



WARN #9257

May 27, 2025

BY FIRST CLASS MAIL

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

Mayor Shawn O'Neil
City of Wilsonville
29799 SW Town Center Loop E
Wilsonville, OR 97070

To Whom it May Concern:

As required under the Worker Adjustment and Retraining Notification Act (WARN Act) this letter constitutes notification to you as the applicable state rapid response coordinator and chief elected local government official that a plant closing is expected to occur.

1. Company name and address of employment site where reduction in force will occur:
ESS Tech, Inc., 26440 SW Parkway Ave., Bldg. 83, Wilsonville, OR 97070
2. Name, address, and telephone number of company official to contact for further information: Kendra Larsen, 26440 SW Parkway Ave, Bldg. 83, Wilsonville, OR 97070; 971-279-7134
3. The expected date of all employment losses is May 30, 2025. 195 of the employees are expected to be permanently terminated. This is a plant closing.
4. Job titles of positions affected and number of affected employees in each job classification:

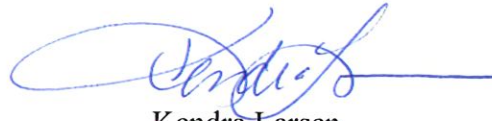
Position	No impacted
Sr. Director Solutions & Service	1
Technical Writer	2
Automation Engineer	4
Software Engineer	6
Technical Staff Engineer	1
Office Manager	1
Facilities Technician	2
Warehouse Manager	1
Field Service Engineer	6

Field Service Technician	1
Logistics Manager	1
Chemical Operator	3
Production Technician	5
Accounts Payable	1
Assistant Controller	1
CFO	1
SEC Reporting Manager	1
Sr. Director FP & A & Operations	1
Sr. Finance Manager - Corporate	1
Sr. Payroll Manager	1
VP FP & A, Corporate Finance & Treasury	1
VP, Corporate Controller	1
HR Business Partner	1
Human Resource Generalist	1
Sr. Talent Acquisition Specialist	1
Vice President, Human Resources	1
Business System Analyst	1
Chief Information Officer	1
IT Operations Manager	1
IT Support Specialist	1
Sr. Information Security Analyst	1
Interim CEO	1
Senior Corporate Attorney	1
Manager, Systems Manufacturing Engineering	1
Manufacturing Engineer	11
Manufacturing Engineering Technician	1
VP Power Module Pilot Operations	1
Digital and Content Marketing Manager	1
Director, Corporate Communications	1
Technical Writer/Illustrator	1
Equipment Engineer	3
Equipment Technician	3
Production Manager	3
Production Supervisor	4
Director of Engineering	1
Engineering Mechanical Technician	1
Executive Vice President, Engineering	1
Mechanical Engineer	11
Mechanical Engineering Manager	1

R & D Manager, EHM	1
Senior Manager of Grid EPC	1
Electrical Engineer	2
Configuration Analyst	1
Logistics Manager	1
Planning & Logistics Manager	1
Production Planner	2
VP of Product Management and Product Strategy	1
Data Engineer	1
GM of Integrated Delivery Partners	1
Manufacturing Execution System Engineer III	1
Sr. Program Manager	1
Environmental Health & Safety Specialist	1
Environmental Health and Safety Engineer	1
Incoming Quality Supervisor	1
Quality Engineer	3
Quality Inspector	2
Sr Quality Manager	1
Director, Development & Test	1
Analytical Chemist III	1
Test Technician	4
R & D Manager	3
R & D Engineer	7
Test Engineer	8
Business and Strategy Analyst	1
Sales Engineer	1
Senior Manager, Strategic Partnerships	1
VP of Sales & Business Development	1
Stacks Technician	13
Buyer	2
Commodity Manager	3
Sr. Director of Supply Chain	1
Sr. VP, Global Supply Chain & Planning	1
Supervisor	1
Systems Technician	21
Warehouse Supervisor	1
Warehouse Technician	2

5. Bumping rights do not exist.
6. There is no union representing the affected employees.
7. For any questions or for further information please feel free to contact Kendra Larsen, Vice President Human Resources at 971-279-7134.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Kendra Larsen', with a large, stylized initial 'K' and a long horizontal flourish extending to the right.

Kendra Larsen
Vice President Human Resources