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Microsoft

September 22, 2026

Employment Security Department
Received on 9/22/2026

Employment Security Department
Grants Management Office
Attention: WARN Team
P.O. Box 9046
Olympia, WA 98507-9046
ESDGPWorkforceInitiatives@ESD.WA.GOV

Re: Worker Adjustment and Retraining Notification

Dear Employment Security Department Grants Management Office:

Microsoft has decided to reorganize and restructure operations resulting in the elimination of 252 positions located at Microsoft's Puget Sound facilities at One Microsoft Way, Redmond, WA 98052. Microsoft is also eliminating 25 remote positions located within Puget Sound. All 277 positions will be permanently eliminated as of November 21, 2026. Microsoft has provided all 277 affected employees with Worker Adjustment and Retraining Notifications. All affected employees will be terminated on November 21, 2026. A list of all affected employees, their job titles, and addresses is included as Attachment A.

Microsoft's decision to eliminate the above positions is final and is expected to be permanent. The facilities will not be closed as a result of this decision. Some of the affected positions may be moved to Microsoft entities in other locations. The affected employees are not entitled to an opportunity to "bump" or trade places with individuals who are not affected by the decision.

On September 22, 2026, Microsoft sent notice by email to all affected employees and city and county elected officials for the affected worksite.

For further information please contact me, Michael Mattmiller, General Manager, Washington State & Global Employee Engagement at (425) 703-3256 or at Michael.Mattmiller@microsoft.com. I have been designated as Microsoft's employer representative for all inquiries related to this matter.

Sincerely,

Michael Mattmiller
General Manager, Washington State & Global Employee Engagement
Microsoft Corporate, External, and Legal Affairs

Microsoft Corporation is an equal opportunity employer.

Attachment A

Employee Name	Job Title	Address
	Software Engineering IC4	
	Technical Writing IC4	
	Site Reliability Engineering IC4	
	Game Design M6	
	Software Engineering IC4	
	Integrated Marketing IC3	
	Software Engineering IC4	
	Art IC5	
	Product Marketing IC4	
	Video Production IC4	
	Business Planning IC4	
	Game Producers IC4	
	Business Program Management IC3	
	Business Program Management IC3	
	Software Engineering IC4	
	Content Program Management IC4	
	Software Engineering IC4	
	Software Engineering IC4	
	Game Producers M4	
	Software Engineering M5	
	Game Producers IC3	
	Software Engineering IC4	
	Research Sciences IC5	
	Business Management IC4	
	Data Science IC4	
	Integrated Marketing IC3	
	Site Reliability Engineering M4	
	Product Management M7	
	Business Management M6	
	Audio Design IC5	
	Art IC4	
	Software Engineering IC3	
	Product Marketing IC4	

Confidential – Attachment A contains employee names and addresses submitted pursuant to RCW 49.45 and exempt from disclosure under RCW 42.56.230.

	Game Design IC5	
	Product Design IC4	
	Software Engineering IC4	
	Technical Writing IC4	
	Data Science IC4	
	Media M5	
	Software Engineering IC4	
	Game Producers M5	
	Game Producers IC4	
	Art IC4	
	Art M5	
	Game Producers IC3	
	Events IC5	
	Technical Writing IC4	
	Game Producers M5	
	Technical Writing IC4	
	Game Design IC5	
	Software Engineering IC4	
	Art IC4	
	Art M6	
	Technical Writing IC4	
	Software Engineering IC3	
	Technical Program Management M4	
	Game Producers IC3	
	Technical Writing IC4	
	Software Engineering IC4	
	Data Science M5	
	Game Producers M5	
	Software Engineering IC4	
	Supply Planning M6	
	Game Producers IC3	
	Software Engineering IC4	
	Technical Program Management IC3	
	Technical Art IC4	
	Software Engineering IC3	
	Product Design IC4	
	Product Management M7	
	Site Reliability Engineering M4	
	Art IC4	
	Legal Counsel IC5	

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	Site Reliability Engineering IC4	
	Product Marketing IC4	
	Game Design IC4	
	Business Management IC6	
	Product Design IC4	
	Software Engineering IC5	
	Technical Writing IC4	
	Technical Program Management IC3	
	Software Engineering M8	
	Product Marketing IC2	
	Art IC3	
	Site Reliability Engineering IC4	
	Business Development M7	
	Game Producers IC3	
	Game Producers IC1	
	Community Management M5	
	Game Producers IC3	
	Software Engineering IC4	
	Software Engineering IC3	
	Technical Writing IC4	
	Content Program Management IC5	
	Product Management IC5	
	Art IC5	
	Technical Art IC3	
	Software Engineering IC4	
	Technical Program Management IC3	
	Software Engineering M6	
	Technical Program Management IC5	
	Integrated Marketing IC4	
	Software Engineering IC4	
	Software Engineering IC4	
	Game Design IC5	
	Business Support ATR-D	
	Technical Art IC3	
	Community Management IC3	

