

Employee Overview - TCGplayer Authentication Center

Since eBay acquired TCGplayer two and a half years ago, we have been on a journey to make TCGplayer a more scalable business. We have made progress, but our Authentication Center (AC) is still operating at a loss. We have explored every angle, but the only way to get the AC to break even is by consolidating into a shared facility with shared overhead costs.

Therefore, we have made the difficult decision to consolidate operations into eBay's Authentication Center in Louisville, KY and close our Syracuse site. This change includes the elimination of roles here in the Authentication Center. While we know this move is necessary to make TCGplayer a more sustainable business, we recognize the impact this has on our people.

What does this site closure mean for me specifically, in a CWA-represented role?

The AC will not be closing immediately. We're implementing a transition period to allow for a proper wind-down of operations. Employee separation dates will be based on your original TCGplayer or eBay date of hire, whichever is earlier.

- Employees hired *after* July 1, 2021 will be separated on **Friday, June 20.**
- Employees hired *before* June 30, 2021 will be separated on **Friday, July 18.**

Throughout the remainder of employment, you are expected to abide by the *eBay Professionalism Standard* and *Code of Business Conduct and Ethics* along with all other eBay and TCGplayer policies. Employment at all times remains at-will. Both employees and eBay may terminate employment at any time with or without cause or advanced notice up until separation date.

We have notified the CWA of this recent decision. We anticipate entering into "effects bargaining" with union representatives to discuss the impacts of the facility closure on represented employees. We will honor our obligations and fully respect employee rights under the law, and you will be entitled to any severance owed under the eBay ERISA Severance Pay Plan.

Again, this was a difficult decision. We recognize the impact it will have on you, your families, and our community. The Syracuse Authentication Center has played an important role in TCGplayer's journey, and we are deeply grateful for the dedication, passion, and expertise of this team.

Lyra Employee Assistance Program:

During times of change and transition, it is common to feel a variety of emotions, and everyone reacts differently. You can contact Lyra at 844-993-3322 or ebay.lyrahealth.com. They can provide support and help you find ways to manage through these changes.

Lyra will be onsite in the Authentication Center for in-person support from **9 am - 3 pm on Thursday, May 22.** You may also sign up for a virtual session [HERE](#) with a Lyra representative for **Friday, May 23** or utilize the QR code.

Schedule With Lyra



Additional Resources:

- **AC Transition Support Site**

- [This website](#) will provide information to assist you in your transition, including an overview of benefits, 401(k), outplacement and more. You may utilize the site at the link below or the following QR code.
- After consulting the site, if you have further questions, you may send an email to transitionsupport@ebay.com.

AC Transition Support



- **Virtual Support with People Experience**

- Should you need support with a member of the People Experience team, click [HERE](#) or utilize the QR code to request a time to schedule.
- After submitting a request to schedule time, you will receive a follow up calendar invite with a zoom link provided.

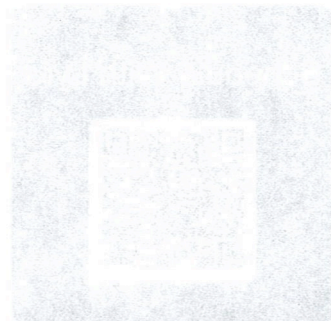
Schedule with People Experience



- **Personal Email Address**

- Please be sure to update your personal email in Workday so that the Company has a way of sending you important documents at the conclusion of your employment. You may update them [HERE](#) or utilize the QR code.

Request for Personal Email





May 22, 2025

Notice of Mass Layoff Pursuant to the Worker Adjustment Retraining Notification (WARN) Act

Dear Employee:

This notice, which is issued in compliance with the federal and New York Worker Adjustment and Retraining Notification (WARN) Act, is to inform you that eBay Inc. ("eBay" or the "Company") will be reducing its workforce, and a number of employees at the Company's offices located 440 S Warren St, STE 100, Syracuse, New York 13202 will experience layoffs (the "Workforce Reduction"). Layoffs are expected to commence on May 22, 2025. Your employment is currently scheduled to terminate on either **Friday, June 20, 2025**, if you were hired after July 1, 2021, or on **Friday, July 18, 2025**, if you were hired before June 30, 2021 (the "Separation Date").

The Company has adopted a Severance Pay Plan ("Plan") designed to provide severance benefits to eligible employees whose employment is terminated for the reasons set forth in the Plan, including layoff and position elimination. The details of the severance package you are eligible to receive will be set forth in your Separation Agreement. If you have Company health benefits, your current benefits will end on the last day of the calendar month in which your employment terminates. You will be provided with separate notice of your COBRA rights. You will be eligible for additional months of paid COBRA premiums, as set forth in the Separation Agreement, if you sign the Separation Agreement and Release of Claims. You will also be eligible for transition program services and the details of the outplacement services will be provided to you under separate cover.

In lieu of more advance notice, and regardless of whether or not you sign the Separation Agreement, the Company will pay you, in a lump sum, within three (3) weeks of your Separation Date, your salary and the cash equivalent of the benefits you would have received for the period between the Separation Date and the day that is 90 days from the date of this notice, up to a maximum of 60 days ("WARN Amount").

You are also hereby notified that, as a result of your employment loss, you may be eligible to receive job retraining, re-employment services, or other assistance with obtaining new employment from the New York State Department of Labor or its workforce partners upon your termination. You may also be eligible for unemployment insurance benefits after your last day of employment. Whenever possible, the New York State Department of Labor will contact your employer to arrange to provide additional information regarding these benefits and services to you through workshops, interviews, and other activities that will be scheduled prior to the time your employment ends. If your job has already ended, you can also access reemployment information and apply for unemployment insurance benefits on the Department's website or you may use the contact information provided on the website or visit one of the Department's local offices for further information and assistance. If you are not located in

the State of New York, you may be eligible to receive similar assistance and benefits from the relevant labor and workforce agencies of your state.

At this time, this action is anticipated to be permanent. There are no bumping rights applicable to employees terminated as a result of the Workforce Reduction.

If you have further questions or need additional information, you may contact transitionsupport@ebay.com.

We appreciate your service and wish you the best in your future endeavors.

People Experience Americas