



902 Battelle Boulevard
P.O. Box 999
Richland, WA 99352
www.pnnl.gov

November 18, 2025

VIA ELECTRONIC MAIL

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

Re: Notice of Employee Separations

To the Employment Security Department:

Pursuant to our obligation under the Washington Securing Timely Notification and Benefits for Laid-Off Employees Act, we are writing to notify you that Battelle Memorial Institute (Battelle) is separating employees at Pacific Northwest National Laboratory at the below facilities within the State of Washington (collectively, the "Facilities"), with employee separations resulting from this action expected to commence effective November 18, 2025:

- 902 Battelle Boulevard, Richland, WA 99354 (approx. 42 affected employees);
- 1100 Dexter Ave North, Suite 400, Seattle, WA 98109 (approx. 3 affected employees);
- Approximately 3 affected virtual/remote employees residing within the state of Washington;
- Approximately 17 affected virtual/remote employees working outside of Washington State;
- Plus 3 affected employees working at PNNL sites in Oregon State.

As a result of this action, we anticipate that the above-described approximately 68 employees will be separated from employment with Battelle between November 18, 2025, and December 1, 2025. Separations resulting from this action are expected to be permanent. None of the above-described affected employees are represented by any union. Separated employees are not permitted to displace remaining employees based on seniority or any other factor (i.e., there are no 'bumping rights'). Affected employees who are offered and accept another position with Battelle before their anticipated separation date will not be separated from employment as a result of this action. This action is not expected to result from, or result in, the relocation or contracting out of Battelle's operations at PNNL or the affected employees' positions.

Attached hereto is a list of all affected positions and the number of affected employees in each job

classification at these Facilities. Due to unforeseen business circumstances (RCW49-45.030(1)(b)), we were unable to provide 60-days' notice to affected employees. As a result of funding uncertainties and evolving federal mission priorities, Battelle made great effort to avoid layoffs by reassigning work, reducing work hours and retaining staff on furlough status in the hope that additional funding would be realized. However, Battelle determined it is necessary to restructure our workforce and reduce staff in both research and operations.

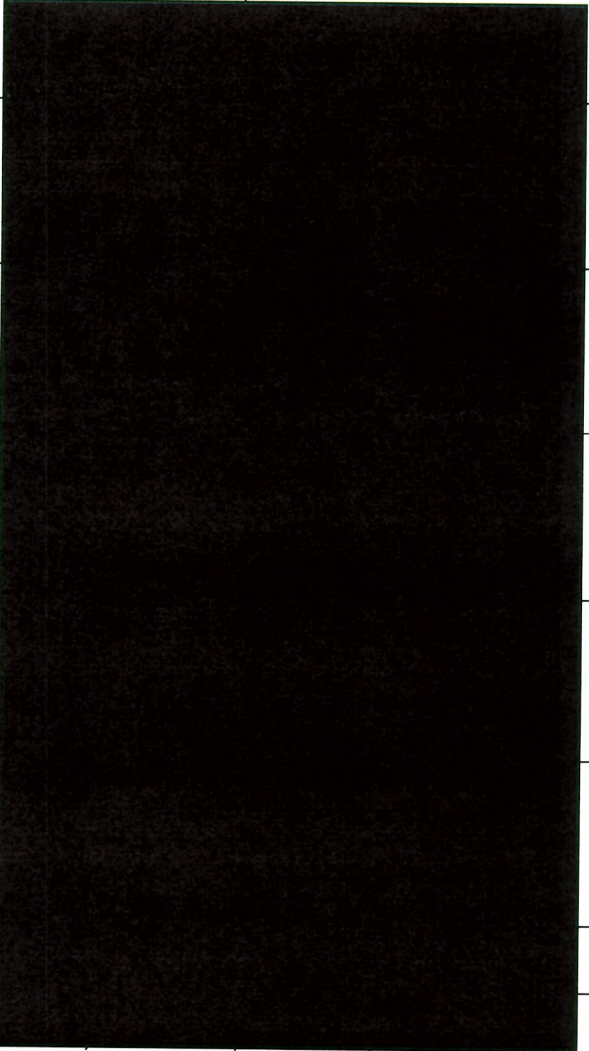
Affected employees will continue to receive any pay and benefits due to them as a Battelle employee, up until the termination of their employment. In addition, affected employees will receive two-weeks of pay in lieu of notice and those who elect to sign a Waiver and Release of Claims will receive a severance benefit calculated based on their years of service at PNNL. Battelle has provided information concerning severance benefits under separate cover to eligible affected employees.

As a federal contractor, Battelle is required to protect Personally Identifiable Information (PII), and we take the responsibility of protecting the personal information of our employees very seriously. Given these obligations and 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 redacted individual employee names and home addresses from the 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 have provided the Department's contact information to all affected employees.

