

August 15, 2025

VIA EMAIL & FEDEX

Wisconsin Department of Workforce Development
Dislocated Worker Unit
201 E. Washington Avenue
P.O. Box 7946
Madison, WI 53707
WIOATitleI@dwd.wisconsin.gov

Re: Reduction in Operations (ZeniMax Media Inc.)

To Whom It May Concern:

This letter is to inform you that ZeniMax Media Inc. (“ZeniMax” or the “Company”) is conducting an action that may be deemed a “business closing” under Wisconsin’s Business Closing and Mass Layoff Law (“WBCML”) and/or a partial “plant closing” under the federal WARN Act. This decision is necessitated by the indefinite shelving of a project and other business priority changes. After bargaining with representatives of certain of the Company’s unionized employees, we now believe that a sufficient number of employees in Wisconsin will be impacted by the planned reduction to trigger the advanced notice requirements under the WBCML, as further described herein.

I. Nature of Planned Action

ZeniMax will be implementing this action at its facility located in Madison, Wisconsin. The reduction is expected to be permanent. The entire workplace is not expected to shut down but certain employees working at that location will be impacted.

II. Expected Date of Plant Closing

The representative for affected employees, the Communications Workers of America, AFL-CIO (“CWA”), and then-affected employees, were notified of impending layoffs on July 2, 2025. At that time, only 9 employees in Wisconsin were being impacted effective September 1, 2025. Since then, subsequent events have occurred and now approximately 30 additional employees in Wisconsin will be impacted effective October 15, 2025. Layoffs are expected to be completed that day. Approximately 39 employees in total will be impacted in Wisconsin.

III. Name and Address of Site Where the Layoff Will Occur

Roundhouse Studios
2921 Landmark Place, Suite 520
Madison WI 53713

IV. Job Titles of Affected Positions and Numbers of Affected Employees in Each Job Classification

A list of all job titles of affected positions in Wisconsin and number of ZeniMax employees in each job classification who will be affected by the layoff is enclosed as Exhibit A.

V. Applicable Bumping Rights

There are no applicable bumping rights.

VI. Name and Address of Chief Elected Officer of The Union Representing Affected Employees

The impacted employees are represented by the CWA. Claude Cummings Jr. is the President of the CWA, which is located at 501 3rd Street NW, 6th Floor, Washington, DC 20001.

VII. Name, Email Address, and Telephone Number of Company Official to Contact For Further Information

Leonard Bendel
SVP – Legal and Secretary
1370 Piccard Drive
Rockville, MD 20850
leonard.bendel@zenimax.com
301-354-4350

Sincerely,



Laura Marston
Deputy General Counsel

EXHIBIT A

<u>Job Titles</u>	<u>Total Number of Impacted Employees</u>
Animator	1
Architect	1
Associate Producer	1
Creative Director, Special Projects	1
Game Programmer	2
General Manager	1
Hard Surface Art Director	1
Lead Combat Designer	1
Lead Gameplay Engineer	1
Lead Multiplayer Designer	1
Lead Producer	1
Office Manager	1
Player Experience Director	1
Principal Accessibility Designer	1
Principal Architect	2
Principal Lighting Artist	1
Principal Narrative System Designer	1
Senior Animator	2
Senior Artist	2
Senior Character Artist	1
Senior Concept Artist	1
Senior Content Systems Designer	1
Senior Designer	1
Senior Effects/Environment Artist	1
Senior Environment Artist	2
Senior Game Designer	1
Senior Multiplayer Designer	1
Senior Programmer	1
Senior QA Tester II	1
Senior Technical Designer	2
Senior VFX Artist	1
Technical Animator	1
Technical Director	1