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	Business Management IC4	
	Game Producers IC3	
	Product Management IC7	
	Game Design M5	
	Software Engineering IC7	
	Art M5	
	Product Marketing IC2	
	Technical Program Management IC4	
	Content Program Management IC4	
	Game Design IC5	
	Product Marketing IC4	
	Technical Art IC5	
	Writing IC4	
	Software Engineering IC4	
	Business Management IC4	
	Game Design IC5	
	Art IC5	
	Audio Design IC5	
	Game Design IC4	
	Art IC6	
	Community Management IC4	
	Software Engineering IC4	
	Product Design IC5	
	Game Design M6	
	Software Engineering IC4	
	Events IC2	
	Software Engineering IC4	
	Art IC5	
	Art IC5	
	Corporate Technology Support IC3	
	Software Engineering M5	
	Business Management M6	
	Content Program Management IC3	
	Financial Analysis M6	
	Product Marketing IC4	
	Brand IC5	
	Communications IC5	
	Software Engineering IC2	

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	Product Management M5	
	Business Support ATR-D	
	Data Science IC4	
	Service Engineering M7	
	Writing IC4	
	Business Program Management IC6	
	Product Management IC4	
	Business Management IC6	
	Product Marketing IC4	
	Product Marketing IC4	
	Game Design IC5	
	Business Program Management IC5	
	Game Design IC5	
	Technical Writing IC4	
	Technical Program Management IC2	
	Technical Writing M5	
	Software Engineering M5	
	Art IC5	
	Software Engineering IC3	
	Art IC4	
	Data Engineering IC5	
	Art M5	
	Technical Writing IC4	
	Software Engineering IC5	
	Technical Art IC3	
	Integrated Marketing IC4	
	Product Marketing IC4	
	Communications M5	
	Technical Writing IC4	
	Software Engineering IC3	
	Game Producers M5	
	Product Marketing M7	
	Technical Program Management IC4	
	Art IC4	
	Software Engineering IC4	
	Product Management IC4	
	Business Strategy IC5	
	Art IC5	
	Software Engineering IC4	

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	Software Engineering IC4	
	Software Engineering M5	
	Research Sciences IC5	
	Game Design IC5	
	Game Producers IC4	
	Software Engineering IC4	
	Software Engineering IC5	
	Business Management IC6	
	Data Science IC4	
	Product Marketing IC4	
	Product Management IC5	
	Software Engineering IC5	
	Art M5	
	Software Engineering IC3	
	Integrated Marketing IC5	
	Data Science IC3	
	Business Program Management IC4	
	Technical Program Management IC5	
	Art IC4	
	Product Marketing M8	
	Technical Writing IC4	
	Software Engineering IC4	
	Product Management IC3	
	Product Marketing IC4	
	Game Design IC4	
	Software Engineering M7	
	Game Design IC6	
	Media M5	
	Game Design IC4	
	Software Engineering M5	
	Audio Design M5	
	Product Marketing IC4	
	Business Program Management M6	
	Software Engineering IC3	
	Art IC5	
	Product Management M6	
	Product Management M7	
	Software Engineering IC4	
	Business Program Management IC3	

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	Technical Writing IC3	
	Technical Writing IC4	
	Software Engineering M8	
	Art IC5	
	Art IC5	
	Integrated Marketing IC4	
	Site Reliability Engineering IC4	
	Audio Design IC5	
	Software Engineering IC4	
	Game Producers IC4	
	Product Design IC4	
	Art IC5	
	Software Engineering IC5	
	Technical Program Management IC4	
	Software Engineering M5	
	Data Science M6	
	Software Engineering IC4	
	Game Producers M4	
	Game Producers IC5	
	Technical Art IC4	
	Technical Writing IC4	
	Data Science IC5	
	Technical Program Management M5	
	Software Engineering IC4	
	Product Design IC5	
	Software Engineering IC5	
	Software Engineering IC4	
	Business Program Management IC1	
	Financial Analysis M7	
	Technical Writing IC3	
	Business Management M6	
	Technical Writing IC4	
	Software Engineering IC3	
	Software Engineering IC3	
	Audio Design IC5	
	Legal Counsel IC5	
	Product Marketing IC5	
	Art IC5	
	Business Management M6	

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	Product Management IC3	
	Art IC5	
	Marketing Technology IC4	
	Product Design M4	
	Technical Writing IC4	
	Integrated Marketing M7	
	Art IC5	
	Art IC5	
	Technical Writing IC4	
	Technical Program Management IC5	
	Software Engineering M5	
	Technical Art IC3	
	Product Management M5	
	Technical Art M4	

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