



Global Headquarters
20025 Fountain Parkway
Solon, OH 44139

May 6, 2026

Re: Your MRI Employment Transition

Dear [REDACTED]

I am writing to share the difficult news that as part of a global workforce re-organization, your role has been impacted and your employment with **MRI Software LLC** (the "Company") will come to an end effective **July 31, 2026** (your "Termination Date"). This decision was made based on business needs and is not a reflection of your contributions to MRI. We are providing this notice on **May 6, 2026**, to give you 12 weeks of working notice before your Termination Date to continue active employment and benefits. This will also give you additional time for the change, including time to explore and secure new employment opportunities, participate in interviews, and support a thorough transition and handover.

We recognize that this news is difficult. We are grateful for your service to MRI and are committed to treating you with respect and supporting you through this transition.

Final Pay

You will receive your regular base pay through your Termination Date, subject to applicable withholdings and deductions. You will also receive any other compensation required by law and Company policy, including any commissions earned prior to the Termination Date. Information regarding your benefits during the working notice period and any continuation of options thereafter will be provided to you separately or as described below.

During the working notice period, the Company will be flexible in accommodating PTO requests for job interviews or other personal needs, consistent with business needs. Any PTO that is already approved and scheduled in Workday as of May 5, 2026 will be honored. Additional available PTO of up to 1 week can be scheduled between now and your Termination date and approved through your manager and Workday. Available Flex Time Off will also be available for booking and can be scheduled in Workday in line with business needs.

Severance and Transition

In addition to the working notice period described above, to support you financially we are offering a severance payment in the amount of [REDACTED] calculated based on your tenure and seniority level. This will be provided to you under a separate written agreement on your Termination Date, and paid thereafter. Any severance benefits are contingent upon (i) your timely execution (and any applicable non-revocation) of a severance agreement and compliance with its terms; (ii) meeting all employment duties and responsibilities in a professional manner and in accordance with all applicable company policies, procedures, and standards/code of conduct during and through the



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Termination Date; and (iii) the completion of transition and knowledge transfer/handover in accordance with the Transition Checklist (to be shared in the following week) prior to the Termination Date. If points (i), (ii), or (iii) above are not met, including without limitation, not actively working through the Termination Date, you will not be eligible for severance benefits.

Other Transition Resources

We are committed to supporting you during this transition. In addition to offering a working notice period, MRI will offer additional resources in the areas of mental health, financial planning, career planning, resume/interviewing skills/training, and more. Please see the Pulse Pride Support Page (linked in email) for additional resources, which will include more information on the below.

- Employee Assistance Plan (counseling, mental health support, family support, crisis intervention, etc.) and enhanced MRI-dedicated support line through EAP.
- Outplacement Services (career coaching, interview preparation, resume building, etc.)
- All current MRI benefits through Termination Date
- COBRA eligibility immediately following Termination Date (more info in separate Benefits Transition Document)

Return of Company property and transition

On your Termination Date (or earlier if directed), please return all Company property in your possession, including but not limited to: laptop, chargers, badges, keys, documentation, and any other equipment or materials. If you are an in-office/hybrid employee, you must return all company equipment to the IT department on your last day of work. If you are a fully remote employee, you can ship your MRI equipment back to us via FedEx using our MRI account number, [REDACTED]. Ship ground to: MRI Software LLC, 28925 Fountain Parkway, Solon, OH 44139. You can bring all equipment to any FedEx location and just drop it off, provide the information above, and they will take care of it for you.

Confidential information and ongoing obligations

As a reminder, your obligations related to Company confidential and proprietary information remain in effect during and after your employment ends, consistent with your employment agreement and applicable Company policies.

Unemployment

You may be eligible to apply for state unemployment benefits. Eligibility determinations are made by the applicable state agency.

Questions

If you have questions regarding your termination, notice period, final pay, benefits, or next steps, please review the FAQ on the Pride Support Page, and you can also contact Human Resources by submitting a ticket via the Talent Management Jira Portal under the "Organizational Restructuring - Questions" ticket category so we can support you as quickly and efficiently as possible.



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I'd like to reiterate that I recognize how challenging this news is and the effect it has on you personally. Thank you again for your meaningful contributions to MRI. We are grateful for your service and wish you the very best in your future endeavors. Please keep the above resources in mind to support you during this transition period, and our team will do our best to support any questions you may have.

Sincerely,

[Redacted Signature]

[Redacted Title]

MRI Software LLC