To: Washington Employment Security Department (ESD)
From: Manson Growers, LLC
Date: September 30th, 2026

Employment Security Department
Received on 10/01/2026

Subject: WARN Notice – End of Seasonal Apple Harvest

Dear ESD,

Pursuant to Washington's new WARN Act (SB 5525), Manson Growers, LLC is providing notice of a seasonal layoff scheduled to occur at the end of our apple harvest.

Manson Growers anticipates that the apple harvest will conclude on or around the listed end date of November 30th, 2026. As the exact date of harvest completion may fall 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 275 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.

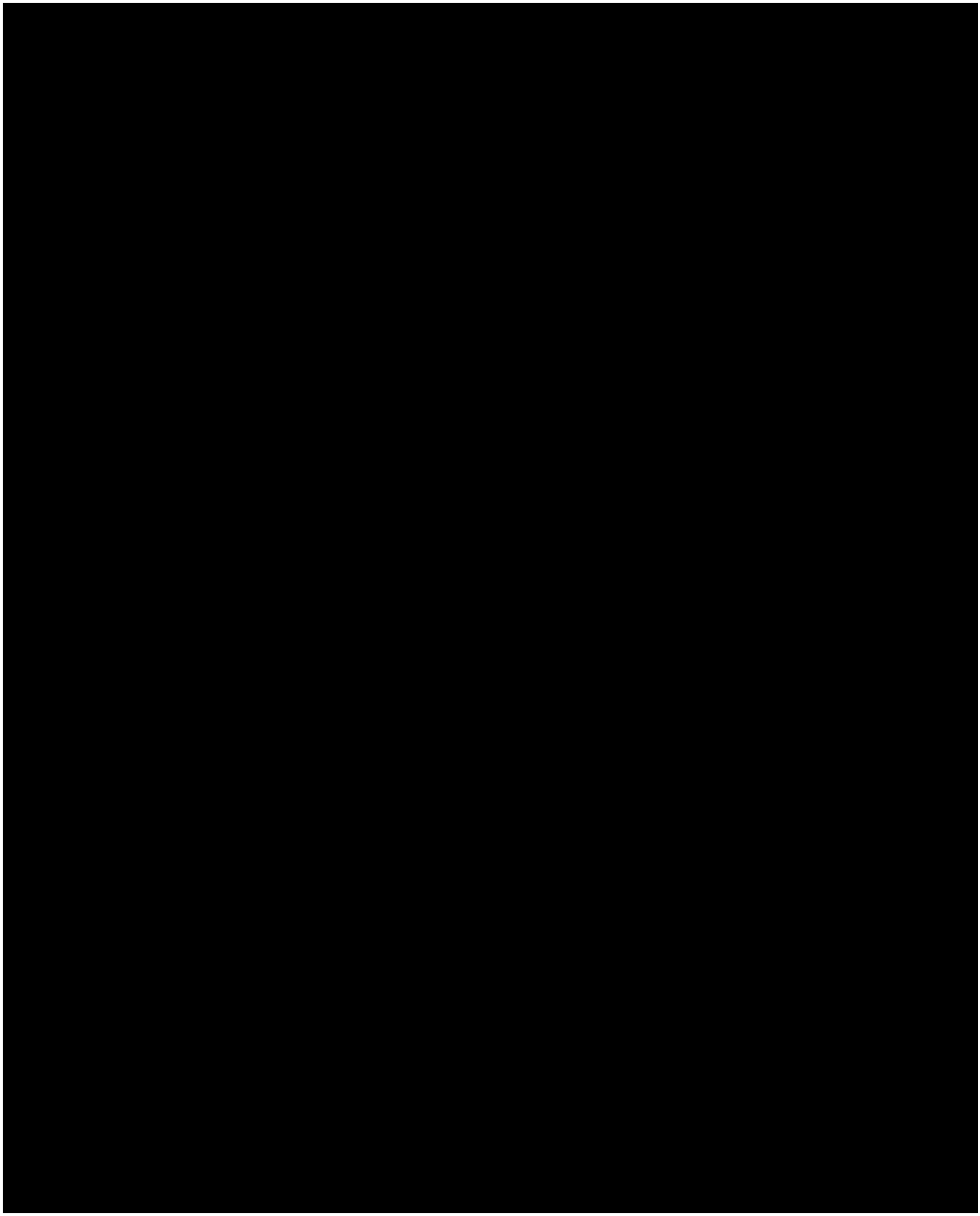
Employee Notification:
All seasonal employees have been informed that their employment will end with the completion of the harvest. We will provide updates as the final date becomes more certain.

