



January 29, 2026

VIA EMAIL (eddwarnnotice@edd.ca.gov)

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 – California 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 and California Labor Code § 1401, as applicable.

Due to a change in business model Shell Recharge Solutions (“the Company”) is reducing its workforce. As a result, the Company will permanently lay off certain exempt and non-exempt remote employees who report to the Company’s Headquarters, located at 767 S Alameda, Suite 200, Los Angeles, CA as of March 31, 2026. These are not union facilities and no bumping rights exist for affected employees.

This notice is being given as soon as possible. The business circumstances leading to the layoff at this time affects approximately 29 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.

Zeco Systems, Inc.
dba Shell EV Charging Solutions Americas
767 S Alameda, Suite 200,
Los Angeles, CA, USA, 90021

info@shellrecharge.com
+1-888-751-8560
www.shellrecharge.com/solutions



We request that this information be kept confidential.

If you have any questions or need further information, you may contact Sandra Ju, Head of People and Experience, 767 S Alameda, Suite 200, Los Angeles, CA; (888)-751-8530; hr@shellrecharge.com.

Sincerely,
Zeco Systems, Inc.

A handwritten signature in black ink, appearing to read 'Sandra Ju', is written over a horizontal line.

Sandra Ju, Head of People and Experience - Americas

cc:

County of Los Angeles Department of Economic Opportunity
Kelly LoBianco, Director
Workforce Development Branch
510 South Vermont Avenue, 11th Floor
Los Angeles, CA 90020

Mayor Karen Bass
City of Los Angeles
200 N. Spring St.
Los Angeles, CA 90012

Economic and Workforce Development Department
City of Los Angeles Carolyn Hull, General Manager
Economic & Workforce Development Department
1200 West 7th Street, 6th Floor
Los Angeles, CA 90017-2349



State Rapid Response Coordinator Workforce Solutions Administration
Arizona Department of Economic Security 1
789 W. Jefferson St Phoenix, AZ
85017 - Mail Drop 5571
AZRapidResponse@azdes.gov

Lucas Watson Employment Security Division
Program Specialist II
500 E 3rd St Carson City, NV 89713
Rapidresponse@detr.nv.gov

Steve Wolf Rapid Response / TAA State Coordinator
Pennsylvania Department of Labor & Industry
651 Boas St, Rm 1220
Harrisburg, PA 17121
Stewolf@pa.gov
<http://www.dli.pa.gov>

Camea Dukes
State Rapid Response Coordinator
Texas Workforce Commission
101 E 15th St Room 440T
Austin, TX 78778
camea.dukes@twc.texas.gov

South Carolina Department of Employment and Workforce
1550 Gadsden St
P.O Box 995 Columbia, South Carolina 29202
uitax@dew.sc.gov



Exhibit A

Approximate Count by Job Title

Job Title	Number Affected	Exit Date
Director, Software Quality Assurance	1	03/31/2026
Chief Product & Technology Officer	1	03/31/2026
Product Manager II	1	03/31/2026
Head of Global Product	1	03/31/2026
Senior Validation Engineer	1	03/31/2026
Lead Software Test Engineer	1	03/31/2026
Senior Software Test Engineer	2	03/31/2026
Head of Global Platform Architecture	1	03/31/2026
Manager, Field Service Technicians	1	03/31/2026
Senior Test Automation Engineer	1	03/31/2026
Service Operations Project Manager	1	03/31/2026
Lead Test Automation Engineer I	1	03/31/2026
Manager, Technical Program Management	1	03/31/2026
Lead Procurement and Hardware Category Mgr	1	03/31/2026
Senior Product Manager	1	03/31/2026
People Operations Specialist	1	03/31/2026
Manager, QA Engineering	1	03/31/2026
Administrative Assistant	1	03/31/2026
Executive Assistant	1	03/31/2026
Lead Software Engineer I	3	03/31/2026
Lead Technical Program Manager	1	03/31/2026
Sr Manager, Solns Engineering & Integration	1	03/31/2026
Platform Architect	1	03/31/2026
Head of Software Development & Engineering	1	03/31/2026
Lead Quality Assurance Engineer I	1	03/31/2026



Approximate Count by State

State	Number of Employees Affected
CA	23
AZ	2
NV	1
PA	1
SC	1
TX	1