

**INFORMATION CONCERNING REDUCTION IN FORCE
DEALERSOCKET**

Date: July 19, 2021

Explanation: The Company has recently evaluated its business processes and has made the decision to reduce its Company workforce due to job restructuring. As a result, we regret to inform you that your position with the Company will be eliminated in accordance with the enclosed Confidential Severance Agreement and Release (the "Severance Agreement"), as a result of this Company decision.

In exchange for accepting and signing the enclosed Severance Agreement, the Company is offering you a separation package that includes severance pay. The enclosed Severance Agreement sets forth the terms and conditions of this offer.

Pursuant to federal law, each employee age 40 and over will be allowed to consider his or her Severance Agreement for 45 days and, after the Severance Agreement is executed, may revoke the signed Severance Agreement within 7 days (or longer if required by state law). Each employee under the age of 40 offered the Severance Agreement will have 7 days (or longer if required by state law) to consider his or her Severance Agreement but may not revoke it once signed (unless applicable state law requires a revocation period for employees under 40).

In group layoff situations where the Company offers a severance agreement (including a release of claims) to a group of employees, the law requires the Company to disclose certain information to the affected employees 40 or older who are considering the Severance Agreement.

The Company is providing you with information showing the number of employees who are eligible and ineligible for the benefits described in the severance agreement, by age and job title. "Eligible" individuals are Company employees who are being or will be terminated based on the workforce reduction mentioned above. "Ineligible" individuals are Company employees who will not be terminated as part of the workforce reduction or because they are not otherwise eligible for the benefits of this program. This group termination program is provided to eligible employees selected for termination as a result of the workforce reduction. This document, and the accompanying documents, satisfy disclosure requirements.

This information is subject to change and may be affected by future employment decisions. If you have questions about this information, or if you wish to receive more up-to-date information in the future, contact Monique Wallick at Monique.Wallick@solera.com.

Eligible Employees: DealerSocket

The workforce reduction is anticipated to happen at different times. The information that follows provides a key to determine when a listed employee's employment will terminate:

* denotes termination date of July 19, 2021

^ denotes termination date of September 19, 2021

~ denotes termination date of October 22, 2021

JOB TITLE	AGE	NUMBER
Account Executive I	25*	1
Account Manager I	27*, 31*, 35*, 36*, 42*, 47*	6
Account Manager II	29*, 37*, 44*, 45*, 59*, 62*	6
Administrative Assistant	51*	1
Associate Builder	32*	1
Associate Business Development Rep	24*	1
Associate Hands-On Lab Instructor	22*	1
Associate QA Analyst	27~, 28~, 28~, 30*	4
Associate Software Dev. Engineer in Test 1	24~	1
Associate Software Engineer I	24~	1
Associate Software Engineer II	21*, 27~, 29*	3
Associate Technical Support Engineer	30*	1
Business Development Rep	32*, 59*	2
Chief Financial Officer	61*	1
Chief Revenue Officer	55*	1
Content Specialist	25*, 39*	2
Content Specialist I	27*, 29*	2
Content Team Lead	30*	1
Customer Loyalty Specialist	42~	1
Customer Success Manager	27*, 32~, 44*, 27*, 26*, 39*, 32*, 49*, 40*, 29*, 29*, 41*	11
Customer Success Manager II	28*, 29*, 30*, 30*, 38*, 40*, 41*, 46*, 49*, 49*, 53*	11
Customer Success Partner	48*	1
Data Analyst I	28*, 30~, 34*	3
Data Conversion Specialist	63*	1
Data Implementation Specialist	29*, 58~	2
Data Implementation Specialist II	41*	1
Data Integration Engineer	51*	1
Database Administrator	40*	1
Director, Sales	58*	1
Director, Sales Operations	57*	1

