



September 13, 2023

VIA ELECTRONIC MAIL AND/OR FEDERAL EXPRESS

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Re: Notice of Employee Separations

Dear Deputy Chief Gouvaia, WARN Act Coordinator, Supervisor Dorsey, Mayor Breed, and Director Arce:

Pursuant to any possible obligation under the federal and California Worker Adjustment and Retraining Notification Acts (collectively, “WARN”), we are writing to notify you that Google and/or any of its subsidiaries or corporate affiliates (the “Company” or “Google”) is will be separating employees at the following facilities (collectively, the “Facilities”):

- US-SFO-FRE199 at 199 Fremont, San Francisco, CA 94105 (approximately 41 employee(s) affected); and
- US-SFO-FRE215 at 215 Fremont St, San Francisco, CA 94105 (approximately 34 employee(s) affected).

Employee separations at the Facilities resulting from this action are expected to occur between October 27, 2023, and November 25, 2023. Separations resulting from this action are expected to be permanent. None of the affected employees at the Facility are represented by any union. Separated employees are not permitted to displace remaining employees based on seniority or any other factor (*i.e.*, there are no ‘bumping rights’).

Affected employees will continue to receive any pay and benefits due to them as a Google employee, up until the termination of their employment. The Company has provided information concerning benefits available under separate cover to eligible affected employees.

Attached hereto is a list of all affected positions and the number of affected employees in each job classification (job profile and team group) at the Facility. All affected employees are being or have been notified of their employment terminations at least 60 days before their terminations are scheduled to occur.

This notice is given based upon the best information available to the Company at this time. For further information, please contact Lindsey MacLean, Vice President, Googler Experience, lindseymac@google.com.

Sincerely,

Lindsey MacLean
Vice President, Googler Experience

Enclosure

LIST OF AFFECTED JOB TITLES AT THE FACILITIES

Location	Job Title	Number of Affected Employees at Location Holding Job Title
US-SFO-FRE199	Consumer & Healthcare Services UXR Lead	1
US-SFO-FRE199	Engineering Manager	1
US-SFO-FRE199	Fitbit Researcher Lead Equity Initiatives	1
US-SFO-FRE199	Manager, Fitbit Database Engineering	1
US-SFO-FRE199	Program Manager	1
US-SFO-FRE199	Recruiter I	1
US-SFO-FRE199	Recruiting Specialist II	1
US-SFO-FRE199	Senior Content Strategist	2
US-SFO-FRE199	Senior Software Engineer	4
US-SFO-FRE199	Senior UX Researcher	1
US-SFO-FRE199	Software Engineer	15
US-SFO-FRE199	Software Engineer, Co-creator of Google News iOS App	1
US-SFO-FRE199	Software Engineering Manager	1
US-SFO-FRE199	Sr. Interaction Designer	1
US-SFO-FRE199	Sr. Product Manager	1
US-SFO-FRE199	Staff Software Engineer	1
US-SFO-FRE199	Technical Program Manager	2
US-SFO-FRE199	Test Engineer	3
US-SFO-FRE199	UX Researcher	2
US-SFO-FRE215	Data Scientist, Product Analyst	1
US-SFO-FRE215	Head of FHS Employer Sales	1
US-SFO-FRE215	Head of Marketing, Fitbit Health Solutions	1
US-SFO-FRE215	Head of Order Management	1
US-SFO-FRE215	Manager of Sales Order Management, Fitbit Health Solutions	1
US-SFO-FRE215	Manager, Sales Order Management - Fitbit	2
US-SFO-FRE215	People Partner IV	1
US-SFO-FRE215	People Programs, Specialist II	1
US-SFO-FRE215	Product Marketing Manager	1
US-SFO-FRE215	Recruiter I	2
US-SFO-FRE215	Recruiting Manager I	2
US-SFO-FRE215	Recruiting Manager II	1
US-SFO-FRE215	Recruiting Manager III	2
US-SFO-FRE215	Recruiting Specialist I	5
US-SFO-FRE215	Recruiting Specialist II	3
US-SFO-FRE215	Sales Order Management Specialist	1
US-SFO-FRE215	Sales Order Management Specialist - Fitbit	2
US-SFO-FRE215	Sourcer, I	2
US-SFO-FRE215	Sourcing, Specialist I	1
US-SFO-FRE215	Sourcing, Specialist II	3