviewLn. N. Plymouth, Minnesota 55442	CFO
Mary Forby	51920 Birch Avenue Rush City, Minnesota 55069	Principal Compliance Advisor
Kelly Sampson	2374 Downing Ave Shakopee, Minnesota 55379	CEO Assistant
Eric Buchmeier	244 Woodridge Ln Lino Lakes, Minnesota 55014	Sr Financial Analyst
Rebecca Garroch	5160 Hooper Lake Road Excelsior, Minnesota 55331	SVP People & Places
Michael Treptow	22 W 49th St Minneapolis, Minnesota 55419	Sr Security Engineer
Carrah Marksen	PO Box 17370 Lot 937 St Paul, Minnesota 55117	Sr Fraud Investigator
Kristen Kuykendall	3511 Winnetka Ave n, apt 102 New Hope, Minnesota 55427	Sr Process Administrator
Neil Satterstrom	13118 April Lane Minnetonka, Minnesota 55305	Sr Customer Success Manager
Navin Chandrama	2837 Emerson Ave S, Apt# CW308 Minneapolis, Minnesota 55408	Principal Business Intelligence Engineer
Steven Charbonneau	15108 Excelsior Blvd Minnetonka, Minnesota 55345	Sr Accountant
Shweta Jadhav	10521 Cedar Lake Road, Apt No 318 Minnetonka, Minnesota 55305	Sr Software Engineer
Vinay Podduturi	34757 Rainville Loop,, Childers Community, hwy 56 Zephyrhills, Florida 33541	Principal Software Engineer
Ana Carolina Benson	10720 29th St NE Saint Michael, Minnesota 55376	Sr Technical Account Manager
Mark Larson	15803 Hayes Trail Ct. Apple Valley, Minnesota 55124	Principal Tax Systems Analyst
Surendar Meesala	20135 78th Pl Corcoran, Minnesota 55340	Principal Software Engineer
Carol McCarthy	13783 Schuelke Beach Road Miltona, Minnesota 56354	Sr Tax Reporting & Compliance Analyst
Lindsay Schmidt	5165 Prairie Pt Mayer, Minnesota 55360	Sr Mgr Finance
Benjamin Moore	599 Grand Ave #3 St. Paul, Minnesota 55102	Sr Mgr Finance
David Rothstein	6717 88th Ave N Brooklyn Park, Minnesota 55445	Mgr Corporate Systems
Bee Xiong	4316 5th ST NE	Principal Customer Ops

	Columbia Heights, Minnesota 55421	Specialist
Krista Homan	420 Hennepin Ave. N. Glencoe, Minnesota 55336	Sr Program Manager
Mugdha Kolhe	1030 Feltl Ct, #243 Hopkins, Minnesota 55343	Principal GTM Technology Administrator
Yong-Qin Lin	908 Rushmore Dr Burnsville, Minnesota 55306	Compensation & HR Analyst
Eric Mann	6840 Woodhill Trail Eden Prairie, Minnesota 55346	Mgr Finance
Mohammed Hesham Ahmed	8080 Eden Rd, Apt 449 Eden Prairie, Minnesota 55344	Technical Payments Analyst
Lindsee Theis	1303 Parallel Street Chaska, Minnesota 55318	Chief of Staff
Hilary Moritz	1294 James Ave Saint Paul, Minnesota 55105	Strategic Program Management Director
Tanner OClair	401 1st Ave NE, Unit 311 Minneapolis, Minnesota 55413	Sr Project Manager
Quinn Hartley	2668 Minnehaha Ave E Maplewood, Minnesota 55119	Sr Financial Analyst
Keith Bush	1832 Kenwood Pkwy Minneapolis, Minnesota 55405	President
Leah Sallander	2000 Woodstone Dr Victoria, Minnesota 55386	Dir Finance
Hanmin Cho	10514 Van Buren Cir. NE Blaine, Minnesota 55434	Systems Engineer
Natalie Hugdahl	8551 Tigua Lane Chanhassen, Minnesota 55317	Sr Talent Acquisition Partner
Zachary Redland	4131 Zenith Ave N Robbinsdale, Minnesota 55422	Cloud Engineer
Matthew Lao	6401 Lyndale Avenue South, Apt 214 Richfield, Minnesota 55423	Assoc Data Technologies Engineer
Kristen Stoeckeler	3814 Longfellow Ave Minneapolis, Minnesota 55407	Software Engineer
Arjun Shankar	403 South Point Court Mcdonald, Pennsylvania 15057	Dir Data Sciences
Samuel Morris	6125 Touraco Drive Dublin, Ohio 43017	VP Product Management
Jann Olson	4329 NW 55th Terrace Ocala, Florida 34482	Tax Manager
Kalyani Markandu	327 Cobblestone Circle South Burlington, Vermont 05403	Sr Accountant
Allan Higgins	3909 Magnolia Road Oceanside, California 92058	Principal Software Engineer
Donald Schaefer	4329 NW 55th Terrace Ocala, Florida 34482	Tax Reporting & Compliance Analyst
Sneha Tammineedi	403 S. Point Ct	Principal Product

	Mcdonald, Pennsylvania 15057	Manager
Joslynn Micklus	2664 W Willard St. Meridian, Idaho 83642	Fraud Investigator
Yang Yi Chen	17014 NE 80th ST Vancouver, Washington 98682	Principal Software Engineer
Lawrence Sage	11 Eiler Ln Irvington, New York 10533	Sr Mgr Risk & Compliance
Michelle Diaz	29836 Circinus St Murrieta, California 92563	Sr Engagement Executive
Anish Patel	3008 Peppercorn Dr Euless, Texas 76039	Dir Treasury
Latoya Ekanem	575 Cape Ivey Drive Dacula, Georgia 30019	Mgr Accounting
Cassandra Woodward	11127 Haverstick Rd Carmel, Indiana 46033	Marketing Operations Specialist
Christopher Atiemo-Obeng	422 E Flora Street Philadelphia, Pennsylvania 19125	Sr Treasury Analyst
Nathaniel Kraft	416 Marys Creek Ln Friendswood, Texas 77546	Chief Commercial Officer