



December 18<sup>th</sup>, 2019

Texas Workforce Commission  
Attn: Layoff/WARN  
101 E 15th St, Rm 440T  
Austin, TX 78778-0001  
Fax: 512-936-0331  
Email: [warnletter.central@twc.state.tx.us](mailto:warnletter.central@twc.state.tx.us)

**Layoff/WARN  
Received  
DEC 19 2019**

To whom it may concern:

While it does not believe it is under a legal obligation to do so, out of an abundance of caution this Notice is being submitted to you and the other parties required to be notified, as reflected below, under the Worker Adjustment and Retraining Notification Act (WARN), to the extent applicable.

The Company, car2go NA, intends to permanently layoff \_\_ employees working at its office located at the following address:

*901 E. 6th Street  
Suite 100  
Austin Texas 78702.*

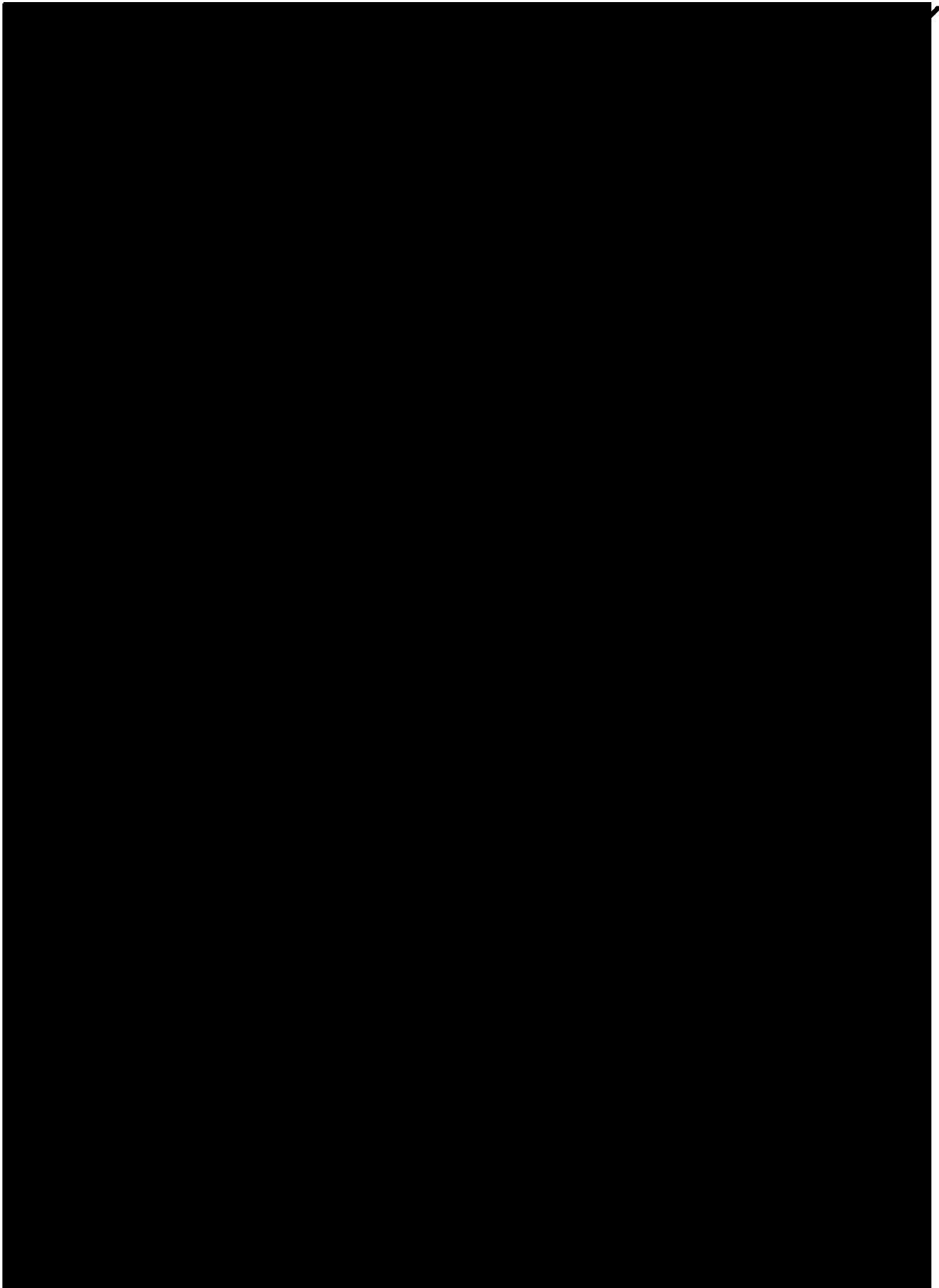
Based upon the best information available to us at this time, the layoffs will commence in separate groups, with the first to commence on March 6, 2020, and the remainder to commence in April 3, 2020, April 10, 2020, with final terminations to occur on dates to be determined in either May, June or July 2020.

