



DELIVERED VIA EMAIL (eddwarnnotice@edd.ca.gov)

August 18, 2025

WARN Act Coordinator
Statewide Services Unit
Workforce Services Division
Employment Development Department
P.O. Box 826880, MIC 50/Room 5099
Sacramento, CA 94280-0001

Re: Notification of Employment Separation – WARN Act Notice

To Whom It May Concern:

This Notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act of 1988 as applicable.

Due to a change in business needs, Zeco Systems, Inc. ("the Company") is reducing its workforce. As a result, the Company will permanently lay off certain exempt and non-exempt employees associated with supporting the media network business, contract and procurement positions, and other redundant positions in phases of separations starting October 4, 2025. These are not union represented positions, and no bumping rights exist for affected employees.

This notice is being given as soon as possible. The business circumstances leading to the reduction in our workforce affects approximately 114 employees. The job titles, the number of those affected, exit dates, and locations of employees impacted are included in the attached Exhibit A. The Company's workforce is primarily remote and spread throughout the United States; as a result, there are not 50 or more employees in any single location. The Company uses its headquarters location for purposes of filing its EEO-1 and determining which localities to notify of said separations.

We request that this information be kept confidential.

If you have any questions or need further information, you may contact Denise Guerra, People Partner ER/IR, at dguerra@shellrecharge.com or by phone (424) 424-0405.

Sincerely,

Zeco Systems, Inc.

Zeco Systems, Inc.
DBA Shell EV Charging Solutions Americas
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Los Angeles, CA, USA, 90021

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Sandra Ju, Head of People and Experience - Americas

cc:

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Exhibit A

Approximate Count by Job Title

Job Title	Number Affected	Exit Date
Contracts Manager		
Senior Hardware Category Manager		
Applications Engineer		
Commissioning Specialist		
Contract and Procurement Manager		
Customer Service Analyst		
DevOps Engineer II		
Director, Service Operations		
Director, Software Eng & Quality Assurance		
Director, Technical Programs		
Field Service Specialist		
Field Service Technician		
Hardware Engineering Manager		
Head of Network Operations		
Lead Quality Assurance Engineer I		
Lead Software Engineer I		
Manager, Customer Service		
Manager, Field Service Technicians		
Manager, Program Operations		
Manager, QA Engineering		
Manager, Service Operations		
Manager, Site Commissioning & Prod Support		
Manager, Software Engineering		
Network Operations Specialist		
Product Manager II		
Product Support Specialist		
Quality Engineer II		
Release Manager		
Senior DevOps Engineer		
Senior Field Service Specialist		
Senior Hardware Engineer		
Senior Operations Project Manager		
Senior Platform Reliability Engineer		



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Job Title	Number Affected	Exit Date
Senior Product Manager		
Senior Software Engineer		
Senior Talent Advisor		
Senior Technical Program Manager		
Service Operations Analyst		
Service Operations Project Manager		
Site Reliability Engineer II		
Software Engineer II		
Supply Chain & Purchasing Coordinator		
Supply Chain Operations Advisor		
Technical Program Manager		
UX Design & Documentation Manager		
Customer Service Specialist		
Director, Engineering		
Director, Product Management & Strategy		
Director, Software Development		
Lead DevOps Engineer I		
Lead Performance Test Engineer I		
Lead Software Developer I		
Lead Software Engineer I		
Manager, DevOps		
Manager, EV Charging Solutions		
Manager, Software Test Engineering		
Manager, Sustaining Engineering		
Senior Database Engineer		
Senior DevOps Engineer		
Senior Engineer		
Senior Manager, Software Engineering		
Senior Product Designer		
Senior Quality Assurance Engineer		
Senior Software Engineer		
Senior Software Test Engineer		
Senior Technical Writer		
Senior Test Automation Engineer		
Software Architect		



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Job Title	Number Affected	Exit Date
Software Engineer II		
Software Test Engineer II		

Approximate Count by State

October 4, 2025 Exit

State	Number of Employees Affected
California	

Estimated October 31, 2025 Exits

State	Number of Employees Affected
California	
Connecticut	
Florida	
Georgia	
Illinois	
Massachusetts	
Maryland	
Minnesota	
Montana	
New Jersey	
New York	
Nevada	
Oregon	
Pennsylvania	
Rhode Island	
Texas	
Washington	

Estimated December 31, 2025 Exits

State	Number of Employees Affected
Arkansas	
Arizona	
California	
Florida	
Illinois	
Maryland	
Massachusetts	
Michigan	



Minnesota
New Jersey
North Carolina
Ohio
Texas
Utah
Virginia
Washington

