

May 15, 2026

**VIA Email (ESDGPWorkforceInitiatives@ESD.WA.GOV)
and U.S. Mail**

Employment Security Department
Grants Management Office
Attention WARN Team
P.O. Box 9046
Olympia, WA 98507-9046

RE: WARN -- Announcement of Planned Action in Washington

Dear Sir or Madam:

Consistent with the provisions of the Washington WARN Act and the Worker Adjustment and Retraining Notification Act ("WARN"), 29 U.S.C. § 2101 et seq., this letter is to notify you there will be a layoff at the Starbucks Support Center located at 2401 Utah Ave S, Suite 800, Seattle, WA 98134. The expected date of the first separations will be July 17, 2026 with all separations completed by February 1, 2027.

All affected employees are being provided 60 days notice of their termination dates and that their termination from employment will be permanent.

The affected employees are not represented by a Union and none of the employees have any bumping rights. In other words, they will not be able to displace employees with less seniority due to the terminations.

The attached Exhibit A is a list of the names, addresses and job titles for the Partners (employees) who will be affected by the employment terminations.

The layoff will result in the relocation or contracting out of certain of the employer's operations or the partners' positions.

If you have any questions or want additional information concerning this matter, please contact Jen Berg, Director, Policy & Government Affairs at jberg@starbucks.com or (253) 219-6713.

Sara Kelly
EVP, Chief Partner Officer

cc: Mayor of the City of Seattle, Katie Wilson (via U.S. Mail)
King County Executive, Girmay Zahilay (via U.S. Mail)

Seattle City Hall
Attn: Mayor Katie Wilson
P.O. Box 94749
Seattle, WA 98124-4749

King County Chinook Building
Attn: County Executive Girmay Zahilay
401 5th Ave., Suite 800
Seattle, WA 98104
kcexec@kingcounty.gov

Exhibit A

Job Title	Name	Address
Accountant Sr		
Administrative Assistant Sr		
Administrative Assistant Sr		
Administrative Assistant Sr		
Administrative Assistant Sr		
Administrative Assistant Sr		
Administrative Assistant Sr		
Administrative Assistant Sr		
Administrative Assistant Sr		
Administrative Assistant Sr		
Administrative Assistant Sr		
Administrative Assistant Sr		
Advisor		
Advisor		
Advisor		
Advisor		
Advisor		
Analyst		

Job Title	Name	Address
Associate Brand Manager		
Associate Brand Manager		
Associate Manager, Design		
Associate Strategy Manager		
Business Analysis Manager		
Business Analysis Manager		
Business Analysis Manager		
Business Analysis Manager		
Business Analysis Manager		
Business Analysis Manager		
Business Analysis Manager		
Business Analysis Manager		
Business Analysis Manager		
Business Analysis Manager - NACP		
Business Systems Analyst		
Business Systems Analyst		

Job Title	Name	Address
Business Systems Analyst Lead		
Business Systems Analyst Lead		
Business Systems Analyst Lead		
Business Systems Analyst Lead		
Business Systems Analyst Lead		
Business Systems Analyst Sr		
Business Systems Analyst Sr		
Category Manager		
Category Manager		
Coordinator Sr		
Coordinator Sr		
Coordinator Sr		
Coordinator Sr		
Corporate Development Associate Sr		
Data Administrator		
Data/Decision Science Analyst I		
Decision Scientist		

Job Title	Name	Address
Digital Product Manager		
Digital Product Manager		
Director		
Director		
Director		
Director		
Director		
Director		
Director		
Director		
Dir Brand		
Dir Brand Management		
Dir Business Unit Operations		
Dir Culinary Development & Food Ops		
Dir Digital Product Mgmt		
Dir Digital Product Mgmt		
Dir Engineering - Tryer		

Job Title	Name	Address
Dir Finance		
Dir Indirect - Services		
Dir Innovation – Tryer		
Dir Managing Corporate Counsel		
Dir Ops Excellence		
Dir Partner Resources		
Dir Planning & Business Operations		
Dir Senior Counsel		
Dir Tax		
Ethics & Compliance Advisor		
Executive Assistant		
Executive Assistant		
Finance Rotational Partner		
Financial Analyst		
Financial Analyst Sr		
Financial Analyst Sr		
Financial Analyst Sr		

Job Title	Name	Address
Financial Analyst Sr		
Group Manager		
Group Mgr, Creative Projects & Accts		
Implementation Advisor		
Implementation Advisor		
Implementation Advisor		
Income Tax Analyst Sr		
Indirect Tax Analyst Sr		
Indirect Tax Analyst Sr		
Lead		
Lead		
Lead		
Lead, Copywriting		
Lead, Copywriting		
Learning Manager		
Learning Specialist Sr		
Learning Specialist Sr		

