GIBRALTAR
BUILDING ACCESSORIES DIVISION

August 14, 2026

BY CERTIFIED LETTER

Eployment Security Department
Received on 08/14/2026

Grant Management Office- WARN TEAM
Employment Security Department
State of Washington
PO Box 9046
Olympia, WA 98507

Re: Notice of Layoff—Permanent Closing of Facility at 3011 70th Avenue East, Fife, Washington

Dear Commissioner Feek:

We regret to inform you that Norwesco ("Company") will be closing its facility located at 3011 70th Avenue East in Fife, Washington 98424-3609. All of the facility's 54 employees, including the 43 employees who are members of and represented by Local 66, Sheet Metal Workers, will be laid off. The layoffs will begin on October 16, 2026. We are providing notice of layoff to all facility personnel; these notices set forth specific 14-day periods during which management anticipates each employee's layoff will begin.

This layoff will be permanent. The location, in its entirety, will be permanently closed. The lease on the facility is expiring and the Company will be transferring work from the facility to other sites. Bumping rights (i.e., the right to avoid termination by displacing another employee) for Union-represented employees, if any, will be governed by the applicable collective bargaining agreement between the Company and Union. There are no bumping rights for nonunion employees.

We are providing this notice to our employees in advance to allow them time to transition by starting to look for other employment. This notice is not a promise of continued employment and nothing in this letter or the notices changes the at-will nature of any employee's employment.

Appended as Attachment 1 is a table, broken down by Union and nonunion personnel, setting forth each facility employee's name, job title, home address, and the 14-day period during which management anticipates each employee's layoff will begin. Attachment 1 also shows the number of employees who are to be laid off by job title.

We are today also providing notice, via Certified Letter, to all facility employees, Local 66 of the Sheet Metal Workers Union, the Mayor of Fife, and the City Manager of Fife. One copy of each kind of notice sent today is included here, specifically: (i) letter to Union-represented employees, (ii) letter to Local 66 of the Sheet Metal Workers, (iii) letter to nonunion employees, (iv) letter to Mayor Kim Roscoe, and (v) letter to the City Manager Derek Matheson.

The information provided in this letter, including Attachment 1, is based upon the best information available to the Company at this time. If you have questions or require further information, please contact Luis Castillo at 682-299-0635 or lcastillo@gibraltar1.com. You can contact the Union through its chief elected officer: Justin Bourgault, (253) 281-1812. If there is any change in this information, we will update you as soon as practicable.

Sincerely,

GIBRALTAR
BUILDING ACCESSORIES DIVISION

Luis Castillo
HR Regional Manager

GIBRALTAR

BUILDING ACCESSORIES DIVISION

Attachment 1

Employees Represented by Local 66, Sheet Metal Workers

| **Employee Name** | **Address** | **Job Title** | **Date Range for Termination** |
|---|---|---|---|
| [redacted] | [redacted] | Production Worker A | October 16, 2026-October 30, 2026 |
| | | Production Worker A | October 16, 2026-October 30, 2026 |
| | | Production Worker C | October 16, 2026-October 30, 2026 |
| | | Production Worker C | October 16, 2026-October 30, 2026 |
| | | Production Worker A | October 16, 2026-October 30, 2026 |
| | | Production Worker A | October 16, 2026-October 30, 2026 |
| | | Production Worker A | October 16, 2026-October 30, 2026 |
| | | Production Worker A | October 16, 2026-October 30, 2026 |
| | | Production Worker A | October 16, 2026-October 30, 2026 |
| | | Production Worker B | October 16, 2026-October 30, 2026 |
| | | Lead | October 16, 2026-October 30, 2026 |
| | | Production Worker A | October 16, 2026-October 30, 2026 |
| | | Production Worker A | October 30, 2026-November 13, 2026 |
| | | Production Special | October 30, 2026-November 13, 2026 |
| | | Production Worker A | October 30, 2026-November 13, 2026 |
| | | Production Worker A | October 30, 2026-November 13, 2026 |
| | | Production Worker A | October 30, 2026-November 13, 2026 |
| | | Production Worker A | October 30, 2026-November 13, 2026 |
| | | Production Worker B | October 30, 2026-November 13, 2026 |
| | | Production Worker A | October 30, 2026-November 13, 2026 |
| | | Production Worker A | October 30, 2026-November 13, 2026 |

GIBRALTAR

BUILDING ACCESSORIES DIVISION

| Employee Name | Address | Job Title | Date Range for Termination |
|---|---|---|---|
| [redacted] | [redacted] | Production Worker A | October 30, 2026- November 13, 2026 |
| | | Production Worker B | October 30, 2026- November 13, 2026 |
| | | Production Worker B | October 30, 2026- November 13, 2026 |
| | | Production Worker A | October 30, 2026- November 13, 2026 |
| | | Production Special | October 30, 2026- November 13, 2026 |
| | | Production Worker A | October 30, 2026- November 13, 2026 |
| | | Production Worker B | October 30, 2026- November 13, 2026 |
| | | Production Worker A | October 30, 2026- November 13, 2026 |
| | | Lead | October 30, 2026- November 13, 2026 |
| | | Lead | October 30, 2026- November 13, 2026 |
| | | Lead | October 30, 2026- November 13, 2026 |
| | | Production Worker A | November 20, 2026- December 4, 2026 |
| | | Production Worker A | November 20, 2026- December 4, 2026 |
| | | Lead | November 20, 2026- December 4, 2026 |
| | | Production Worker A | November 20, 2026- December 4, 2026 |
| | | Lead | November 20, 2026- December 4, 2026 |
| | | Production Worker A | November 20, 2026- December 4, 2026 |
| | | Lead | November 20, 2026- December 4, 2026 |
| | | Lead | November 20, 2026- December 4, 2026 |
| | | Lead | November 20, 2026- December 4, 2026 |
| | | Assistant Lead | November 20, 2026- December 4, 2026 |
| | | Lead | November 20, 2026- December 4, 2026 |

Non-Union Employees

GIBRALTAR

BUILDING ACCESSORIES DIVISION

| Employee Name | Address | Job Title | Date Range for Termination |
|---|---|---|---|
| [redacted] | | Supply Chain Coordinator | October 30, 2026-November 13, 2026 |
| | | Warehouse Associate I | October 30, 2026-November 13, 2026 |
| | | Senior Maintenance Techn | November 20, 2026-December 4, 2026 |
| | | Maintenance Technician I | November 20, 2026-December 4, 2026 |
| | | Sr Manufacturing Engineer | November 30, 2026-December 14, 2026 |
| | | Materials Manager | November 30, 2026-December 14, 2026 |
| | | Production Supervisor | November 30, 2026-December 14, 2026 |
| | | Customer Service Representative | November 30, 2026-December 14, 2026 |
| | | Plant Manager | November 30, 2026-December 14, 2026 |
| | | Warehouse Supervisor | November 30, 2026-December 14, 2026 |
| | | Buyer | November 30, 2026-December 14, 2026 |

| Job Title | Number of Affected Employees |
|---|---|
| Assistant Lead | 1 |
| Buyer | 1 |
| Customer Service Representative | 1 |
| Lead | 10 |
| Maintenance Technician I | 1 |
| Materials Manager | 1 |
| Plant Manager | 1 |
| Production Special | 2 |
| Production Supervisor | 1 |
| Production Worker A | 23 |
| Production Worker B | 5 |
| Production Worker C | 2 |
| Senior Maintenance Techn | 1 |
| Sr Manufacturing Engineer | 1 |
| Supply Chain Coordinator | 1 |
| Warehouse Associate I | 1 |
| Warehouse Supervisor | 1 |
| **Total** | **54** |