*Printed by: Karina Escutia*
*Tags: Inbox*

*Date: Monday, December 1st 2025, 05:09:13 AM -08:00 PST*
*Subject: Season's Greetings: December Highlights Inside* ❄️
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## Message From Afshin

A Quick Pause for Kindness

Dear Team,

As we turn the calendar to December, I find myself reflecting on what has been an extraordinary year for our company. Your dedication and unwavering commitment have driven us to achievements that should make us all very proud. We set forth a clear strategy at the beginning of the year, and we have executed marvelously on all fronts!

We have modernized every aspect of our organization as we have seen dynamic growth, a combination that is often very difficult to navigate. It's kind of like changing the tires on a car that is moving 100 mph down the highway – and yet we did it!  And of course, the launch of our new brand was a momentous achievement.

We also made sure that we found ways to celebrate our success throughout the year. We hosted our first company-wide Chairman's Club and Kurv Day brought a new level of excitement to our offices. You guys have shown time and again what's possible when talented people work together toward a common goal. Thank you for making 2025 a year that I will never forget!

As the holiday season approaches, I've also been thinking a lot about the concept of kindness. In a world that often moves too fast and where compassion can feel like a secondary consideration, I believe we have an opportunity—**and a responsibility**—to lead differently. Our involvement with organizations like the Boys and Girls Club and Toys for Tots demonstrates our commitment to giving back as a company.

But kindness isn't just about organized efforts; it's about the small, intentional acts we choose to make every single day.

This month, I want to challenge each of you to do at least one kind thing for someone—whether it's a colleague, a stranger, a neighbor, or someone in need. It could be as simple as grabbing an extra coffee from the breakroom for a teammate, treating someone to lunch, volunteering an hour at a local shelter, or simply offering a listening ear to someone who needs it. These moments may seem small, but they create ripples that extend far beyond what we can see.

If you'd like to share your act of kindness with me, I'd be honored to hear about it. Send me an email (**AYazdian@kurvpay.com**) - I genuinely want to know how you're spreading light this season.

I'm also counting down the days until our company-wide holiday party! It's one of my favorite traditions, and I can't wait to celebrate this incredible year with all of you who are able to attend.

As we close out what has been an incredible 2025, I want you to know how grateful I am for each of you. The energy, passion, and heart you bring to work every day is what makes this company special. I'm excited—truly excited—about what 2026 holds for us. Together, we're going to make it even better. Together, we will continue to build the Next Great Story in FinTech.

With gratitude and optimism,

**- Afshin**

# What's New with kurv!

## We launched Our YouTube Channel

This video marks the start of our new YouTube presence and showcases how Kurv helps merchants accept payments in-store, online, and on the go, with ease and confidence.

Every click, share, and view helps build the momentum behind our brand launch and positions Kurv as the next big story in fintech.




Subscribe

## December Holidays

**December 14th:** Hanukkah

**December 21st:** Winter Solstice

**December 25th:** Christmas Day

**December 26th:** Kwanzaa

**December 31st:** New Year's Eve




## Open Positions

### Revenue Retention Specialist

Cleveland

Apply here

### Customer Success Representative

Encino

Apply here

**Staff Accountant**

Cleveland

Apply here

**Point of Sale Support Technician**

Cleveland

Apply here

**Sales Supervisor**

Encino

Apply here

**Point of Sales Specialist**

Cleveland

Apply here

**Customer Service Support Specialist**

Cleveland

Apply here

## New Team Members

A warm welcome to these new team members, we're excited to have you all!

**Osama Alariqi**

Install Representative

**Brady Maciak**

Account Executive

## Employee Shoutouts

**Stephanie Lorince**: *"While on my visit to the Cleveland office I had an opportunity to work closely with Stephanie and learn more about her leadership and her key role to the Risk team. Not only does she encourage greatness from the team, but she is also a wonderful mentor. She shared her knowledge and was what I refer to as a subject matter expert. I learned a lot from Stephanie and how she recognizes talent and skills in her team and encourages potential to grow. I enjoy working with Stephanie and she makes me want to be that kind of leader. "*

- **Melissa Dolling**

**Brittany Brooks**: *"I wanted to give a big shout out to Brittany for being the amazing teammate that she is. She has been my go-to person in Cleveland and has been patient and understanding. Her energy is infectious and motivating. I appreciate her guidance and her mentorship each and every day. She is always available and is thorough in her explanations and clarifications of procedure in Risk. I love working with Brittany as she adds so much value to the Team and Kurv."*

- **Melissa Dolling**

**Want to Give a Well-Deserved Shoutout?**
**Send Your Kudos Now – Submit Here!**

# Local Events

## Cleveland Events

**1. Monty Python's *Spamalot*:** *SPAMALOT*, which first galloped onto Broadway in 2005, features a book & lyrics by Eric Idle and music by John Du Prez and Eric Idle. More info **here**.

**2. Cleveland Ballet's *The Nutcracker:*** *The beloved holiday tradition, The Nutcracker, returns to Playhouse Square's Connor Palace! More info **here**.*

***3. Holiday Take a Hike - Little Italy:*** *The holiday season is a great time to showcase the history and charm of Little Italy! By the late 1890s, many Italian immigrants had settled in the Mayfield-Murray Hill area. More info **here**.*

## Los Angeles Events

**1. 65th Annual L.A. County Holiday Celebration:** The 65th annual L.A. County Holiday Celebration returns live to The Music Center and offers Angelenos of all ages the opportunity to experience and honor the dynamic, rich cultures of the county. Enjoy a diverse lineup of L.A.-based artists, including many past favorites and some exciting new talent! More info **here**.

**2. Los Angeles Ballet - The Nutcracker:** Journey with young Clara and her beloved Nutcracker as they battle a very memorable Mouse King, and then travel to the Land of Snow and the Palace of the Dolls. More info **here**.

**3. WeHo Winter Ice Rink 2025:** An outdoor ice-skating rink in West Hollywood's Great Lawn Picnic Area opens on Monday, December 1, 2025. It will feature special themed nights, a winter market, and a grand opening with a live DJ. More info **here**.

## Employee Work-iversaries

**Michael Morell**

1 year

**Yamil Rivera**

1 year

**Marco Rodriguez**

2 years

**Hovak Vartevanian**

4 years

**Craig Cohen**

5 years

**Cara Seabon**

11 years

## This Month's Birthdays

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

**Diamonaire Pittman**

Dec. 3rd

**Tracy Paler**

Dec. 8th

**Kathryn Matsko**

Dec. 11th

**Marcelo Suh**

Dec. 11th

**Brandon Conlan**

Dec. 11th

**Sonya Wiley**

Dec. 12th

**Matthew Ryan**

Dec. 13th

**Jonathon Bogdon**

Dec. 16th

**Kasiri Mixon**

Dec. 16th

**Merrell Sheehan**

Dec. 20th

**Pamela Leach**

Dec. 21st

**Joshua Miller**

Dec. 23rd

**Jordan Koestner**

Dec. 24th

**Alaicia Hart**

Dec. 26th

**Kirstan Villasenor**

Dec. 26th

**Chantel Quinn**

Dec. 26th

**Paris Newman**

Dec. 29th

## PROMOTIONS

Give a round of applause to our team members for their promotions last month!



**Russell Silva**

Senior Sales Account Manager



**Forrest Ashwood**

Kurv Inside Sales Account Executive



**Marlia Gordon**

Kurv Inside Sales Account Executive



**Clayton Gefre**

Kurv Inside Sales Account Executive




## Amanda Fein

Public Relations Specialist



Kurv, 250 W. Huron Rd., Suite 400, Cleveland, Ohio 44113



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