Job Title	Name	Address
Legal Ebilling Specialist		
Legal Support Specialist		
Legal Support Specialist		
Legal Support Specialist Lead		
Manager		
Manager		
Manager		
Manager		
Manager		
Manager		
Manager		
Manager		
Manager		
Manager		
Manager		
Manager		
Manager		
Manager		

Job Title	Name	Address
Manager		
Manager		
Manager		
Manager, Creative Projects & Accounts		
Manager, Product		
Manager, Product		
Manager, Product		
Manager Sr		
Manager Sr		
Manager Sr		
Manager Sr		
Manager Sr		
Manager Sr		
Manager Sr		
Manager Sr		
Manager Sr		
Manager Sr		
Manager Sr		
Manager Sr		

Job Title	Name	Address
Manager Sr		
Manager Sr		
Manager Sr		
Manager Sr		
Manager Sr		
Manager Sr		
Manager Sr		
Manager Sr		
Market Research & Insights Sr Manager		
Market Research & Insights Sr Manager		
Mgr Av Production And Operations		
Mgr Brand Ii - Nacp		
Mgr Commercialization Ii		
Mgr Finance		
Mgr Finance		
Mgr Learning & Development		
Mgr Program Management		

Job Title	Name	Address
Mgr Program Management		
Mgr Program Management		
Mgr Program Management - St		
Mgr Service Delivery, Core Data Mgmt		
Mgr Sr Accounting		
Mgr Sr Social Media Marketing		
Mgr Sr Indirect Tax		
Mgr Sr Group		
Mgr Sr Group		
Mgr Sr Group		
Mgr Sr Group		
Mgr Sr Group		
Mgr Sr Group		
Mgr Sr Group		
Mgr Sr Group		
Mgr Sr Group		

Job Title	Name	Address
Mgr Sr Group		
Mgr Strategy		
Mgr Strategy		
Mgr Treasury		
Ops Consultation Manager Sr		
Ops Consultation Manager Sr		
Paralegal I		
Paralegal I		
Paralegal II		
Paralegal II		
Paralegal II		
Paralegal II		
Paralegal II		
Paralegal II		
Paralegal II		
Paralegal II		
Paralegal Sr		
Paralegal Sr		

Job Title	Name	Address
Paralegal Sr		
Partner Relations Consultant		
Partner Relations Consultant		
Partner Relations Consultant		
Partner Relations Consultant		
Performance Measures Analyst Sr		
Pricing Strategy Lead		
Principal		
Privacy Analyst Sr		
Pro Business Partner		
Pro Business Partner Sr		
Process Advisor		
Product Developer Sr		
Product Manager		
Program Manager		
Program Manager		
Program Manager		

Job Title	Name	Address
Program Manager		
Program Manager		
Program Manager		
Program Manager		
Program Manager		
Project Manager		
Project Manager		
Project Manager		
Project Manager Sr		
Project Manager Sr		
Project Manager Sr		
Project Manager Sr		
Project Manager Sr		
Project Manager Sr		
Project Manager Sr		
Project Manager Sr		
Project Manager Sr		
Project Manager Sr		

Job Title	Name	Address
Project Specialist		
Regional Operations Manager		
Regional P&Ap Manager		
Regional P&Ap Manager		
Regional P&Ap Manager		
Regional P&Ap Manager		
Senior Manager, Media		
Senior Manager, Partnerships		
Senior Manager, Product		
Senior Manager, Product		
Senior Manager, Product		
Senior Manager, Social Creative		
Senior Manager		
Senior Manager		
Shared Services Manager		
Shared Services Manager Sr		
Specialist Sr		
Specialist Sr		

Job Title	Name	Address
Specialist Sr		
Specialist Sr		
Specialist Sr		
Specialist Sr		
Specialist Sr		
Specialist Sr		
Specialist Sr		
Specialist Sr		
Specialist Sr		
Specialist Sr		
Specialist Sr		
Specialist Sr		
Specialist Sr		
Specialist Sr		
Specialist Sr		
Specialist Sr		
Sr Partner Relations Consultant		

Job Title	Name	Address
Strategy Analyst		
Vendor Relations Advisor		
Vice President		
Vice President		
Vice President		
Vice President		
Vice President		
Vice President		
Vice President		
Vice President		
Vice President		