August 28, 2026

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

Employment Security Department
Received on 8/31/2026

To the Employment Security Department:

This letter is being issued in accordance with any possible obligation under the federal Worker Adjustment and Retraining Notification Act and the Washington Securing Timely Notification and Benefits for Laid-Off Employees Act (collectively, "WARN") to notify you that Amazon is separating employees at the below facilities within the state of Washington (collectively, the "Facilities"):

- BFI1 facility at 1800 140th Ave E, Sumner, WA 98390 (approx. 32 employee(s) affected)
- SEA106 facility at 10450 NE 10th ST, Bellevue, WA 98004 (approx. 49 employee(s) affected)
- SEA109 facility at 6050 E Marginal Way S Fl 3, Seattle, WA 98108 (approx. 1 employee(s) affected)
- SEA113 facility at 85 106th Ave NE, Bellevue, WA 98004 (approx. 3 employee(s) affected)
- SEA28 facility at 333 Boren Ave N, Seattle, WA 98109 (approx. 2 employee(s) affected)
- SEA40 facility at 2021 7th Ave, Seattle, WA 98121 (approx. 1 employee(s) affected)
- SEA41 facility at 2121 7th Ave, Seattle, WA 98121 (approx. 10 employee(s) affected)
- SEA42 facility at 2121 8th Ave, Seattle, WA 98121 (approx. 7 employee(s) affected)
- SEA55 facility at 2301 5th Ave, Seattle, WA 98121 (approx. 11 employee(s) affected)
- SEA76 facility at 501 Fairview Ave N, Seattle, WA 98109 (approx. 1 employee(s) affected)
- SEA89 facility at 300 Pine St, Seattle, WA 98101 (approx. 2 employee(s) affected)
- SEA93 facility at 10885 NE 4th St, Bellevue, WA 98004 (approx. 1 employee(s) affected)
- Plus 1 affected remote employee residing within the state of Washington

As a result of this action, we anticipate that the above-described approximately 121 employees will be separated from employment with Amazon, with separations scheduled to occur as follows:

- 1 employee(s) scheduled to separate October 1, 2026 (notified on or about July 1, 2026)
- 32 employee(s) scheduled to separate October 2, 2026 (notified on or about July 3, 2026)
- 11 employee(s) scheduled to separate October 5, 2026 (notified on or about July 7, 2026)
- 1 employee(s) scheduled to separate October 7, 2026 (notified on or about July 9, 2026)
- 2 employee(s) scheduled to separate October 14, 2026 (notified on or about July 16, 2026)
- 1 employee(s) scheduled to separate October 16, 2026 (notified on or about July 13, 2026)
- 2 employee(s) scheduled to separate October 19, 2026 (notified on or about July 21, 2026)
- 66 employee(s) scheduled to separate October 20, 2026 (notified on or about July 22, 2026)
- 1 employee(s) scheduled to separate October 21, 2026 (notified on or about July 23, 2026)
- 1 employee(s) scheduled to separate October 22, 2026 (notified on or about July 17, 2026)
- 3 employee(s) scheduled to separate October 27, 2026 (notified on or about July 29, 2026)

While WARN requires only 60 days' advance notice, Amazon has provided at least 90 days' notice to all affected employees before their separations are scheduled to occur. Affected employees who accept internal transfer opportunities at Amazon prior to their separation date will not be separated as a result of this action.

Employee separations resulting from this action are expected to be permanent. The affected employees are not represented by a union or any other collective bargaining representative. Amazon and its affiliates do not allow separated employees to displace any other employee based on seniority or any other factor (i.e., no "bumping rights" exist). Affected employees who are separated as a result of this action will be paid all wages and other benefits to which they are entitled (if any) through their date of separation, provided they do not resign from their employment with Amazon prior to that date. On or before the effective date of each employee's separation, Amazon will provide information concerning benefits and (as

applicable) severance available under separate cover to eligible affected employees. This action is not the result of, nor reasonably expected to result in, any overall relocation or contracting out of Amazon's Washington operations/employee positions.

Attached hereto is a list of the above-listed affected employees, including name, address, and job title, in accordance with RCW 49.45.020 and subject to the confidentiality and privacy protections provided by RCW 42.56.230. All affected employees are being or have been notified of their employment terminations at least 90 days before their terminations are scheduled to occur. To assist with communication between affected employees and the Department, we have provided the Department's contact information to all affected employees.

