

WARN #9179

March 27, 2025

VIA FEDEX & EMAIL (michael.welter@hecc.oregon.gov)

Mr. Michael Welter
Oregon Rapid Response Coordinator
Higher Education Coordinating Commission
Office of Workforce Investments
3225 25th Street SE
Salem, OR 97302

Dear Mr. Welter:

This letter serves as formal notice that Adobe, Inc. is permanently closing its office located at 1500 SW First Avenue, Portland, Oregon. This closure is the result of a business decision to co-locate those teams whose employees comprise the majority of employees in the Portland office with teams based in San Jose and/or Seattle.

While we intend to offer relocation and continued employment in those new locations to approximately 47 employees, and while we intend to offer remote positions and continued employment to 56 employees based in Portland, and 2 positions are being eliminated, we are providing this notice in the event that the number of employees who decline relocation triggers obligations under the WARN Act, and to ensure that affected employees are able to make use of services offered through your office.

Employees will be notified verbally of these changes beginning March 25, 2025. It is anticipated that formal notices of displacement will be provided to impacted employees by April 27, 2025. Each employee will be provided a 60-day notice period from the date of notification. The specific job titles, notice dates, and number of displaced employees will be provided once official notices have been given.

Adobe is committed to supporting any displaced employees and offers severance, continuation of benefits coverage, and career outplacement services to assist them. We will make every effort to facilitate a smooth transition for our impacted employees. If you have any questions, please contact ERC@adobe.com.

Sincerely,

Lindsey MacLean, VP, Employee & Workplace Experience