



SARDIS TELECOM

Residential & Business Services

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Fuzion USA, LLC dba Sardis Telecom
600 3rd Ave E.
Oneonta, AL 35121
2/29/24

Subject: Important Notice of Business Closure and Employment Termination

Dear Team,

It is with a heavy heart and deep regret that I inform you of a significant and difficult decision regarding the future of Fuzion USA, LLC dba Sardis Telecom. Effective March 1, 2024, at 12:01 AM EST, Fuzion USA, LLC will cease all operations. This decision has been made after a comprehensive review of our financial situation and market position, revealing that it is no longer feasible for us to continue.

In line with this decision, all assets of Fuzion USA, LLC have been sold to Alternative Broadband Solutions, Inc. It is with sadness that I must also inform you that Alternative Broadband Solutions, Inc. has chosen not to retain any of the current Fuzion USA, LLC staff. Consequently, your last day of employment with us will be today, February 29, 2024.

To assist you through this transition, Fuzion USA, LLC will provide a severance package that includes three weeks of salary, in addition to any payroll accrued up to February 29, 2024.

Please note, you will have today and tomorrow, March 1, 2024, to clear out your desks and remove any personal belongings from the office premises. Be informed that the offices will be closed to all former personnel as of Monday, March 3, 2024. This closure is due to the termination of all our leases and the transition of any owned property to Alternative Broadband Solutions, Inc. All management and key holders shall turnover all building access credentials to Alternative Broadband Solutions, Inc. security by close of business Friday March 1st 2024.

We understand that this news is difficult to process, and it was not a decision made lightly. Your dedication, hard work, and contributions to Fuzion USA, LLC have been invaluable, and it has been an honor to work alongside such a committed team.

Thank you for your commitment to Fuzion USA, LLC. We wish you all the best in your future careers and endeavors.

Sincerely,

Fuzion USA, LLC dba Sardis Telecom management.