



Employment Security Department
Received: 12/13/2025

December 13, 2025

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

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"), with employee separations expected to occur between February 2 and February 23, 2026:

- SEA104 facility at 320 108th Ave NE, Bellevue, WA 98004 (approximately 2 employees affected);
- SEA107 facility at 10450 NE 10th St, Bellevue, WA 98004 (approximately 2 employees affected);
- SEA112 facility at 555 108th Ave NE, Bellevue, WA 98004 (approximately 2 employees affected);
- SEA132 facility at 10400 NE 4th St, Bellevue, WA 98004 (approximately 1 employees affected);
- SEA20 facility at 440 Terry Ave N, Seattle, WA 98109 (approximately 4 employees affected);
- SEA22 facility at 410 Terry Ave N, Seattle, WA 98109 (approximately 2 employees affected);
- SEA23 facility at 535 Terry Ave N, Seattle, WA 98109 (approximately 8 employees affected);
- SEA24 facility at 500 Boren Ave N, Seattle, WA 98109 (approximately 1 employee affected);
- SEA26 facility at 550 Terry Ave N, Seattle, WA 98109 (approximately 2 employees affected);
- SEA28 facility at 333 Boren Ave N, Seattle, WA 98109 (approximately 3 employees affected);
- SEA33 facility at 1918 8th Ave, Seattle, WA 98101 (approximately 2 employees affected);
- SEA38 facility at 515 Westlake Ave N, Seattle, WA 98109 (approximately 2 employees affected);
- SEA39 facility at 500 9th Ave N, Seattle, WA 98109 (approximately 1 employee affected);
- SEA40 facility at 2021 7th Ave, Seattle, WA 98121 (approximately 7 employees affected);
- SEA41 facility at 2121 7th Ave, Seattle, WA 98121 (approximately 10 employees affected);
- SEA42 facility at 2121 8th Ave, Seattle, WA 98121 (approximately 1 employee affected);
- SEA43 facility at 2250 7th Ave, Seattle, WA 98121 (approximately 1 employee affected);
- SEA44 facility at 2205 7th Ave, Seattle, WA 98121 (approximately 2 employees affected);
- SEA54 facility at 325 9th Ave N, Seattle, WA 98109 (approximately 1 employee affected);
- SEA55 facility at 2301 5th Ave, Seattle, WA 98109 (approximately 1 employee affected);
- SEA58 facility at 1915 Terry Ave, Seattle, WA 98101 (approximately 1 employee affected);
- SEA68 facility at 2201 6th Ave, Seattle, WA 98121 (approximately 1 employee affected);
- SEA70 facility at 300 Boren Ave N, Seattle, WA 98109 (approximately 4 employees affected);
- SEA71 facility at 399 Fairview Ave N, Seattle, WA 98109 (approximately 6 employees affected);
- SEA76 facility at 501 Fairview Ave N, Seattle, WA 98109 (approximately 1 employee affected);
- SEA81 facility at 1007 Stewart St, Seattle, WA 98101 (approximately 1 employee affected);
- SEA82 facility at 425 106th Ave NE, Bellevue, WA 98004 (approximately 1 employee affected);
- SEA83 facility at 320 Westlake Ave N, Seattle, WA 98109 (approximately 1 employee affected);
- SEA84 facility at 1812 Boren Ave, Seattle, WA 98101 (approximately 1 employee affected);
- SEA86 facility at 321 Terry Ave N, Seattle, WA 98109 (approximately 2 employees affected);
- SEA90 facility at 325 Eastlake Ave E, Seattle, Washington 98101 (approximately 1 employee affected);
- SEA91 facility at 234 9th Ave N, Seattle, WA 98109 (approximately 3 employees affected);
- plus 6 affected remote employees residing within the state of Washington.

As a result of this action, we anticipate that the above-described approximately 84 employees will be separated from employment with Amazon, with separations scheduled to occur as follows:



- 5 employee(s) scheduled to separate Feb 2, 2026 (notified on or about Nov 3, 2025)
- 18 employee(s) scheduled to separate Feb 3, 2026 (notified on or about Nov 5, 2025)
- 1 employee(s) scheduled to separate Feb 4, 2026 (notified on or about Nov 6, 2025)
- 2 employee(s) scheduled to separate Feb 5, 2026 (notified on or about Nov 7, 2025)
- 16 employee(s) scheduled to separate Feb 10, 2026 (notified on or about Nov 12, 2025)
- 11 employee(s) scheduled to separate Feb 11, 2026 (notified on or about Nov 13, 2025)
- 1 employee(s) scheduled to separate Feb 11, 2026 (notified on or about Nov 14, 2025)
- 1 employee(s) scheduled to separate Feb 12, 2026 (notified on or about Nov 14, 2025)
- 4 employee(s) scheduled to separate Feb 16, 2026 (notified on or about Nov 17, 2025)
- 1 employee(s) scheduled to separate Feb 17, 2026 (notified on or about Nov 19, 2025)
- 6 employee(s) scheduled to separate Feb 19, 2026 (notified on or about Nov 21, 2025)
- 1 employee(s) scheduled to separate Feb 21, 2026 (notified on or about Nov 17, 2025)
- 14 employee(s) scheduled to separate Feb 23, 2026 (notified on or about Nov 24, 2025)
- 3 employee(s) scheduled to separate Feb 23, 2026 (notified on or about Nov 25, 2025)

While WARN requires only 60 days' advance notice, Amazon has provided at least 89 days' notice to all affected employees before their separations are scheduled to occur, as detailed above. 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.

