



November 29, 2010

ATTN: GENE RHODES, ADMINISTRATOR
 REACT PRG. - AGY W/F INNV - MSC 229
 107 EAST MADISON STREET

TALLAHASSEE, FL 32399-4137

Re: Worker Adjustment and Retraining Notification

Dear Gene Rhodes:

This is to inform you that ZipRealty, Inc. ("ZipRealty") will no longer maintain an employee real estate agent workforce in the state, and eventually may close its real estate office facilities in the state. However, ZipRealty agents, who choose to continue a broker-agent relationship with ZipRealty, may be engaged as independent contractors. As part of this process, ZipRealty will formally terminate affected employees on January 31, 2011, who are assigned to the ZipRealty facility located at the following addresses:

Address
27300 Riverview Center Blvd., Suite 207, Bonita Springs, FL 34134
8649 Baypine Road, Suite 200, Jacksonville, FL 32256
3601 SW 160 Avenue, Suite 320, Miramar, FL 33027
151 Southhall Lane, Suite 110, Maitland, FL 32751
4902 Eisenhower Blvd., Suite 207, Tampa, FL 33634

There is only one job title for the positions affected by the layoffs: Real Estate Sales Agent. The total number of employees in the Real Estate Sales Agent position that are affected by this layoff is 312. All employee separations will take place on January 31, 2011. The layoffs are being conducted in connection with the possible eventual closing of the entire facility located at:

# Employees	Address
42	27300 Riverview Center Blvd., Suite 207, Bonita Springs, FL 34134
44	8649 Baypine Road, Suite 200, Jacksonville, FL 32256
89	3601 SW 160 Avenue, Suite 320, Miramar, FL 33027
69	151 Southhall Lane, Suite 110, Maitland, FL 32751
68	4902 Eisenhower Blvd., Suite 207, Tampa, FL 33634

There are no bumping rights for the affected employees. The affected employees are not represented by any union.

These changes will be permanent and will affect the entirety of our operations in the state.



If you have any questions or seek further information, please contact:

Nancy Treolo, Human Resources Manager
ZipRealty Inc.
2000 Powell St., Suite 300
Emeryville, CA 94608

Sincerely,

A handwritten signature in black ink that reads 'Joan Burke'. The signature is fluid and cursive, with the first name 'Joan' being more prominent than the last name 'Burke'.

Joan Burke
Vice President, Human Resources