



May 22, 2025

Michael S. Garry
Staff Representative, District One
Communications Workers of America, AFL-CIO
Sent via email

Re: Closure Notification of TCGplayer Syracuse Facility

Dear Mr. Garry:

This letter is to share with you that today we will be announcing our intention to close the TCGplayer Syracuse facility. We have reached this decision after much analysis and exploring all other options to stay in or near Syracuse or leave the area.

We will begin immediately winding down operations in Syracuse over the next 90 days, consolidating operations into an eBay facility in Louisville, Kentucky. This transition positions us to leverage a more central geography and logistics infrastructure, and obtain reduced operational costs alongside increased efficiency, allowing the business to meet our goals so that we can sustainably serve our customers and support the business in the long-term.

We recognize the impact this decision has on our employees, their families, and the larger Syracuse community--and we are committed to doing right by all as we make this transition. To that end, we intend to offer our impacted employees career transition support, fully paid COBRA/health benefits for four months, and ten weeks of pay (to run concurrently with any pay in lieu of WARN, per the terms of the eBay ERISA plan).

We look forward to meeting with you to provide the CWA with additional information as to the decision to close the Syracuse facility and consolidate operations into our Louisville facility, and to bargain over the effects of this decision on the TCGplayer bargaining unit employees.

Best regards,

A handwritten signature in black ink, appearing to read "Robert Bigler".

Robert Bigler
CEO and GM, TCGplayer

TCGplayer Inc.
2025 Hamilton Ave
San Jose, CA 95125