



January 29, 2026

VIA OVERNIGHT MAIL AND EMAIL: warnnotice@mass.gov

Mr. Antoine Jones
Acting Rapid Response Manager
Massachusetts Division of Career Services
Saltonstall Building
100 Cambridge St., 5th Floor
Boston, MA 02114

VIA OVERNIGHT MAIL AND EMAIL: michelle.wu@boston.gov

Hon. Michelle Wu
Mayor, City of Boston
1 City Hall Square, Suite 500
Boston, MA 02201-2013

Re: **WARN Notice of Layoff and Headquarters Relocation for Zipcar, Inc.**
35 Thomson Place, Boston, MA 02210

Dear Mr. Jones and Mayor Wu:

Zipcar, Inc. (FEIN: 04-3499525) ("Zipcar" or the "Company") is integrating its corporate business functions into those of its parent company.

As part of this organizational realignment, Zipcar will no longer maintain a separate corporate headquarters location at 35 Thomson Place, Boston, Massachusetts 02210, and the corporate roles currently based at, or reporting to, that location will be eliminated. Certain corporate leadership and shared services functions will be performed by Avis Budget Group at its U.S. headquarters in Parsippany, New Jersey. This action reflects a change in how Zipcar's corporate teams are structured and aligned going forward and does **not** represent a closure of the Zipcar business. Zipcar's brand, product, members and service will continue without disruption.

As a result of this integration, approximately 126 Zipcar employees will be affected. This includes approximately 65 employees who are based in the Boston, Massachusetts area or who report to the Boston site, as well as approximately 61 remote employees located across the country. These employees will be laid off on April 1, 2026, or during the 14-day period commencing on that date.

The layoffs are expected to be permanent, and the Boston location will no longer serve as Zipcar's corporate headquarters. A list of the affected job titles and the number of affected employees in each job title is attached as Exhibit 1. The affected employees are not represented by a union and, therefore, no bumping rights exist. Each affected employee has received or will receive written notice of termination at least 60 days prior to their separation, in accordance with applicable law.

The information contained in this letter, including Exhibit 1, is based on the best information available to the Company at this time. If you have any questions or require additional information, please contact Pamela Perry, Vice President, Human Resources – Americas, 379 Interpace Parkway, Parsippany, NJ 07054,



214-298-3296, pamela.perry@avisbudget.com. Should there be any material changes to this information, we will provide updates as soon as practicable.

Sincerely,

A handwritten signature in black ink, appearing to read "Pamela Perry", with a decorative flourish extending to the right.

Pamela Perry
Vice President, Human Resources – Americas

Attachment (Exhibit 1)

EXHIBIT 1

Affected Job Title	Number of Affected Employees
Art Director	1
Associate Art Director	1
B2B Project Coordinator	1
Brand Manager	1
Coordinator, Learning, Development & Quality	1
Copywriter	1
Creative Director	1
Accounts Payable Associate II	1
Customer Success Account Manager	1
Damage Claims Analyst	2
Data Analyst	1
Data Engineer III	1
Data Scientist	1
Director of Engineering	1
Director of Product and Analytics	1
Director, Human Resources	1
Engineering Manager	4
Facilities & HR Coordinator	1
Financial Analyst	1
Financial Analyst II	2
FP&A Manager	1
Fraud Analyst	7
Fraud and Risk Management Supervisor	1
General Manager, Zipcar for Business	1
Group Product Manager	1
Head of B2B and Partnerships	1
Head of Engineering	1
Head of Finance	1
Head of Zipcar, NA	1
Helpdesk Associate	1
Helpdesk Supervisor	1
HR Business Partner	1
IT Enterprise Manager	1
Lead Copywriter	1
Lead DevOps Engineer	2
Lead Firmware Engineer	1
Lead Software Engineer	2
Manager - Business Transformation	1

Affected Job Title	Number of Affected Employees
Manager - Finance	1
Manager, Data Science and Analytics	1
Manager, Engagement & Retention Marketing	1
Manager, Revenue Management	1
Manager, Sales and B2B Operations	1
Member Services Coordinator	11
Member Services Supervisor	1
National Sales Manager, University	1
New Members Associate	1
Paid Media Manager	1
Principal Engineer, IT & Security	1
Principal Software Engineer	1
Procurement Manager	1
Product Manager	3
QA Engineer III	3
Revenue Strategy & Analytics Lead	1
Sales Operations Project Manager	1
Security & Compliance Specialist	1
Senior DevOps Engineer	2
Senior Helpdesk Associate	1
Senior Manager, Acquisition and Paid Media	1
Senior Manager, Brand & Content	1
Senior Manager, Business Operations & Internal Communications	1
Senior Manager, Member Services	2
Senior Manager, Public Partnerships and Policy	1
Senior Manager, User Design	1
Senior Manager, User Research	1
Senior Member Services Coordinator	4
Senior Paralegal	1
Senior Product Manager	2
Senior QA Engineer	4
Senior Software Engineer	5
Senior Systems Administrator	1
Senior UX Designer	1
Software Engineer III	5
Specialist - Business Intelligence - Data Science	1
Specialist - Marketing	2
Sr. Financial Analyst	1
Support Operations Manager	1
Support Operations Specialist	1

Affected Job Title	Number of Affected Employees
Technical Program Manager	1
University Account Manager	1
VP, Marketing and Public Policy	1
Grand Total	126