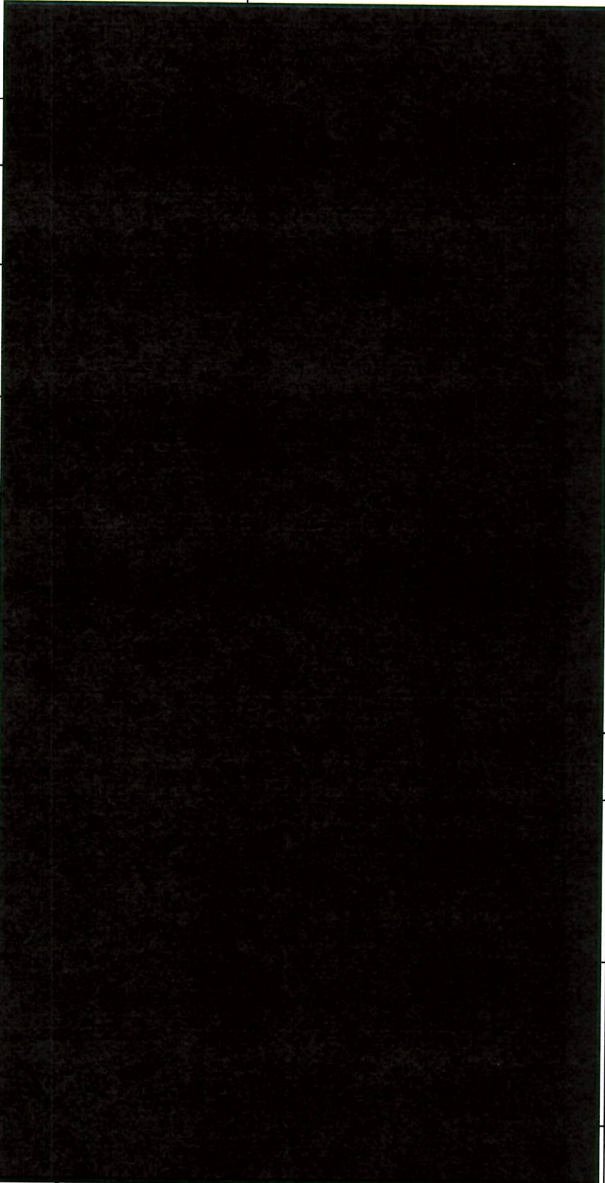
This notice is given based upon the best information available to Battelle at this time. For further information, please contact Interim Chief Human Resources Officer Amy Schmidt at amy.schmidt@pnnl.gov.

