To: Washington Employment Security Department (ESD)
From: King Fuji Ranch, Inc. et al.
Date: September 14th, 2026

Employment Security Department
Received on 9/18/2026

Subject: WARN Notice – End of Seasonal Apple Harvest

Dear ESD,

Pursuant to Washington's new WARN Act (SB 5525), King Fuji Ranch, Inc. et al. is providing notice of a seasonal layoff scheduled to occur at the end of our apple harvest.

King Fuji Ranch anticipates that the apple harvest will conclude on or around the listed end date of November 27th, 2026. Due to this date falling within 60 days, we are filing this WARN notice now in good faith in reference to Sec. 3(1)(b) and (c) of SB 5525. Approximately 290 employees will be affected, including part-time and temporary harvest workers. This notice is intended to comply with Washington's WARN Act requirements and to inform all affected employees and ESD of the anticipated end of seasonal operations.

We respectfully note that this situation falls under the exemptions provided in **Section 3(1)(b) and (c) of SB 5525**:

- **Sec. 3(1)(b)**: Layoffs caused by unforeseeable business circumstances beyond the employer's control.
- **Sec. 3(1)(c)**: Layoffs caused by a natural disaster or similar natural conditions (in this case, seasonal agricultural cycles and weather-dependent harvest completion).

As is customary in agriculture, employees were hired under seasonal contracts with the understanding that employment would end when the harvest concludes. Nevertheless, in the spirit of good-faith compliance and transparency, we are filing this WARN notice to ESD and our workforce.

**Employee Notification:**
All seasonal employees have been informed that their employment will end with the completion of the harvest. We will provide updates as the final date becomes more certain.

**Point of Contact:**
Nathan Cortez, *Operations Manager*
*(509) 932-4336*

Sincerely,
Nathan Cortez
King Fuji Ranch, Inc. et al.

| Employer | First Name | Middle Name | Last Name | Physical Address 1 | Physical Address 2 | Physical Address City | Physical Address State | Physical Address Zip Co | Physical Address Count | Mailing Address 1 | Mailing Address 2 | Mailing Address City | Mailing Address State | Mailing Address Zip Coc | Mailing Address Country |
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