



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.



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	1	October 4, 2025
Senior Hardware Category Manager	1	October 4, 2025
Applications Engineer	1	October 31, 2025
Commissioning Specialist	2	October 31, 2025
Contract and Procurement Manager	1	October 31, 2025
Customer Service Analyst	1	October 31, 2025
DevOps Engineer II	1	October 31, 2025
Director, Service Operations	1	October 31, 2025
Director, Software Eng & Quality Assurance	1	October 31, 2025
Director, Technical Programs	1	October 31, 2025
Field Service Specialist	6	October 31, 2025
Field Service Technician	13	October 31, 2025
Hardware Engineering Manager	1	October 31, 2025
Head of Network Operations	1	October 31, 2025
Lead Quality Assurance Engineer I	1	October 31, 2025
Lead Software Engineer I	3	October 31, 2025
Manager, Customer Service	1	October 31, 2025
Manager, Field Service Technicians	1	October 31, 2025
Manager, Program Operations	1	October 31, 2025
Manager, QA Engineering	1	October 31, 2025
Manager, Service Operations	1	October 31, 2025
Manager, Site Commissioning & Prod Support	1	October 31, 2025
Manager, Software Engineering	1	October 31, 2025
Network Operations Specialist	1	October 31, 2025
Product Manager II	1	October 31, 2025
Product Support Specialist	2	October 31, 2025
Quality Engineer II	1	October 31, 2025
Release Manager	1	October 31, 2025
Senior DevOps Engineer	3	October 31, 2025
Senior Field Service Specialist	4	October 31, 2025
Senior Hardware Engineer	1	October 31, 2025
Senior Operations Project Manager	1	October 31, 2025
Senior Platform Reliability Engineer	1	October 31, 2025



Job Title	Number Affected	Exit Date
Senior Product Manager	1	October 31, 2025
Senior Software Engineer	4	October 31, 2025
Senior Talent Advisor	1	October 31, 2025
Senior Technical Program Manager	1	October 31, 2025
Service Operations Analyst	1	October 31, 2025
Service Operations Project Manager	1	October 31, 2025
Site Reliability Engineer II	1	October 31, 2025
Software Engineer II	1	October 31, 2025
Supply Chain & Purchasing Coordinator	1	October 31, 2025
Supply Chain Operations Advisor	1	October 31, 2025
Technical Program Manager	1	October 31, 2025
UX Design & Documentation Manager	1	October 31, 2025
Customer Service Specialist	2	December 31, 2025
Director, Engineering	1	December 31, 2025
Director, Product Management & Strategy	1	December 31, 2025
Director, Software Development	1	December 31, 2025
Lead DevOps Engineer I	1	December 31, 2025
Lead Performance Test Engineer I	1	December 31, 2025
Lead Software Developer I	1	December 31, 2025
Lead Software Engineer I	3	December 31, 2025
Manager, DevOps	1	December 31, 2025
Manager, EV Charging Solutions	1	December 31, 2025
Manager, Software Test Engineering	1	December 31, 2025
Manager, Sustaining Engineering	1	December 31, 2025
Senior Database Engineer	1	December 31, 2025
Senior DevOps Engineer	1	December 31, 2025
Senior Engineer	1	December 31, 2025
Senior Manager, Software Engineering	1	December 31, 2025
Senior Product Designer	1	December 31, 2025
Senior Quality Assurance Engineer	1	December 31, 2025
Senior Software Engineer	7	December 31, 2025
Senior Software Test Engineer	4	December 31, 2025
Senior Technical Writer	1	December 31, 2025
Senior Test Automation Engineer	1	December 31, 2025
Software Architect	1	December 31, 2025

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Job Title	Number Affected	Exit Date
Software Engineer II	4	December 31, 2025
Software Test Engineer II	1	December 31, 2025

Approximate Count by State

October 4, 2025 Exit

State	Number of Employees Affected
California	2

Estimated October 31, 2025 Exits

State	Number of Employees Affected
California	35
Connecticut	1
Florida	2
Georgia	3
Illinois	4
Massachusetts	1
Maryland	2
Minnesota	1
Montana	1
New Jersey	1
New York	1
Nevada	1
Oregon	2
Pennsylvania	1
Rhode Island	3
Texas	8
Washington	5

Estimated December 31, 2025 Exits

State	Number of Employees Affected
Arkansas	1
Arizona	1
California	16
Florida	2
Illinois	2
Maryland	1
Massachusetts	1
Michigan	1



Minnesota	1
New Jersey	1
North Carolina	3
Ohio	1
Texas	5
Utah	1
Virginia	2
Washington	1