

Employment Security Department
Received: 8/20/2026

August 20, 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 that there will be a reduction in force for certain employees who work at or report to the following location:

- SSC (Headquarters) 2401 Utah Ave, Seattle, WA 98134

Some of the employees to be separated were offered the opportunity to continue their employment by transferring to the Starbucks office located in Nashville, Tennessee, but declined the opportunity to relocate. Approximately 120 of the separations reflected in this notice are associated with those relocation declines, while approximately 104 are associated with organizational changes resulting from the restructuring work announced in May 2026. Employees electing to relocate are not being separated. The expected date of the first separations will be October 19, 2026 with all separations completed by November 1, 2026.

Exhibit A to this letter contains the names of the employees affected, their job titles, and their home addresses. The names and addresses are confidential and pursuant to law should not be published by the Department on its website, are not subject to public disclosure, and may be used only by the Department and only for the limited purposes specified in WAC 192-460-150.

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.

This planned action will result in the relocation and/or contracting out of company operations and/or employees' 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.

Sincerely,

Sara Kelly
EVP, Chief Partner Officer

cc:

Mayor of the City of Seattle, Katie B. Wilson (via U.S. Mail and e-mail)
King County Executive, Girmay Zahilay (via U.S. Mail and e-mail)

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

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

Washington WARN

Attachment to Notice to Elected Officials

Job Title	Partner Name	Home Mailing Address
Accountant Analyst		
Administrative Assistant		
Administrative Assistant		
Administrative Assistant		
Administrative Assistant		
Administrative Assistant		
Administrative Assistant Sr		
Application Developer I		
Application Developer Lead		
Application Developer Lead		
Application Developer Lead		
Application Developer Lead		
Application Developer Lead		
Application Developer Lead		
Application Developer Lead		
Application Developer Sr		
Application Developer Sr		
Architect Principal		
Architect Principal		
Associate Strategy Manager		
Associate Strategy Manager		
Associate Strategy Manager		
Business Systems Analyst Sr		
Communications Manager		
Decision Scientist		
Decision Scientist		
Decision Scientist Lead		
Decision Scientist Lead		
Decision Scientist Sr		
Decision Scientist Sr		
Digital Designer Lead		
Digital Designer Lead		
Director		
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Engineer I		
Engineer II		
Engineer II		

Job Title	Partner Name	Home Mailing Address
Engineer II		
Engineer Lead		
Engineer Sr		
Engineer Sr		
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Engineer Sr		
Facilities Services Manager		
Lease Portfolio Management Advisor		
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Job Title	Partner Name	Home Mailing Address
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Job Title	Partner Name	Home Mailing Address
Real Estate Rep		
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Real Estate Rep		
Scrum Master Sr		
Scrum Master Sr		
SDET		
SDET Lead		
SDET Sr		
SDET Sr		
SDET Sr		
Software Quality Assurance Analyst II		
Software Quality Assurance Analyst Lead		
Software Quality Assurance Analyst Lead		
Sr Designer Digital Products		
Store Concepts Design Lead		
Store Concepts Designer		
Store Concepts Designer		
Store Design Coordinator Sr		
Store Design Coordinator Sr		
Store Design Coordinator Sr		
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Job Title	Partner Name	Home Mailing Address
Store Designer		
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Systems Analyst I		
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Systems Analyst II		
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Systems Analyst II		
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Systems Analyst Lead		
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Systems Analyst Sr		
Systems Engineer Lead		
Technical Product Manager		
Technical Product Manager		
Technical Product Manager		
Technical Product Manager		
Technical Product Manager, Principal		
Technical Product Manager, Principal		
Vice President		
Vice President		