EA & Operations Manager	29*	1
Enterprise Sales Director I	26*, 32*, 45*	3
Enterprise Sales Director II	43*, 45*, 51*, 58*	4
Enterprise Sales Director III	31*, 56*	2
Forms Support Expert I	28*	1
General Manager	35*, 43*, 46*	3
Go Team Ninja	36~	1
Graphic Designer I	31*	1
IDMS Forms Specialist I	31~	1
Implementation Consultant I	44~	1
Implementation Consultant II	54*	1
Infrastructure Engineer	42*	1
Inventory Specialist II	46*	1
Lead Security Analyst	49*	1
Leadership Development Manager	37*	1
Manager, Customer Care	60*	1
Manager, Engineering	33~, 59*	2
Manager, Facilities	60*	1
Manager, IT Infrastructure	59*	1
Manager, New Accounts	30~	1
Manager, Quality Assurance	39~	1
Manager, Strategic Programs	33*	1
Manager, Technical Support	39*	1
Manager, Travel	39*	1
Marketing Automation Specialist I	32~	1
Marketing Campaign Specialist I	22*	1
National Account Manager II	39*	1
Onboarding Specialist	26*, 26*, 33~	3
Principal Customer Success Manager	48*	1
Principal Software Engineer	64~	1
Product Manager	39*	1
Product Marketing Specialist	24~	1
Product Owner II	33*, 44*, 45*, 72*	4
Product Readiness Manager I	28*, 34*	2
Product Readiness Manager II	47*	1
Product Support Engineer I	30*, 38*, 46*	3
Project Manager II, Admin	38*	1
Project Manager, Admin	44*	1
Project Manager, Client	23*, 50*	2
QA Analyst I	56~	1
QA Analyst II	52~, 56~	2
Regional Director, Sales	55*	1
Regional Sales Manager II	37*, 48*	2
Regional Sales Manager III	46*	1
Sales Operations Specialist I	32*, 48*	2
Software Development Engineer in Test 1	29~	1
Software Engineer I	23*, 24~, 25*, 25*, 25~, 28*, 28~, 28~,	13

	28~, 30~, 33*, 34*, 62*	
Software Engineer II	24~, 28*, 34~, 35*	4
Solutions Advisor II	41*	1
Sr. Account Executive	38*, 49*	2
Sr. Business Development Director	53*	1
Sr. Content Specialist	25~, 26*, 28~, 36*	4
Sr. Customer Success Manager	29*, 35*, 46*, 53*, 65*	5
Sr. Data Integration Engineer	57*, 66~	2
Sr. Database Engineer II	57*	1
Sr. Director, Enterprise PMO & Info Systems	49*	1
Sr. Executive Assistant II	36*	1
Sr. Infrastructure Engineer	41*	1
Sr. Manager, Engineering	37~	1
Sr. Manager, Fixed Ops Support	66~	1
Sr. Product Readiness Manager	55~	1
Sr. QA Analyst	28*, 51~	2
Sr. Software Engineer	32~, 36~, 40*, 40*, 41~, 43*, 47~, 52~, 52~, 52~, 62~	12
Sr. Strategy Analyst	33*	1
Sr. Technical Support Engineer III	29*, 27*, 27~, 41*	4
Sr. Technical Support Engineer IV	44*	1
Sr. Technical Writer	36*	1
Sr. Website Designer	39*	1
Strategic Content Specialist	24~, 25*, 25~, 26~, 27*, 31*	6
Strategic Growth Manager	53*, 72~	2
Support Specialist	34~, 42~, 46*, 55*, 55~, 56~, 58~, 59*, 61~	9
System Engineer I	25*	1
System Engineer II	36*	1
Talent Operations Specialist	35*	1
Technical Support Engineer	22*, 26*, 26*, 26~, 28*, 29*, 29~, 30*, 30*, 30*, 31*, 32~, 33*, 33*, 39*, 51*	16
Technical Support Engineer II	28*, 30*, 35*, 37*, 41*, 48*	6
Technical Support Specialist II	24*, 31*, 36~, 37~, 56~	5
Technical Writer II	48*, 61*	2
Test Engineer II	28~, 43~	2
Training Product Manager I	44*	1
Travel Coordinator I	28*, 32*	2
Travel Coordinator II	31*	1

UX/UI Designer II	33*, 35*, 37~	3
VP, Engineering	48*	1
VP, Finance	46~, 58*	2
VP, Product Management	55*	1
VP, Revenue Operations	41*	1
VP, Strategic Operations	39*	1
VP, Strategic Programs	37~	1

