



RECEIVED: 11/4/21

November 4, 2021

Via Email

Karen Hoopes
Statewide Business Services/Rapid Response Coordinator
Colorado Department of Labor and Employment
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Denver, CO 80202
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Stephanie Piko, Mayor of Centennial, Colorado
13133 E. Arapahoe Rd.
Centennial, CO 80112
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Nancy Jackson, Chair Arapahoe County Board of Commissioners
5334 S. Prince St.
Littleton, CO 80120
Email: njackson@arapahoegov.com

Re: Notice Pursuant to WARN Act

To whom it may concern:

On behalf of Zillow, Inc. and Zillow Homes, Inc., which are wholly-owned subsidiaries of Zillow Group, Inc., I am writing to provide you with notice that the company expects to permanently eliminate certain employee positions at the below office(s). This action is due to the elimination of the Zillow Offers business. Appropriate advance notice of the job eliminations has been or will be provided to impacted employees. Layoffs at these job site(s) are expected to commence on January 3, 2022, and will wind down over the course of 2022. Impacted employees do not have bumping rights and do not have union representation.

The following is a list of the number of individuals expected to be affected by the job eliminations at each location, and the effective date that job eliminations are expected to commence:

Number of Affected Individuals	Date Layoffs Will Commence	Location Name and Address
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ZILLOW[®]GROUP

20	January 3, 2022	Zillow Group 10771 E Easter Ave, Suite 100, Centennial, CO 80112
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As permitted by 20 C.F.R. Sec. 639.7(f), and any applicable state law, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing reductions (to the extent determined); the job titles of the positions affected; and the number of employees in each job title. This information is broken down by location if multiple locations are involved.

If you have any questions or need additional information, please contact the undersigned.

Regards,

Emily Merritt
Manager, People Operations
Zillow Group, Inc.
206-757-4386 x84386