

Employment Security Department
Received on 9/2/2026

August 19, 2026

<u>VIA EMAIL:</u> Danny A. Salazar Statewide Rapid Response Manager Grants Management Office Employment Security Policy & Integrity Division Washington State Employment Security Department P.O. Box 9046 Olympia, WA 98507-9046 ESDGPLayoffAssistance@ESD.WA.GOV	<u>VIA OVERNIGHT MAIL & EMAIL:</u> Girmay Zahilay King County Executive King County Chinook Building 401 Fifth Avenue, Suite 800 Seattle, WA 98104 kcexec@kingcountv.gov
<u>VIA OVERNIGHT MAIL & EMAIL:</u> Mayor Katie Wilson Mayor Mailing Address: P.O. Box 94749 Seattle, WA 98124-4749 katie.wilson@seattle.gov	

Dear Mr. Salazar, Mr. Zahilay, and Mayor Wilson:

We are writing to inform you that Qualtrics, LLC ("Qualtrics") will be conducting employee separations that will affect certain employees that work at, or work remotely and report into Qualtrics' office located at 1201 2nd Avenue, 17th Floor, Seattle, WA, 98101. This action is expected to be permanent. This action is not a result of, and will not result in, the relocation or contracting out of Qualtrics' operations or any affected employees' positions.

The first separation of employees that work at, or work remotely and report into Qualtrics' Seattle office will occur on October 18, 2026. Enclosed is a listing of the names, home addresses, and job titles of the positions to be affected by this action that will be separated on October 18, 2026. Some of the referenced employees work remotely outside of Washington, but are being included in this list out of an excess of caution because they report into Qualtrics' Seattle office. Moreover, some of the affected employees may not be required to work through their designated separation date; however, all affected employees will continue to receive their regular pay and benefits through their designated separation date unless they voluntarily resign prior to their separation date.

The affected employees do not have any bumping rights.

The affected employees are not represented by any union.

You may contact Jamie Black at jamiieb@qualtrics.com if you require further information.

Very truly yours,

Julia Anas
Chief People Officer

Enclosure: (names, home addresses, and job titles of employees to be affected)

	Employee Job Title
	Principal Partner Success Consultant
	Senior Software Engineer
	Staff Software Engineer
	UX Designer II
	Product Manager III
	Analyst, Information Technology
	Director, Research Services Operations
	Senior Software Test Engineer
	Senior Specialist, XM Institute
	Software Engineer II
	Senior Software Engineer
	Senior Analyst, Information Technology
	Director, Software Engineering
	Software Test Engineer II
	Product Marketing Manager I
	Software Engineer II
	Software Engineer II
	Senior Manager, Solution Engineering
	Software Engineer II
	Principal Analyst, Treasury Manager
	Growth Marketing Manager II
	System Administrator II
	Growth Marketing Manager II
	Staff Technical Program Manager
	Director, PXE Operations

	Senior Manager, Program Architects
	Analyst, Marketing
	Senior Manager, Engineering Program Management
	Senior Manager, Software Engineering
	Product Marketing Manager II
	Senior Software Engineer
	Staff Systems Engineer
	Product Manager III
	Senior Manager, Growth Marketing
	Senior Infosec Engineer
	Software Engineer II
	Software Engineer II
	Senior Analyst, Marketing
	Enterprise Sales 3
	Software Test Engineer I
	Solution Architect
	Product Marketing Manager II
	Associate Manager, Customer Success
	Software Engineer I
	Executive Assistant
	Network Engineer II
	Staff Technical Program Manager
	Senior Specialist, Technical Success Manager
	Analyst, Brand Growth
	Product Marketing Manager I
	Senior Solution Architect
	Software Test Engineer II
	Partner Success Consultant
	Product Marketing Manager II

	Software Test Engineer I
	Senior Data Analyst, GTM Analytics
	Enterprise Sales 3
	Principal Analyst, Marketing
	Software Support Engineer I
	Software Test Engineer II
	Software Engineer I
	Software Engineer II
	Senior Software Engineer
	Product Manager IV
	Senior Manager, Marketing Analytics
	Product Manager III
	Senior Software Engineer
	Analyst, Internal Communications
	Senior Principal Analyst, Revenue Operations
	Director, Delivery
	Software Test Engineer II
	Principal Global Program Manager
	UX Designer II
	Manager, Xccelerate
	Technology Consultant
	Product Manager I
	Principal Solution Engineer
	Software Engineer II
	Senior XM Consultant
	Senior Manager, Engineering Program Management
	Product Marketing Manager III
	Senior Principal, DSX Program Manager

	Software Engineer II
	Software Test Engineer II
	Senior Analyst, Demand Generation
	Senior Project Manager
	Senior Manager, Customer Success
	Growth Marketing Manager II
	Senior Analyst, Leadership Development
	Senior Manager, UX
	Software Test Engineer II
	Senior Engagement Manager
	Executive Assistant
	Product Manager IV
	Senior Software Engineer
	Product Manager II
	Senior Software Engineer
	Software Engineer II
	Director, Software Engineering
	Staff Engineering Program Manager
	Senior Software Engineer
	Engagement Manager
	Senior Manager, Software Engineering
	Product Marketing Manager III
	Principal Software Engineer
	Senior Software Engineer
	Software Engineer II
	Principal Analyst, XM Institute

	Product Manager III
	Manager, Software Engineering
	#N/A
	Senior Director, Enterprise Engineering, Data & Analytics
	Principal Software Engineer
	Machine Learning Engineer I
	Software Engineer I
	Director, Software Engineering
	Growth Marketing Manager II