Enclosure: LIST OF AFFECTED POSITIONS

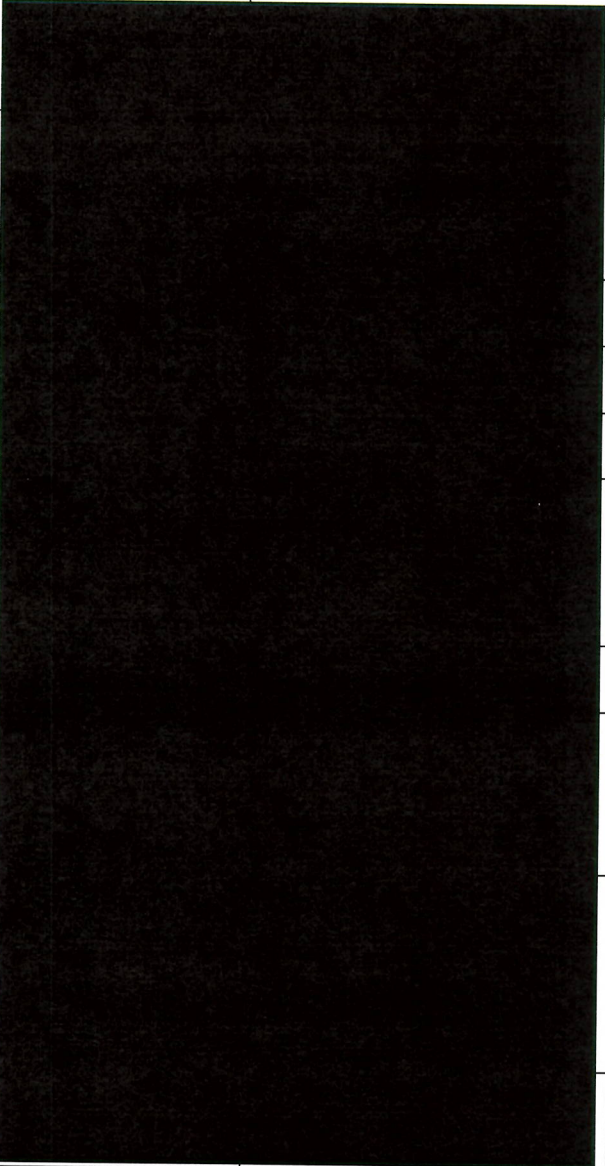
LIST OF AFFECTED POSITIONS

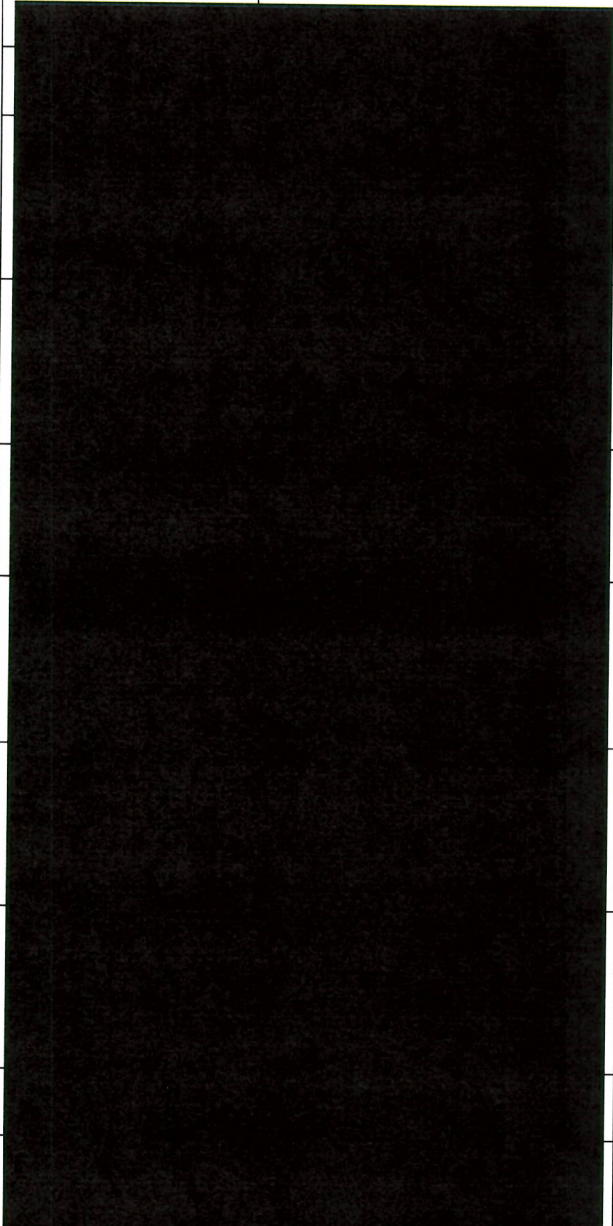
Employee Name	Home Address	Position/Title	Work Location
		National Security Specialist	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Post Doctorate RA C	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-1000
		IT Technician	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Software Engineer	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Cyber Security Researcher	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Software Engineer	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Systems Engineer	Remote - Outside WA
		Technologist	Battelle Boulevard, P.O.

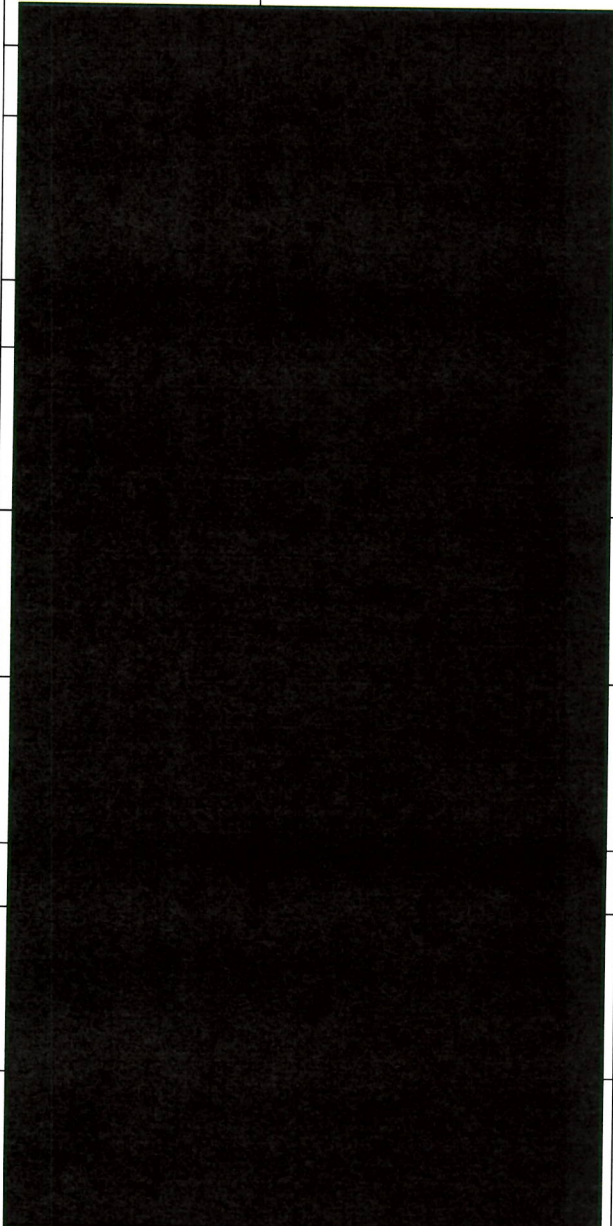
			Box 999, RICHLAND, WA, 99352-0999
		Staffing Consultant	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Software Engineer	Remote - Outside WA
		Advisor	Remote - Outside WA
		IT Engineer	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Project Manager	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Software Engineer	902 Battelle Blvd, RICHLAND, WA, 99354-1793
		Mechanical Engineer	Remote - Outside WA
		Nuclear Engineer	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Principal Administrative Coord	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999