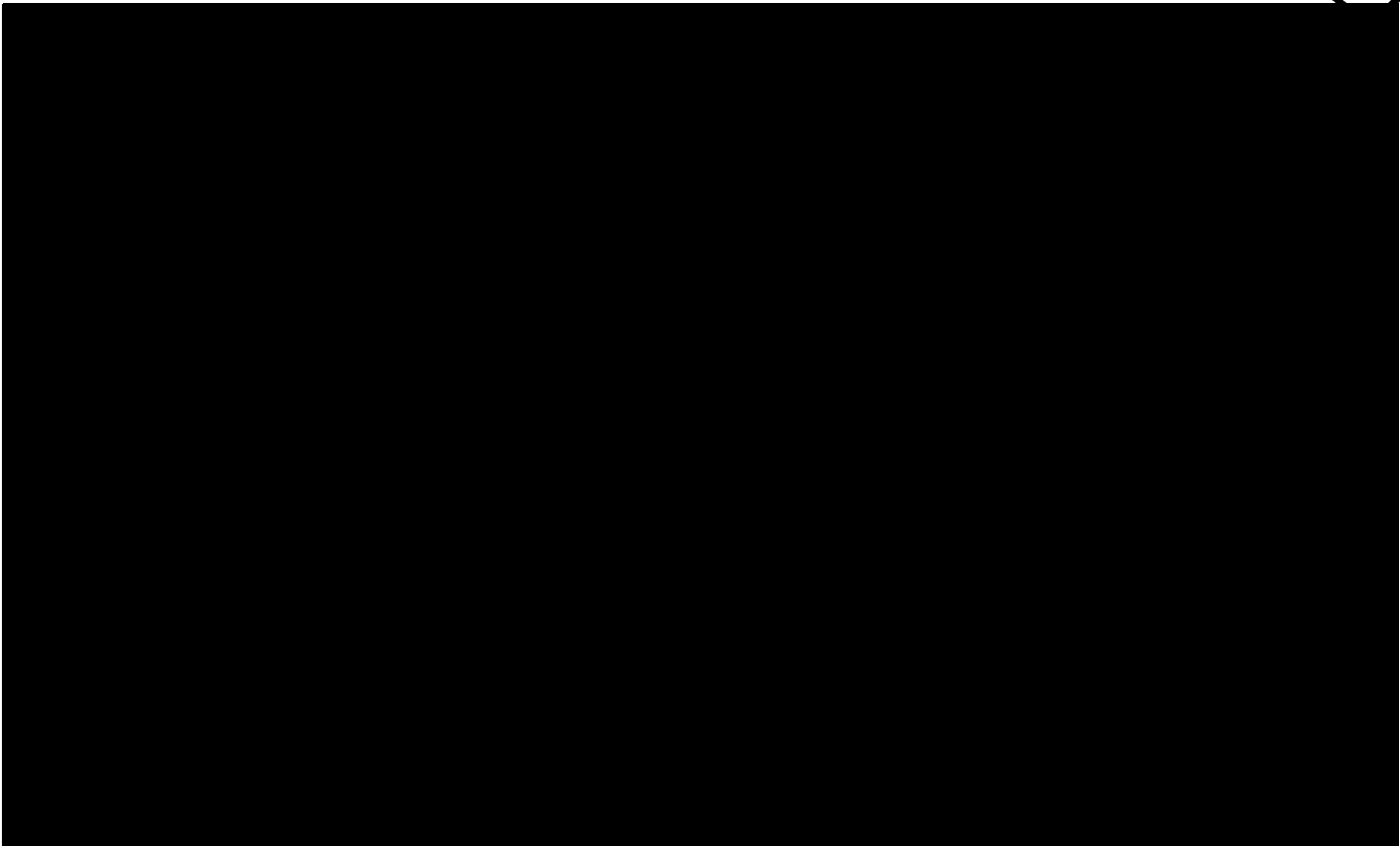
A copy of the Notice that will be delivered individually, by hand or other means as may have been necessary, to each of the affected employees, including those on vacation or leave of absence for any reason, is attached hereto as Exhibit A. The anticipated schedule of the layoffs, the job titles of affected individuals, and the number of affected employees in each classification(s) is attached as Exhibit B.

The affected employees are not represented by a union. There will be no “bumping” or “relocation” rights for these employees.

If you need further information, please contact the Company representative, Lauren Hakim, Director Human Resources, at (248) 687-0083 or via email at [lauren.hakim@share-now.com](mailto:lauren.hakim@share-now.com).

cc: Mayor Steve Adler  
P.O. Box 1088  
Austin, TX 78767





To: Employee Name

While car2go N.A., LLC, a Delaware limited liability company (“**SHARE NOW**” or the “**Employer**”), does not believe it has a legal obligation to do so, out of an abundance of caution this notice is to formally inform you that you will be included in the permanent layoff of employees at the Employer’s offices currently located at *901 E. 6th Street, Suite 100, Austin Texas 78702*. To the extent necessary, this letter constitutes formal notice under the federal WARN act.

Based upon the best information available to us at this time, the layoffs will commence in separate groups, with the first to commence on March 6, 2020, and the remainder to commence in April 3, 2020, April 10, 2020, with final terminations to occur on dates to be determined in either May or June 2020. Your employment is currently anticipated to be permanently terminated on \_\_\_\_\_, 2020. There will be no “bumping” or “relocation” rights for you in connection with this layoff.

The Employer will provide severance benefits in the amounts and under the terms and conditions set forth in the separation agreement included in your packet with this letter.

If you have any questions or would like further information about this Notice or layoff, please contact Lauren Hakim, Director Human Resources, at (248) 687-0083 or via email at [lauren.hakim@share-now.com](mailto:lauren.hakim@share-now.com).