We are providing you with this notice based upon the best information available to us at this time and do not plan to provide future notices with respect to this action. We wish to provide you with notices that are helpful, rather than inundate you with repeated or intermittent updates. However, please let us know if you would like us to provide you with future notices or additional information.

This notice is given based upon the best information available to Amazon at this time. For further information regarding this matter, please contact Guy Palumbo, Public Policy, at guyp@amazon.com.

Sincerely,

Vani Appukkutty
Director, SDM Departures, PXT Departures
Enclosure

amazon

LIST OF AFFECTED EMPLOYEES AT THE FACILITIES

Facility	[redacted]	Job Title	[redacted]
BFI1		ADMINISTRATIVE SUPPORT IV	
BFI1		ADMINISTRATIVE SUPPORT IV	
BFI1		ADMINISTRATIVE SUPPORT IV	
BFI1		FACILITIES COORDINATOR IV	
BFI1		FC ASSOCIATE III	
BFI1		FC ASSOCIATE III	
BFI1		FC ASSOCIATE III	
BFI1		FC ASSOCIATE III	
BFI1		FC ASSOCIATE III	
BFI1		FC ASSOCIATE III	
BFI1		FC ASSOCIATE III	
BFI1		FC ASSOCIATE III	
BFI1		LOSS PREVENTION SPECIALIST	
BFI1		QUALITY ASSURANCE TECH I	
BFI1		QUALITY ASSURANCE TECH I	
BFI1		QUALITY ASSURANCE TECH I	
BFI1		SAFETY SPECIALIST I	
BFI1		SAFETY SPECIALIST I	
BFI1		SAFETY SPECIALIST I	
BFI1		SAFETY SPECIALIST I	
BFI1		SERVICE TECHNICIAN II	
BFI1		SERVICE TECHNICIAN III	
BFI1		SERVICE TECHNICIAN III	
BFI1		SERVICE TECHNICIAN III	
BFI1		SERVICE TECHNICIAN III	
BFI1		SERVICE TECHNICIAN III	
BFI1		SERVICE TECHNICIAN III	
BFI1		SERVICE TECHNICIAN III	
BFI1		SERVICE TECHNICIAN III	
BFI1		SERVICE TECHNICIAN III	
BFI1		SERVICE TECHNICIAN III	
BFI1		TRANSPORTATION ASSOCIATE	
BFI1		TRANSPORTATION ASSOCIATE	
SEA106		APPLIED SCIENTIST II	
SEA106		APPLIED SCIENTIST II	
SEA106		APPLIED SCIENTIST II	

SUBJECT TO THE CONFIDENTIALITY AND PRIVACY PROTECTIONS PROVIDED BY RCW 42.56.230

Facility	[redacted]	Job Title	[redacted]
SEA106		APPLIED SCIENTIST II	
SEA106		APPLIED SCIENTIST II	
SEA106		APPLIED SCIENTIST III	
SEA106		APPLIED SCIENTIST III	
SEA106		APPLIED SCIENTIST III	
SEA106		APPLIED SCIENTIST III	
SEA106		DATA SCIENTIST III	
SEA106		DIRECTOR, SOFTWARE DEVELOPMENT	
SEA106		EXECUTIVE ASSISTANT II	
SEA106		MANAGER II, SOFTWARE DEV	
SEA106		MANAGER III, SOFTWARE DEV	
SEA106		MANAGER III, SOFTWARE DEV	
SEA106		PRINCIPAL SOFTWARE DEV ENG	
SEA106		PRINCIPAL TECH PROGRAM MANAGER	
SEA106		PRINCIPAL, PRODUCT MGMT - TECH	
SEA106		SECURITY ENGINEER II	
SEA106		SOFTWARE DEV ENGINEER I	
SEA106		SOFTWARE DEV ENGINEER I	
SEA106		SOFTWARE DEV ENGINEER I	
SEA106		SOFTWARE DEV ENGINEER I	
SEA106		SOFTWARE DEV ENGINEER I	
SEA106		SOFTWARE DEV ENGINEER II	
SEA106		SOFTWARE DEV ENGINEER II	
SEA106		SOFTWARE DEV ENGINEER II	
SEA106		SOFTWARE DEV ENGINEER II	
SEA106		SOFTWARE DEV ENGINEER II	
SEA106		SOFTWARE DEV ENGINEER II	
SEA106		SOFTWARE DEV ENGINEER II	
SEA106		SOFTWARE DEV ENGINEER II	
SEA106		SOFTWARE DEV ENGINEER II	
SEA106		SOFTWARE DEV ENGINEER III	
SEA106		SOFTWARE DEV ENGINEER III	
SEA106		SOFTWARE DEV ENGINEER III	
SEA106		SOFTWARE DEV ENGINEER III	