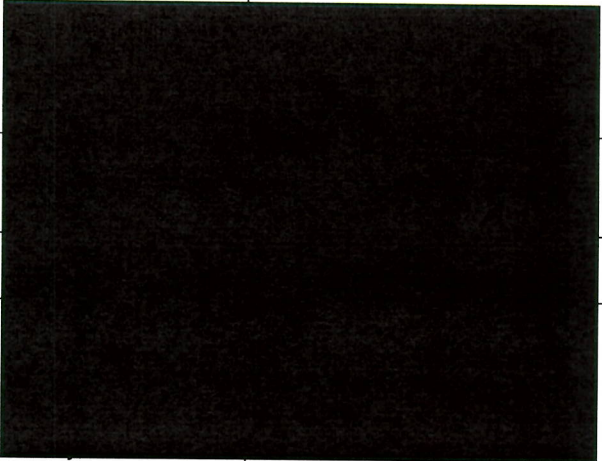
			Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
	Logistics Coordinator		
	Systems Engineer		Remote - Outside WA
	National Security Specialist		902 Battelle Blvd, RICHLAND, WA, 99354-1793
	Systems Engineer		Suite 810, 620 SW Fifth Ave, PORTLAND, OR, 97204-1423
	Post Masters RA		500 NE Multnomah St. Suite 650, , PORTLAND, OR, 97232
	Software Engineer		Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
	Communications Professional		Remote - Outside WA
	Post Doctorate RA C		Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
	Technician		Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
	Administrative Coordinator		Remote - Outside WA

			Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Mechanical Engineer	
			Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Software Engineer	
			Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Materials Scientist	
			Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Logistics Coordinator	
			Battelle Seattle Research Center, 1100 Dexter Ave North, Suite 400, SEATTLE, WA, 98109-3598
		Mechanical Engineer	
		Data Scientist	Remote - Outside WA
		IT Engineer	Remote - Outside WA
		Systems Engineer	Remote - Outside WA
			Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Post Bachelors RA	

		Software Engineer	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Chemist	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		IT Engineer	Remote – Inside WA
		Research Analyst	Remote - Outside WA
		Software Engineer	Remote – Inside WA
		Tech Ops & Assurance Spec	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Systems Engineer	Remote - Outside WA
		Senior Administrative Coord	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
		Administrative Coordinator	Battelle Seattle Research Center, 1100 Dexter Ave North, Suite 400, SEATTLE, WA, 98109-3598
		Administrative Coordinator	Battelle Boulevard, P.O. Box 999,

		RICHLAND, WA, 99352-0999
	Software Engineer	Remote – Inside WA
	Health Physicist	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
	Software Engineer	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
	Social Scientist	1100 Dexter Ave North, Suite 400, , SEATTLE, WA, 98109
	HR Assistant	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
	IT Technician	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
	Chemist	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
	Data Scientist	Remote - Outside WA
	Materials Scientist	Battelle Boulevard, P.O. Box 999,

		RICHLAND, WA, 99352-0999
	Logistics Coordinator	Remote - Outside WA
	Project Manager	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
	National Security Specialist	Remote - Outside WA
	Cyber Security Engineer	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
	Principal Administrative Coord	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
	Systems Engineer	500 NE Multnomah St. Suite 650, , PORTLAND, OR, 97232
	Administrative Coordinator	Remote - Outside WA
	National Security Specialist	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
	Staffing Consultant	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999

	Earth Scientist	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999
	Software Engineer	902 Battelle Blvd, RICHLAND, WA, 99354-1793
	Electrical Engineer	Remote - Outside WA
	TA Coordinator	Battelle Boulevard, P.O. Box 999, RICHLAND, WA, 99352-0999