

November 20, 2025

Employment Security
Received 11/21/25

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:

Verizon is consolidating and restructuring its operations to maximize the utilization of company facilities and resources. As part of this consolidation, certain of Verizon's operating unit(s) will be conducting layoffs in specific business functions across the state of Washington. Accordingly, this letter is being issued in accordance with any possible obligation under the Washington Securing Timely Notification and Benefits for Laid-Off Employees Act ("WARN") to notify you that Verizon is separating approximately 165 employees at facilities within the state of Washington at the below-listed addresses (collectively, the "Facilities"), with employee separations expected to commence effective January 23, 2026:

- 3255 160th Avenue Southeast, Bellevue WA 98008 (approximately 22 employee(s) affected);
- 411 108th Avenue Ne, Bellevue WA 98004 (approximately 1 employee(s) affected);
- *4303 Meridian Street, Bellingham WA 98226 (approximately 11 employee(s) affected);
- 1831 S Burlington BLVD, Burlington WA 98233 (approximately 3 employee(s) affected);
- 27149 185th AVE SE, Covington WA 98042 (approximately 2 employee(s) affected);
- 2125 S 320th ST, Federal Way WA 98003 (approximately 1 employee(s) affected);
- 1321 N Columbia Ctr Blvd, Kennewick WA 99336 (approximately 3 employee(s) affected);
- 22706 120th Ave Se, Kent WA 98031 (approximately 2 employee(s) affected);
- 11311 Ne 120th Street, Kirkland WA 98034 (approximately 1 employee(s) affected);
- 12502 Totem Lake Blvd NE, Kirkland WA 98034 (approximately 1 employee(s) affected);
- 5700 100th St SW, Lakewood WA 98499 (approximately 3 employee(s) affected);
- 16822 Twin Lakes AVE, Marysville WA 98271 (approximately 1 employee(s) affected);
- 625 Black Lake BLVD SW, Olympia WA 98502 (approximately 1 employee(s) affected);
- 23015 NE Alder Crest DR, Redmond WA 98053 (approximately 2 employee(s) affected);
- *17258 Redmond WAY, Redmond WA 98052 (approximately 7 employee(s) affected);
- *960 Park AVE, Renton WA 98057 (approximately 9 employee(s) affected);
- 1000 Denny Way, Seattle WA 98109 (approximately 2 employee(s) affected);
- 13701 Aurora Ave N, Seattle WA 98133 (approximately 1 employee(s) affected);
- 401 NE Northgate WAY, Seattle WA 98125 (approximately 3 employee(s) affected);
- 11199 Pacific Crest Pl, Silverdale WA 98383 (approximately 1 employee(s) affected);
- 10207 E Buckeye Ln, Spokane WA 99206 (approximately 1 employee(s) affected);
- 155 S Stevens, Spokane WA 99201 (approximately 1 employee(s) affected);
- *4306 S Regal, Spokane WA 99223 (approximately 8 employee(s) affected);
- 15106 E Indiana AVE, Spokane Valley WA 99216 (approximately 1 employee(s) affected);
- 12730 E Mirabeau PKWY, Spokane Valley WA 99216 (approximately 1 employee(s) affected);
- 948 S Grant, Tacoma WA 98405 (approximately 3 employee(s) affected);
- 17100 Southcenter PKWY, Tukwila WA 98188 (approximately 1 employee(s) affected);
- 500 SE 192nd Ave, Vancouver WA 98683 (approximately 2 employee(s) affected);
- 7809B Vancouver Plaza Dr, Vancouver WA 98662 (approximately 1 employee(s) affected);
- 1134 N Miller AVE, Wenatchee WA 98801 (approximately 2 employee(s) affected);
- *17742 Garden Way NE, Woodinville WA 98072 (approximately 10 employee(s) affected);
- 604 East Hoag Street, Yacolt WA 98675 (approximately 2 employee(s) affected);
- 2401 S First ST, Yakima WA 98903 (approximately 1 employee(s) affected);
- Plus 54 affected remote employees residing within the state of Washington.