* denotes an effective termination of date of July 19, 2021

^ denotes an effective termination date of September 19, 2021

~ denotes an effective termination date of October 22, 2021

Ineligible Employees: DealerSocket

JOB TITLE	AGE	NUMBER
Account Executive I	47	1
Account Manager I	29	1
Account Manager II	35, 38, 53	3
Accounts Receivable Billing Specialist I	25, 41, 41, 42	4
Accounts Receivable Collections Specialist I	25, 27	2
Accounts Receivable Collections Specialist II	30, 51	2
Application Security Lead	34	1
Applications Analyst	30, 30	2
Applications Analyst II	35, 41	2
Assistant Controller	34	1
Assistant Support Manager	60	1
Associate Business Development Rep	24, 25, 25, 34	4
Associate Data Conversion Engineer	26, 35	2
Associate Database Administrator	37	1
Associate Incident Manager	40	1
Associate Infrastructure Engineer	33	1
Associate IT Project Manager	29	1
Associate IT Security Analyst	37	1
Associate Manager, Engineering	35, 44	1
Associate Product Manager	32	1
Associate Project Manager, Client	32	1
Associate Software Dev. Engineer in Test II	39	1
Associate Software Engineer I	24, 36	2
Associate Software Engineer II	24, 24, 25, 30	4
Associate Technical Support Engineer	27, 43	2
Associate Upgrade Specialist	22	1
Business Development Director	66	431
Business Development Rep	42, 48	2
Business Intelligence Analyst	28, 45	2
Cash Application Specialist I	31, 44	2
CEO & President	48	1
Chief Operating Officer	52	1

Chief Product & Technology Officer	52	1
Content Specialist	24, 26	2
Content Team Lead	24, 35, 46	3
Contracts Administrator	30	1
Corporate Controller	54	1
Corporate Financial Analyst I	28	1
Corporate Financial Analyst II	28	1
Customer Loyalty Specialist	33, 51	2
Customer Success Manager	26, 27, 29, 34, 38, 39, 40, 46, 47	10
Customer Success Manager II	27, 29, 29, 29, 30, 30, 31, 31, 35, 36, 37, 37, 41, 44, 44, 45, 47, 47, 48	19
Data Analyst I	30	1
Data Analyst II	26, 28, 32, 47	4
Data Conversion Engineer I	24	1
Data Conversion Engineer II	36, 37, 59	3
Data Implementation Specialist	26, 47	2
Data Implementation Specialist II	34, 55, 59	3
Database Administrator	53	1
Demand Generation Manager	36	1
Desktop Support Specialist I	54	1
Director, Business Analytics	37	1
Director, Customer Onboarding	44	1
Director, Customer Success	38, 55	2
Director, Customer Support	44	1
Director, Demand Generation	31	1
Director, Engineering	38, 39, 43	3
Director, Information Systems	37	1
Director, IT Infrastructure	46	1
Director, New Accounts	44	1
Director, Product Management	36, 38, 49, 49	4
Director, Product Owner	56	1
Director, Sales	33, 56, 45	3
Director, Sales & Marketing Analytics	31	1
Director, Sales Enablement	41, 55	2
Director, Talent & People	38	1
Director, Technical Support	41	1
Director, UX/UI	46	1
Dispatch – New Accounts	36	1
Enterprise Architect	38	1
Enterprise Sales Director I	35, 47, 48, 53	4
Enterprise Sales Director II	31, 33, 35, 35, 36, 38, 41, 43, 47, 47, 48, 48, 51, 52, 52, 59	16
Enterprise Sales Director III	32, 33, 37, 39, 42, 44, 49	7

Events Coordinator	29	1
Events Manager	34	1
EVP & General Manager	58	1
Executive Assistant II	36	1
Financial Statement Analyst	49	1
Forms Support Expert I	30, 30, 36, 37, 43	5
Forms Support Expert II	56	1
Go Team Ninja	58	1
Hands-On Lab Instructor	25, 25, 27, 32	4
HRIS Analyst	24	1
IDMS Forms Specialist I	28, 28, 29, 46	4
IDMS Forms Specialist II	32	1
Implementation Consultant I	24, 28, 29	3
Implementation Consultant II	25, 30, 34, 42	4
Implementation Consultant III	29	1
Incident Manager	34	1
Infrastructure Engineer	43	1
Infrastructure Team Lead	45	1
IT Project Manager I	37	1
IT Systems Engineer I	32	1
Lead Database Administrator	40	1
Lead Recruiter	57	1
Lead Support Specialist	26, 31, 47, 56, 62, 63	6
Learning Business Partner	27, 40	2
Manager, Account Management	40, 47	2
Manager, Accounting Support	39	1
Manager, Accounts Payable and Purchasing	43	1
Manager, Customer Loyalty	48	1
Manager, Customer Success	29, 29, 30, 30, 32, 34, 38, 42, 44	9
Manager, Data Conversion	48	1
Manager, Data Implementation	48	1
Manager, Data Solutions	41	1
Manager, Database Administration	32	1
Manager, Engineering	60	1
Manager, F&I Sales Support	35, 43	2
Manager, Forms	33	1
Manager, Go Team	54	1
Manager, Installation	35	1
Manager, IT Infrastructure	33	1
Manager, Network & Security Operations	34	1
Manager, New Accounts	36, 37	2
Manager, Product Support Engineer	33	1
Manager, Project Management, Client	37	1
Manager, Revenue Systems	27	1
Manager, Sales Development	54	1
Manager, Sales Enablement	38, 49	2
Manager, Strategic Growth	68	1