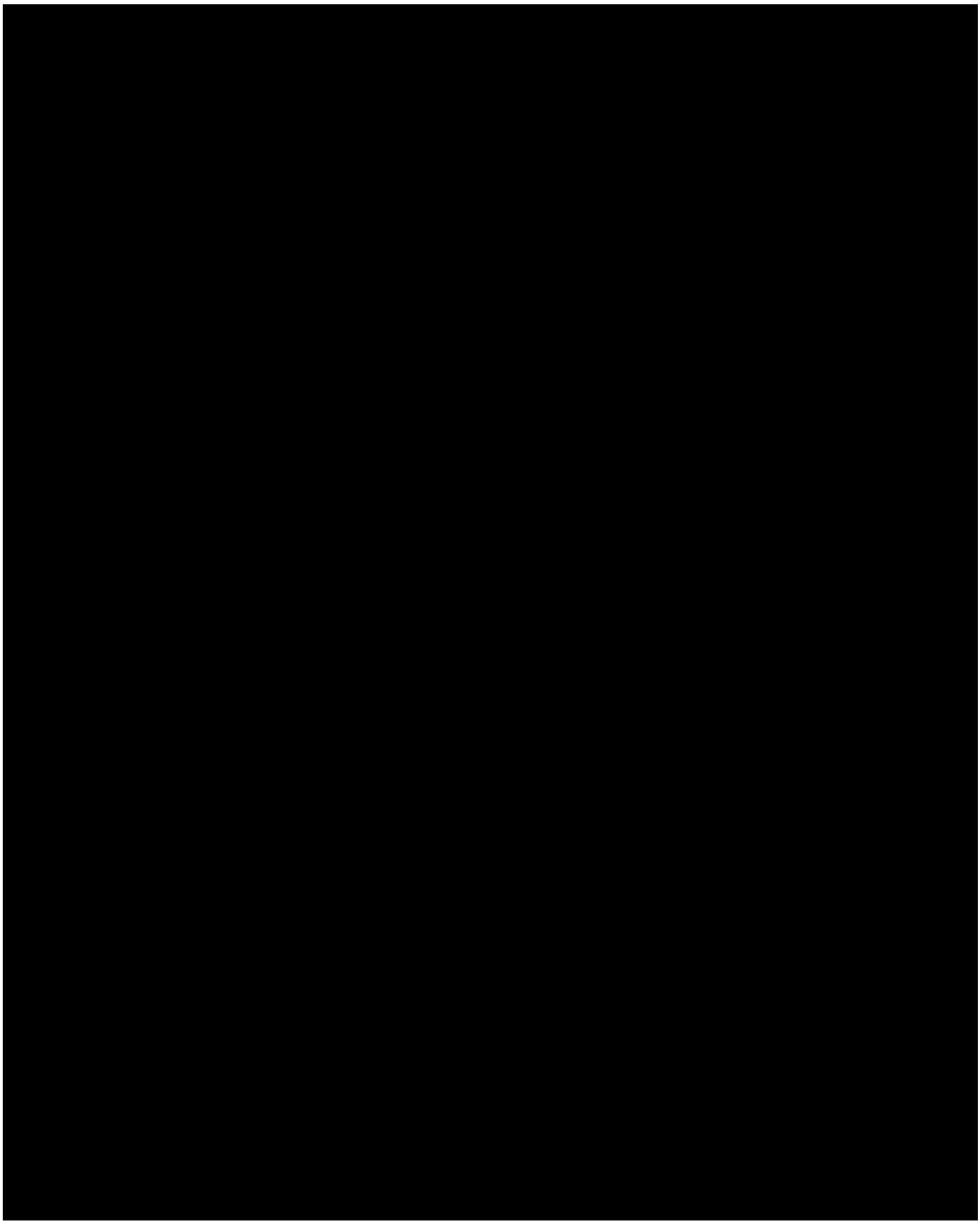
Point of Contact:
Jared England, *Orchard Operations*
(509) 687-3530

