October 7, 2026

VIA Email (ESDGPWorkforceInitiatives@ESD.WA.GOV)

Employment Security Department
Grants Management Office
Attention WARN Team
P.O. Box 9046
Olympia, WA 98507-9046

Employment Security Department
Received on 10/07/2026

RE: WARN -- Announcement of Planned Action in Washington

Dear Sir or Madam:

Consistent with the provisions of the Washington WARN Act and the Worker Adjustment and Retraining Notification Act ("WARN"), 29 U.S.C. § 2101 et seq., this letter is to notify you there will be a total closure of 5 Starbucks Coffeehouses in Washington State in which one or more employees will be impacted. Exhibit A to this letter includes a list of the coffeehouses closing by name and street address. Some employees will be offered transfers to other Starbucks coffeehouses in the area. This closure is expected to be permanent.

In addition, there will be a reduction in force for 8 employees who work at or report to the following location:

- SSC (Headquarters) 2401 Utah Ave, Seattle, WA 98134

The expected date of the terminations will be November 14 through December 4, 2026.

All affected employees have been provided at least 60 days' advance notice of their termination dates and that their termination from employment will be permanent.

Most of the affected employees are not represented by a Union and none of the employees have any bumping rights. In other words, they will not be able to displace employees with less seniority due to the terminations. The affected employees at Store Numbers 3353 and 8681 (identified in Exhibit A) are represented by a Union and the Union representative for these locations has been notified of the closure and provided the names of the affected employees.

The attached Exhibit B is a list of the job names, addresses and job titles for the Partners (employees) who will be affected by the employment terminations at the SSC and each of the closing Starbucks coffeehouses by location. The names and addresses are confidential and pursuant to law should not be published by the Department on its website, are not subject to public disclosure, and may be used only by the Department and only for the limited purposes specified in WAC 192-460-150.

This closure and layoff is not the result of and will not result in the relocation and/or contracting out of company operations and/or employees' positions.

If you have any questions or want additional information concerning this matter, please contact Jen Berg, Director, Policy & Government Affairs, at jberg@starbucks.com or (253) 219-6713.

Sincerely,

Sara Kelly
EVP, Chief Partner Officer

cc: Mayor of the City of Seattle, Katie B. Wilson (via U.S. mail and e-mail); and King County Executive, Girmay Zahilay (via U.S. Mail and e-mail).

Seattle City Hall
Attn: Mayor Katie Wilson
P.O. Box 94749
Seattle, WA 98124-4749
Mayor@seattle.gov

King County Chinook Building
Attn: County Executive Girmay Zahilay
401 5th Ave., Suite 800
Seattle, WA 98104
kcexec@kingcounty.gov

EXHIBIT A

Store Number	Store Name	Store Address
3353	Redmond Retail	7625 - 170th Ave NE Redmond, WA 98052-0910
67116	Rainier Ave S	9150 Rainier Ave S Seattle, WA 98118-5044
84480	Leary Way & 11th Ave NW	999 Leary Way NW Seattle, WA 98107-4614
8681	Wellesley & Belt	2401 W Wellesley Ave Spokane, WA 99205-5009
3375	164th & Mill Plain	918 SE 164th Ave. Vancouver, WA 98683-9603

EXHIBIT B

CH Number	First Name	Last Name	Position Title	Partner Home Address	City	State	Zip
3353	[redacted]		barista	[redacted]			
3353			barista				
3353			barista				
3353			barista				
3353			barista				
3353			barista				
3353			barista				
3353			barista				
3353			barista				
3353			barista				
3353			SS				
3353			SS				
3353			SS				
3353			SS				
3375			barista				
3375			barista				
3375			barista				
3375			barista				
8681			barista				
8681			barista				
8681			barista				
8681			barista				
8681			barista				
8681			barista				
8681			barista				
8681			barista				
8681			CL				
8681			SS				
8681			SS				
8681			SS				
8681			SS				
67116			barista				

CH Number	First Name	Last Name	Position Title	Partner Home Address	City	State	Zip
67116	[redacted]		barista	[redacted]			
67116			barista				
67116			barista				
67116			SS				
84480			barista				
84480			barista				
84480			barista				
84480			barista				
84480			barista				
84480			barista				
SSC			Accountant				
SSC			Senior Manager				
SSC			Director				
SSC			Service Representative				
SSC			Manager				
SSC			Service Representative				
SSC			Manager				
SSC			Project Manager				