Manager, Talent Acquisition	35	1
Manager, Talent Development	28	1
Manager, Talent Operations	26	1
Manager, Technical Support	30, 33, 41, 55	4
Manager, Training	34	1
Manager, Website Accounts & Programs	27	1
Manager, Website Content	31	1
Manager, Website Design	57	1
Market Development Rep	28	1
Marketing Campaign Specialist I	24	1
Marketing Campaign Specialist II	37	1
National Account Director	31, 42, 44, 60	4
National Account Manager II	32, 39	2
New Accounts QA Specialist	33, 47, 48, 52	4
New Accounts Specialist	24, 33	2
Onboarding Specialist	36, 44, 45	3
Onboarding Specialist II	27, 29, 32, 33, 46	5
Onboarding Specialist III	61	1
Operations Coordinator II	63	1
Payroll Manager	36	1
Phoenix Support Manager	49	1
Pricing Operations Specialist	43	1
Principal Software Engineer	35, 39, 43, 55, 61	5
Principal System Engineer	43	1
Product Business Analyst III	39	1
Product Manager	27, 38	2
Product Marketing Manager	27	1
Product Owner	27, 30, 35, 36, 37	5
Product Owner II	31, 52, 53	3
Product Readiness Manager I	31	1
Product Specialist II	30	1
Product Support Engineer I	26, 27, 29, 30, 47	5
Product Support Engineer II	24, 30, 38	3
Program Management Director	50	1
Programmer Analyst	52, 61, 61	3
Project Manager II, Client	32	1
Project Manager, Client	28, 29, 46, 50, 57, 58, 60, 60, 61, 62, 63	11
QA Analyst I	31	1
QA Analyst II	33	1
Quality and Compliance Forms Specialist II	54	1
Recruiter I	31, 33, 33	3
Regional Sales Manager II	34, 45, 51, 54, 58, 62, 67	7
Regional Sales Manager III	36, 37, 53, 53	4
Regional VP, Sales	39, 44, 49, 56	4
Revenue Maintenance Specialist	37	1
Salesforce Developer	31	1

Sales Operations Specialist I	40, 40	2
Sales Performance Consultant I	37	1
Sales Performance Designer I	48	1
Security Engineer	34	1
SEM/Analytics Specialist	33	1
Software Architect	33, 41, 42	3
Software Development Engineer in Test I	30, 35	2
Software Development Engineer in Test II	33, 42	2
Software Engineer I	24, 27, 27, 28, 31, 54	6
Software Engineer II	24, 26, 27, 28, 29, 30, 33, 37, 41, 46	10
Solutions Advisor II	29, 31, 32, 44, 52, 64	6
Sr. Accountant II	51, 62	2
Sr. Account Manager I	44	1
Sr. Accounts Receivable Billing Specialist	57	1
Sr. Accounts Receivable Collection Specialist	28	1
Sr. Applications Analyst	35	1
Sr. Business Development Manager	49	1
Sr. Business Development Rep	54	1
Sr. Corporate Counsel	42	1
Sr. Corporate Paralegal	30	1
Sr. Customer Success Manager	27, 28, 28, 29, 29, 29, 29, 30, 31, 31, 32, 32, 32, 34, 35, 35, 43, 43, 43, 43, 44, 48, 55	23
Sr. Customer Success Manager II	35, 41, 45	3
Sr. Data Analyst	29, 37, 42, 59	4
Sr. Data Conversion Engineer	49	1
Sr. Data Implementation Specialist	42	1
Sr. Data Implementation Specialist II	35, 36	2
Sr. Database Engineer I	58	1
Sr. Desktop Support Specialist	34	1
Sr. Digital Designer	32	1
Sr. Director, Customer Success	33, 41, 47	3
Sr. Director, New Accounts	58	1
Sr. Director, Sales	56, 59	2
Sr. Director, Strategic Growth	57	1
Sr. Director, Technical Growth	36	1
Sr. Graphic Designer I	34, 50	2
Sr. Hands-On Lab Instructor	42	1
Sr. IDMS Upgrade Post Consultation Specialist	54	1
Sr. Infrastructure Engineer	34, 36, 38, 38, 42	5
Sr. Learning Business Partner	36	1
Sr. Manager, Accounting	46	1
Sr. Manager, Accounting Support	33	1
Sr. Manager, Business Development	31	1