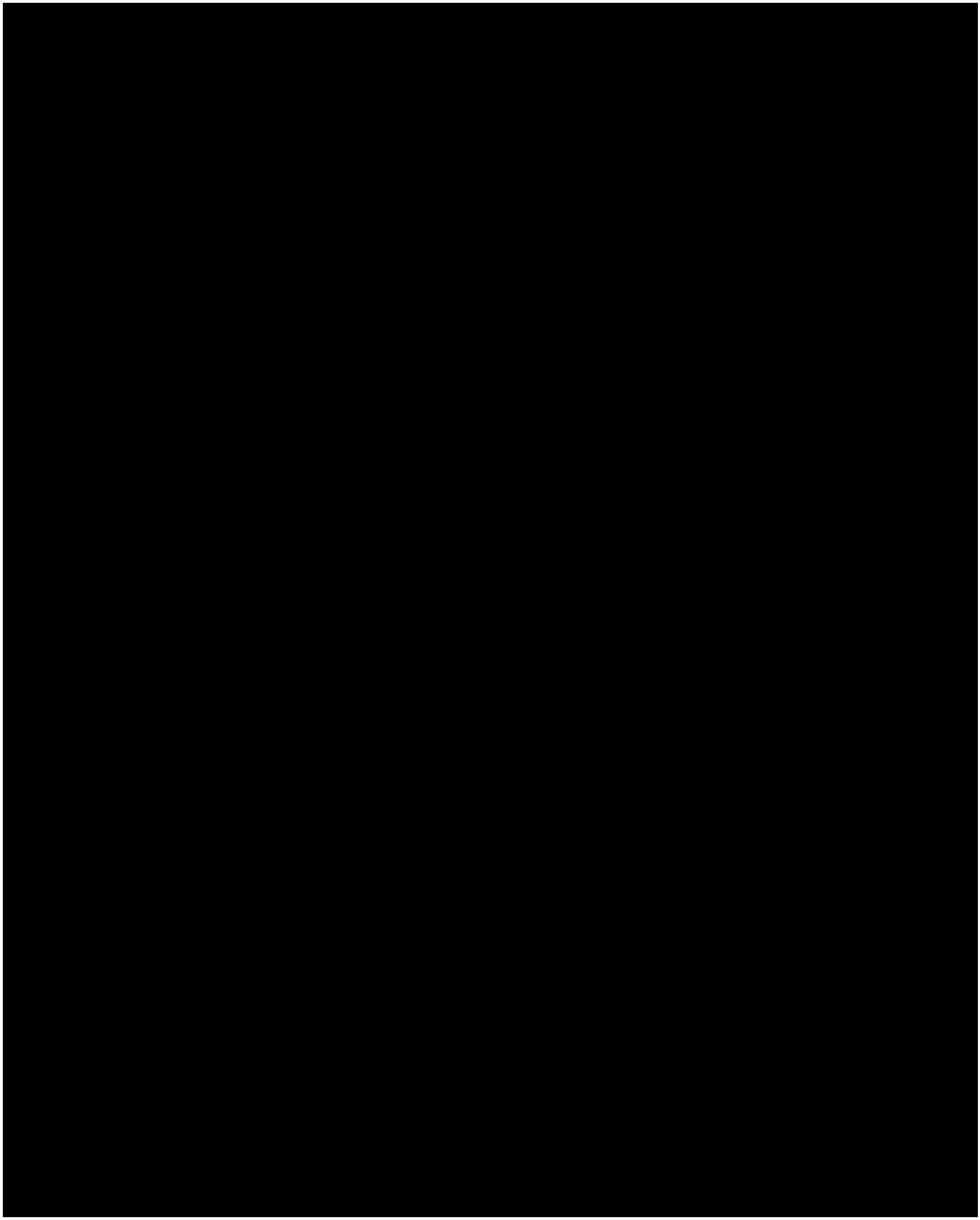
Sincerely,

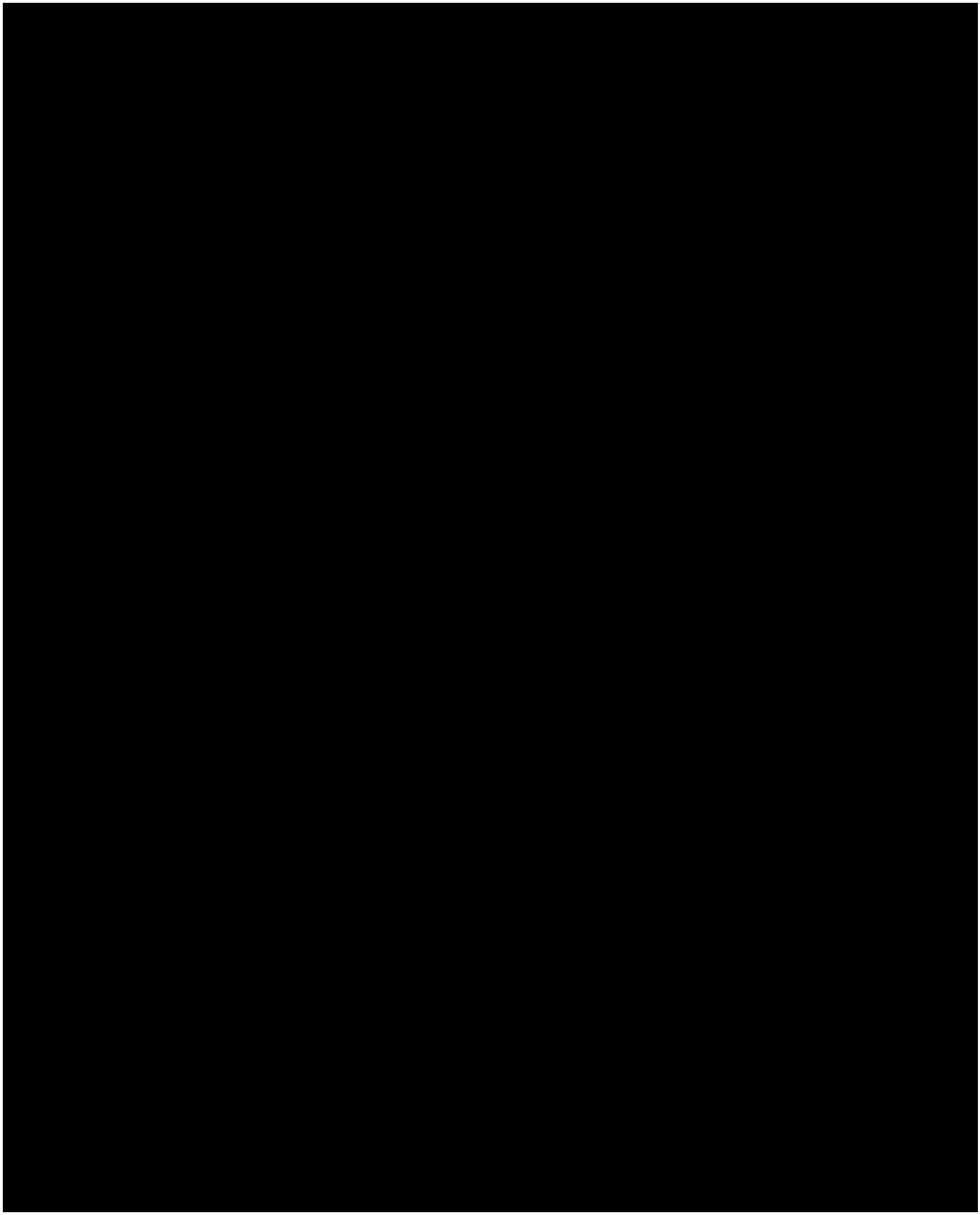
Jared England
Manson Growers, LLC

Display Name	Address	City	State	Zip Code
[redacted]				









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