```javascript
// ==========================================================
// ==========================================================
document.getElementById('name').addEventListener('blur', validateName);
document.getElementById('zip').addEventListener('blur', validateZip);
document.getElementById('email').addEventListener('blur', validateEmail);
document.getElementById('phone').addEventListener('blur', validatePhone);

function validateName() {
  const name = document.getElementById('name');
  const re = /^[a-zA-Z]{2,10}$/;

  if(!re.test(name.value)){
    name.classList.add('is-invalid');
  } else {
    name.classList.remove('is-invalid');
  }
}

function validateZip() {
  const zip = document.getElementById('zip');
  const re = /^[0-9]{5}(-[0-9]{4})?$/;

  if(!re.test(zip.value)){
    zip.classList.add('is-invalid');
  } else {
    zip.classList.remove('is-invalid');
  }
}

function validateEmail() {
  const email = document.getElementById('email');
  const re = /^([a-zA-Z0-9_\-\.]+)@([a-zA-Z0-9_\-\.]+)\.([a-zA-Z]{2,5})$/;

  if(!re.test(email.value)){
    email.classList.add('is-invalid');
  } else {
    email.classList.remove('is-invalid');
  }
}

function validatePhone() {
  const phone = document.getElementById('phone');
  const re = /^\(?\d{3}\)?[-. ]?\d{3}[-. ]?\d{4}$/;

  if(!re.test(phone.value)){
    phone.classList.add('is-invalid');
  } else {
    phone.classList.remove('is-invalid');
  }
```

```html
}
// ==========================================================

  <div class="container">
    <div class="row">
      <div class="col-md-6 mx-auto">
        <h1>User Form</h1>
        <form>
          <div class="form-group">
            <label>Name</label>
            <input type="text" class="form-control" id="name" placeholder="Name">
            <div class="invalid-feedback">
              Name must be between 2 and 10 characters
            </div>
          </div>
          <div class="form-group">
            <label>Zipcode</label>
            <input type="text" class="form-control" id="zip" placeholder="Zipcode">
            <div class="invalid-feedback">
              Enter a valid zipcode
            </div>
          </div>
          <div class="form-group">
            <label>Email</label>
            <input type="text" class="form-control" id="email" placeholder="Email">
            <div class="invalid-feedback">
              Enter a valid email
            </div>
          </div>
          <div class="form-group">
            <label>Phone Number</label>
            <input type="text" class="form-control" id="phone" placeholder="Phone Number">
            <div class="invalid-feedback">
              Enter a valid phone
            </div>
          </div>
          <input type="submit" value="Submit" class="btn btn-primary btn-block">
        </form>
      </div>
    </div>
  </div>
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