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. Verizon does not allow separated employees to displace any other employee based on seniority or any other factor (i.e., no "bumping rights" exist). Employees affected by this

* This facility is being divested to an agent, which means the facility will no longer be operated by Verizon.



consolidation activity will have the opportunity to secure alternative employment with Verizon, provided they meet eligibility requirements. This action is not the result of, nor reasonably expected to result in, any overall relocation or contracting out of Verizon'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 Verizon 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 Verizon at this time. For further information regarding this matter, please contact Robert Yale of Human Resources at 214-998-4073 or sevteam@verizon.com.

Sincerely,

A handwritten signature in black ink that reads "Eboni Gregoire". The signature is written in a cursive, flowing style.

Eboni Gregoire
Dir – HR Operations
Enclosure

LIST OF AFFECTED JOB TITLES

Job Title	Number of Affected Employees Holding Job Title
Act Manager Rtl SMB-Business Sls	4
Adv Techn-Ntwk Operations	1
Architect-Sols Archt	2
Assoc Dir VEC-VCG Chl Mgt	1
Assoc Dir-Business Sales	1
Assoc Dir-Marketing	1
Assoc Dir-Ntwk Operations	1
Assoc Dir-Prod Dev/Mgt	1
Assoc Dir-Sys Architecture	1
Assoc Dir-Tech Proj Mgmt	1
Asst Manager-Retail	9
Business Transformation-Sr Mgr	2
Client Exec VEC-VCG Chl Mgt	12
Client Exec-Enterprise Sls	1
Counsel	1
CS-Customer Experience Champion II	1
CS-Loyalty Champion II	2
Cslt-FP&A	1
Cslt-Prog & Proj Mgmt	1
Cslt-Proposals	1
Cslt-Revenue Assurance	1
Cslt-Supply Chain	1
CS-Technology Champion II	1
Dir - Indirect Sales	1
Dir-Retail	2
Dist Engr-Full Stack	1
Dist Engr-Network Planning	1
Drone Safety & Standards-Sr Mgr	1
Engr III Cslt-Ntwk Perf	1
Engr III Cslt-Quality Asrn	2
Engr III Spec-Ntwk Engring	1
Engr III Spec-Ntwk Operations	4
Engr III Spec-Ntwk Perf	1
Engr III Spec-Ntwk Reg/RE	1
Engr III Spec-Outside Plant	1
Engr III Spec-Quality Asrn	1
Engr III Spec-Systems Analysis	1
Engr II-Systems Engrg	1
Engr I-Radio Frequency	1
Local Mgr-Ntwk Operations	1
Marketing-Sr Mgr	1

Ops Support-Sr Mgr	1
Princ Engr-Interconnect	1
Princ Engr-Product Engring	1
Princ Engr-Radio Frequency	1
Princ Engr-Sys Architecture	1
Princ Engr-Systems Analysis	1
Princ Engr-Systems Engrg	1
Princ Engr-Tech Product Mgt	1
Princ Engr-Tech Proj Mgmt	2
Principal CsIt-Consulting Services	1
Principal-Security Archt	1
Principal-Sols Architect	2
Prog & Proj Mgmt-Sr Mgr	1
Proposals-Sr Mgr	1
Spec I - VCG Inside Sales	1
Spec-Retail	49
Sr Acct Manager-Business Sls	3
Sr Analyst-Business Intel	1
Sr Analyst-Ops Supt	1
Sr Analyst-Ops Supt (Indirect)	1
Sr Analyst-Ops Supt (Retail)	2
Sr Analyst-Supply Chain	1
Sr Client Partner-Sales	1
Sr Dir-Learning & Dev	1
Sr Dir-Ntwk Engring	1
Sr Engr CsIt-Ntwk Engring	1
Sr Engr CsIt-Software Devt	1
Sr Engr Spec-Ntwk Constr	2
Sr Engr Spec-Ntwk Reg/RE	1
Sr Engr Spec-Tech Proj Mgmt	1
Sr Mgr - Security Operations	1
Sr Mgr-Retail	5
Sr Principal-Business Strategy	1
Sr Tech-Facilities Maintenance	1
Supv-Facilities Maintenance	1
Supv-Ntwk Engring	1