Outlook

[EXTERNAL] Kurv Connect - September 2026 Employee Newsletter

From Kurv Communications <comms@kurvpay.com>
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To Escutia, Karina <kescutia@kurvpay.com>

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kurv

September 2026



A Message From Afshin…

In a very odd way, the news of Dolly Parton's passing really hit me hard.

I wasn't a massive fan of her music. As a Nashville resident, Dolly wasn't just a singer — she was something closer to our hometown Queen or Matriarch. People didn't love her because she was famous, but rather because of how charitable and caring she was within the community.

I met her in person a few times over the years, and she was exactly the same every single time — full of energy, warm, present, genuinely interested in whoever she was talking to. She had a gift for making a total stranger feel like an old friend within thirty seconds.

The one time I got to have an actual conversation with her, I asked what drove that. Her answer always stuck with me: you never know what someone's going through the moment you meet them, so a small gesture of kindness can matter more than you'll ever know.

She grew up with next to nothing in the hills of East Tennessee, and by every account, she never forgot it — not the hard work it took to get out, and not the people who helped her along the way. I think that's the real source of the warmth people talk about. She never stopped being grateful, and gratitude has a way of turning into generosity toward everyone around you.

None of us are going to have Dolly Parton's reach. But we don't need her reach to utilize her lesson.

You don't know if the colleague you pass in the hallway got bad news this morning. You don't know if the merchant calling our support line just had the worst week of their year and is on the brink of something catastrophic. A genuine "How are you doing?" costs us nothing and might be exactly what someone needed to get them through that moment.

We talk a lot about what a special company we are building and why Kurv has been so successful. Much of it comes down to being kind and respectful to one another. Customers notice when a company treats them like a person instead of a ticket number. Teammates do better work for people who make them feel valued.

Dolly spent her life under stage lights and covered in rhinestones, but the thing about her that actually sparkled was never the sequins — it was how she made people feel. It's a great way of living for all of us to remember.



Afshin Yazdian
Executive Chairman & CEO



Mark Your Calendar

Wednesday, October 21 Is Kurv Day

We're hosting our second annual Kurv Day on **Wednesday, October 21, 2026**. Our company-wide celebration honors Kurv's people, progress, and culture — and we're gearing up for a great time!

This year's event will bring employees together across locations for a day of recognition, connection, and fun — a pause from the day-to-day to celebrate how far we've come as a team.

For now, save the date! More details to follow soon…

New Marketing Request Form Now Live

We've launched a new **Marketing Request Form**, and we're eager to share it with the teams. **Beginning today, all marketing-related requests should be submitted through our new intake form.**

Whether you need a flyer, paid campaign, social post, email campaign, website update, event materials, or anything else that touches the marketing team, this form is now the single starting point. It replaces ad hoc requests sent via Slack, Teams, email, or hallway conversations, and helps the team prioritize, scope, and turn work around faster.

Why the change?
A single intake process means clearer timelines, fewer dropped requests, and better visibility into what's in the pipeline — for you and for the marketing team.

What to expect:
The form takes just a few minutes to complete. Be as specific as you can about your project goals & description, deadline, and audience — the more detail up front, the faster we can get moving to support you.

Bookmark the **link**, and please route all future marketing requests this way. Questions? Reach out to Toni Johnson via tjohnson@kurvpay.com.

September Birthdays

Cake, candles, and confetti! Let's celebrate our team's birthdays.

1st — Samantha Riley
1st — Matthew Miller
4th — Amanda Fein
4th — Micaela Freile
4th — Bryana Helton
5th — Chad Sage
7th — Afshin Yazdian
8th — Cody Brown
8th — Megan Libardi
11th — Penn Malik
12th — Jayson Berger
13th — Eric Weiss
15th — Randall Hayashi
16th — Dominic Turnea
18th — Allison Ost
18th — Clayton Gefre
19th — Steven Steele
19th — Keely Pierson
20th —Arianna Perochena
20th — Heather Niles
21st — Tiana Day
22nd — Nicholas Lucker
23rd — Christopher Woods
23rd — Shanta Fletcher
24th — Noah Clickner
25th — Carly Robertson
26th — Alexandra Noll
26th — Laura Wolf
28th — Jon Butinski
28th — Richard Young
29th — Nick Bencivenga
30th — Andrew Torres
30th — Annette Valenzisi

Employee Work-iversaries

Congratulations to all employees celebrating their years of service. We appreciate your continued commitment.

1 yr — Nicholas Bencivenga
1 yr — Brandon Washington
1 yr — Damien Turner
2 yr — Kareem Taleb
2 yr — Nikita Mandavia
2 yr — Romario Carraza
2 yr — Franczeska Ann Pery
2 yr — Kelli McCathy-Loehr
3 yr — Charles Boydston
4 yr — Michael Jeffreys
5 yr — Connor Aten
5 yr — John Colovas
5 yr — Jonathan Lotut
5 yr — Brisa Green
5 yr — Daniel Jackson
5 yr — Jaimee Knight
8 yr — Abigail Barrett
9 yr — Matthew Bago
10 yr — Bryan Helfin
10 yr — Melissa Dalaske
11 yr — Antonio Broughton
12 yr — Sonya Wiley
12 yr — Paris Newman
13 yr — Tiana Day
18 yr — Jon Butinski

Welcome Team Members

A warm welcome to our new team members. We're excited to have you at Kurv!

Elia Church	Sales Administrator
Grant Robinson	Sales Administrator
Alan Gibbon	VP of Underwriting
Lyndsey Agler	Strategic Programs Analyst
Josue Da Costa	Account Executive
Janeen Jackson	Sales Development Rep
Scottie Morgan	VP of Architecture & Engineering
Joshua Ortiz	Client Service Rep
Kevin Roland	Sales Development Rep
Christopher York	Account Executive
Julie Burgwald	Client Services Rep
Jazmeene Munoz	Sales Development Rep

Promotions

Jessica Copeland	VP of Strategic Programs
Elliot Bergman	Director of Internal Products
David Bretz	Sales Development Lead
Taylor Treadway	Lead Activation Manager
Nasir Salmon	Activation Manager
Diamonaire Pittman	Kurv Technical Support Lead

Open Positions

- Senior Underwriter
- Merchant Underwriter
- Senior Fraud Analyst
- Paid Media Coordinator
- Client Services Representative
- Collections Manager
- Systems Administrator
- Sales Account Manager
- Lead Cybersecurity Program Analyst

Compliance Specialist

Account Executive-Columbus Region

Kudos Board

Kristine Park, Customer Success:

"Kristine has done an incredible job starting the Customer Success department and assisting new high value merchants as they get started with us. She has been a bridge between sales and support and is providing a huge impact."

- Randall Hayashi

Alexandra Robles, Customer Success:

"Annette has been working hard behind the scenes to make the legal review process faster and to lower our expenses on liens and subpoena response. I am so grateful for hard work and diligence. She has helped to transform several processes and make us more efficient. Thank you Annette."

- Randall Hayashi

Forrest Ashwood, Operations:

"Great work leaning in to support underwriting and risk in the proposed migration to Ovation. Took us through the tool in person, helped explain the cans / cannot's and handled questions like a pro."

- Daniel Stanbridge

Emily Lane, Operations:

"Emily is one of the most willing and helpful employees I have had the pleasure of working with. She goes out of her way to make your job easier and always does it with a smile. What a gem!"

- Bronte Fyke

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