SUBJECT TO THE CONFIDENTIALITY AND PRIVACY PROTECTIONS PROVIDED BY RCW 42.56.230

Facility	[redacted]	Job Title	[redacted]
SEA106		SOFTWARE DEV ENGINEER III	
SEA106		SOFTWARE DEV ENGINEER III	
SEA106		SOFTWARE DEV ENGINEER III	
SEA106		SOFTWARE DEV ENGINEER III	
SEA106		SR MANAGER, APPLIED SCIENCE	
SEA106		SR MANAGER, APPLIED SCIENCE	
SEA106		SR MANAGER, PROD MGMT - TECH	
SEA106		SR MANAGER, SOFTWARE DEV	
SEA106		SR MANAGER, SOFTWARE DEV	
SEA106		TECHNICAL PROGRAM MANAGER II	
SEA106		UX DESIGNER II	
SEA106		VP LEGAL	
SEA109		PROGRAM MANAGER II	
SEA113		SOFTWARE DEV ENGINEER I	
SEA113		SOFTWARE DEV ENGINEER I	
SEA113		TECHNICAL PROGRAM MANAGER III	
SEA28		PROGRAM MANAGER III	
SEA28		SR MANAGER, PROGRAM MANAGEMENT	
SEA40		DIRECTOR, HUMAN RESOURCES	
SEA41		APPLIED SCIENTIST II	
SEA41		APPLIED SCIENTIST II	
SEA41		APPLIED SCIENTIST III	
SEA41		APPLIED SCIENTIST III	
SEA41		APPLIED SCIENTIST III	
SEA41		PRINCIPAL SOFTWARE DEV ENG	
SEA41		PRINCIPAL TECH PROGRAM MANAGER	
SEA41		PRODUCT MANAGER III	
SEA41		SOFTWARE DEV ENGINEER III	
SEA41		SR MANAGER, APPLIED SCIENCE	

SUBJECT TO THE CONFIDENTIALITY AND PRIVACY PROTECTIONS PROVIDED BY RCW 42.56.230

Facility	[redacted]	Job Title	[redacted]
SEA42		APPLIED SCIENTIST III	
SEA42		MANAGER III, SOFTWARE DEV	
SEA42		SOFTWARE DEV ENGINEER I	
SEA42		SOFTWARE DEV ENGINEER I	
SEA42		SOFTWARE DEV ENGINEER II	
SEA42		SOFTWARE DEV ENGINEER III	
SEA42		SOFTWARE DEV ENGINEER III	
SEA55		PROGRAM MANAGER III	
SEA55		PROGRAM MANAGER III	
SEA55		RETAIL VENDOR MANAGER III	
SEA55		SOFTWARE DEV ENGINEER I	
SEA55		SOFTWARE DEV ENGINEER I	
SEA55		SOFTWARE DEV ENGINEER I	
SEA55		SOFTWARE DEV ENGINEER I	
SEA55		SOFTWARE DEV ENGINEER II	
SEA55		SOFTWARE DEV ENGINEER III	
SEA55		SUPPLY CHAIN MGR I	
SEA55		TECHNICAL WRITER II	
SEA76		SR MANAGER, PROD MGMT - TECH	
SEA89		IT SUPPORT ENG I	
SEA89		IT SUPPORT ENG I	
SEA93		SOFTWARE DEV ENGINEER II	
Remote		PRINCIPAL TECH PROGRAM MANAGER	

SUBJECT TO THE CONFIDENTIALITY AND PRIVACY PROTECTIONS PROVIDED BY RCW 42.56.230