

To Whom It May Concern:

I am writing to confirm the details of Kris Duggan's separation from BetterWorks Systems, Inc. (the "Company").

In July 2017, a former employee of the Company filed a lawsuit against Kris and the Company.

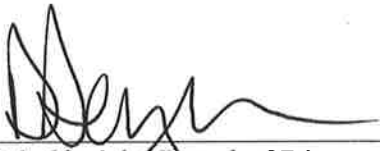
This lawsuit was based on a claim of harassment that the former employee had previously asserted against the Company in September 2016. Following the complaint, the Board of Directors of the Company (the "Board") promptly performed an outside investigation of the matter, including engaging an independent investigator to review the matter. After a thorough review by the independent investigator, the Board concluded that there was no violation of the Company's anti-harassment, anti-discrimination or any other policies, and no disciplinary action was taken against Kris.

The lawsuit and the allegations therein were heavily covered and amplified by the press at the time. The Board disagreed with a number of the facts and characterizations presented in the lawsuit. The lawsuit was subsequently dismissed in January 2018.

In an effort to move beyond the negative attention from the press, Kris stepped down from his role as the CEO in July 2017 and was critical to helping secure a new CEO for the Company. Kris resigned from the Board in March 2018 in an effort to help the Company move forward.

It has been our pleasure to work with Kris over the last four years, we thank him for everything he's done to contribute to the Company and wish him well in his future endeavors.

Very truly yours,



On Behalf of the Board of Directors
of BetterWorks Systems, Inc.

cc: Doug Dennerline
John Doerr
Shona Brown
Jason Green