Sr. Manager, Customer Success	32, 37, 55	3
Sr. Manager, Database Administration	39	1
Sr. Manager, Engineering	37, 40	2
Sr. Manager, Forms	35	1
Sr. Manager, New Accounts	32	1
Sr. Manager, Salesforce Administration	31	1
Sr. Manager, Strategic Growth	28	1
Sr. Manager, Technical Support	30, 40, 37	3
Sr. Manager, Training	32	1
Sr. Manager, UX/UI	35	1
Sr. National Account Manager	30	1
Sr. New Accounts Specialist	29, 32, 46, 51, 56, 65	6
Sr. New Accounts Specialist II	45	1
Sr. Product Manager II	50	1
Sr. Product Marketing Manager	29, 42	2
Sr. Product Owner	40, 56	2
Sr. Project Manager, Client	28, 37, 29, 61, 62	5
Sr. Regional Sales Manager	36	1
Sr. Sales Compensation Analyst	49	1
Sr. Sales Operations Analyst	39	1
Sr. Sales Operations Analyst I	29, 31	2
Sr. Sales Performance Consultant I	54	1
Sr. Salesforce Developer	60	1
Sr. Software Engineer	28, 30, 31, 31, 32, 33, 36, 37, 40, 41, 41, 42, 45, 48, 56	14
Sr. Solutions Advisor I	33, 51	2
Sr. System Engineer II	41	1
Sr. Talent Business Partner	66	1
Sr. Technical Project Manager, Installation	35	1
Sr. Technical Support Engineer III	24, 24, 29, 29, 29, 30, 31, 31, 33, 36, 45	11
Sr. Technical Support Engineer IV	25, 28, 32, 33, 35, 40	6
Sr. Upgrade Specialist	61	1
Sr. UX/UI Designer	31, 45	2
Sr. Website Designer	27, 31, 33, 38, 40	5
Staff Accountant II	26, 45	2
Strategic Growth Manager	29, 30, 32, 49, 50, 51, 53, 56, 57, 59	10
Strategic Growth Manager II	52, 53, 53, 54, 60, 62, 69	7
Supervisor, Accounts Receivable Billing	46	1
Supervisor, Data Implementation	26, 60	2
Supervisor, Website Content	33, 39	2
Support Specialist	28, 29, 33, 34, 34, 35, 36, 41, 42, 44,	37

	44, 47, 47, 48, 49, 49, 50, 50, 53, 53, 53, 54, 54, 55, 56, 58, 58, 60, 60, 61, 61, 61, 64, 64, 66, 66, 74	
SVP, Operations & Customer Care	59	1
System Engineer II	27, 36	2
Talent & Office Coordinator	32	1
Talent Business Partner II	54	1
Talent Operations Specialist	25	1
Technical Support Engineer	21, 25, 27, 30, 30, 35, 43, 59	8
Technical Support Engineer II	22, 22, 24, 24, 27, 28, 30, 31, 34, 38, 42, 43, 43	13
Technical Support Specialist II	27, 27, 29, 44, 26, 51, 55	7
Telecommunications Admin	36	1
Test Engineer II	39	1
Training Product Manager I	51, 57	2
Vendor Management Analyst	42	1
VP, Customer Success	37	1
VP, Engineering	44, 59	2
VP, Product Learning & Operations	43	1
VP, Product Management	33, 50, 53, 56	4
VP, Sales	38, 49, 49	3
VP, Sales Enablement	60	1
VP, Security and Infrastructure	40	1
VP, Strategic PMO	49	1
VP, Talent & People	42	1
Website Account Manager	25, 27, 28, 30, 30, 34, 38, 39, 40	9
Website Design Team Lead	27	1
Website Program Coordinator	27, 27	2

