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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 |