A list of the job titles held by the above-referenced affected employees, and the number of affected employees holding each such job title, is attached hereto. At Amazon we take the responsibility of protecting the personal information of our employees very seriously, including taking steps to ensure that any recipients of such information maintain it confidentially. Given that this notice is generally obtainable by third parties, and that affected employees have a legitimate privacy interest in not having their names, contact information, and selection for layoff made available to the general public for review, republication, or other purposes, we have omitted employee names and home addresses from this notice. The privacy interest here is the same interest that underlies the confidentiality of unemployment compensation information in the Employment Security Department's files. RCW 50.13.020. To assist with communication between affected employees and the Department, we are providing 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,

A handwritten signature in black ink, appearing to read "Kalaivai".

Vani Appukkutty
Senior Manager, Software Development, PXT Departures
Enclosure



LIST OF AFFECTED JOB TITLES AT THE FACILITIES

Facility	Job Title	Number of Affected Employees Holding Job Title
SEA104	PROGRAM MANAGER II	1
SEA104	SOURCING RECRUITER III	1
SEA107	SR MANAGER, PRODUCT MGMT	1
SEA107	SR MGR, RECRUITING	1
SEA112	DIR, SYSTEM DEVELOPMENT	1
SEA112	TECHNICAL PROGRAM MANAGER III	1
SEA132	SOFTWARE DEV ENGINEER II	1
SEA20	APPLIED SCIENTIST III	1
SEA20	PRODUCT MGR III - TECH	1
SEA20	PROGRAM MANAGER II	1
SEA20	SOFTWARE DEV ENGINEER II	1
SEA22	SOFTWARE DEV ENGINEER I	2
SEA23	DIRECTOR, HUMAN RESOURCES	1
SEA23	FULL LIFECYCLE RECRUITER II	2
SEA23	FULL LIFECYCLE RECRUITER III	1
SEA23	PROGRAM MANAGER I	1
SEA23	RECRUITING BP II	1
SEA23	RECRUITING BP III	1
SEA23	UX DESIGNER II	1
SEA24	DIRECTOR, PROD MGMT - TECH	1
SEA26	SOFTWARE DEV ENGINEER II	2
SEA28	EXECUTIVE ASSISTANT II	1
SEA28	SOFTWARE DEV ENGINEER II	1
SEA28	SUPPORT ENGINEER IV	1
SEA33	PROGRAM MANAGER II	1
SEA33	TECH WRITER-TECH III	1
SEA38	SOFTWARE DEV ENGINEER II	1
SEA38	UX DESIGNER II	1
SEA39	SOFTWARE DEV ENGINEER II	1
SEA40	EXECUTIVE ASSISTANT I	1
SEA40	LEGAL COUNSEL III	1
SEA40	PRINCIPAL PROGRAM MANAGEMENT	1
SEA40	PRINCIPAL, CORP DEV	1
SEA40	SR MANAGER, SOFTWARE DEV	1
SEA40	SR.MGR, GENERAL MKTG	1
SEA40	SYSTEM ADMIN/ENGR II	1
SEA41	DIRECTOR, PRODUCT MANAGEMENT	1



SEA41	DIRECTOR, TECH PROGRAM MGMT	1
SEA41	PRINCIPAL PRODUCT MANAGEMENT	1
SEA41	PRINCIPAL, HR SPECIALIST	1
SEA41	PROGRAM MANAGER III	1
SEA41	RECRUITING BP III	1
SEA41	RESEARCH SCIENTIST II	1
SEA41	SOFTWARE DEV ENGINEER I	1
SEA41	SR MANAGER, SOFTWARE DEV	1
SEA41	UX DESIGNER III	1
SEA42	SR MANAGER, FINANCE	1
SEA43	DIRECTOR, SOFTWARE DEVELOPMENT	1
SEA44	DIRECTOR, SOFTWARE DEVELOPMENT	1
SEA44	SOLUTIONS ARCHITECT I	1
SEA54	RETAIL VENDOR MANAGER III	1
SEA55	TECHNICAL WRITER II	1
SEA58	PRINCIPAL, HR SPECIALIST	1
SEA68	TECHNICAL PROGRAM MANAGER III	1
SEA70	FRONT-END ENGINEER II	1
SEA70	SOFTWARE DEV ENGINEER II	2
SEA70	SR MANAGER, SOFTWARE DEV	1
SEA71	INSTOCK MANAGER III	1
SEA71	MANAGER III, CUSTOMER SUCCESS	1
SEA71	PRODUCT MGR III - TECH	1
SEA71	SOFTWARE DEV ENGINEER I	1
SEA71	SOFTWARE DEV ENGINEER III	2
SEA76	SOFTWARE DEV ENGINEER I	1
SEA81	VP, SALES/ACCOUNT MANAGEMENT	1
SEA82	MANAGER III, PROGRAM MGMT	1
SEA83	BUSINESS INTEL ENGINEER II	1
SEA84	FINANCIAL ANALYST III	1
SEA86	BUSINESS DEVELOPER III	1
SEA86	SOFTWARE DEV ENGINEER I	1
SEA90	APPLIED SCIENTIST II	1
SEA91	FINANCIAL ANALYST II	2
SEA91	SOFTWARE DEV ENGINEER III	1
Remote	BUSINESS INTEL ENGINEER I	1
Remote	HR SPECIALIST II	1
Remote	MANAGER III, TECH BUSINESS DEV	1
Remote	MGR II, SUPPORT ENGINEER-EXT	1
Remote	SOFTWARE DEV ENGINEER II	1
Remote	SR MANAGER, PROGRAM MANAGEMENT	1