

September 16, 2025

Michael Welter, Rapid Response Coordinator
Oregon HECC - Office of Workforce Investments
3225 25th Street SE
Salem, OR 97302
michael.welter@hecc.oregon.gov

Re: Notice of Mass Layoff/Plant Closing

Dear Members of the Dislocated Worker Unit:

This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act of 1988, 29 U.S.C. § 2101 et. seq, which requires employers to give notice to affected employees of a pending mass layoff or plant closure.

In an effort to protect the longevity of the organization, AGC Biologics, Inc. ("AGC") recently has restructured and will close its facilities in Boulder and Longmont, Colorado. As a result, AGC will be permanently laying off 218 employees in Boulder, CO, 48 employees in Longmont, CO, one employee in Kremmling, CO, 9 employees in Bothell, WA, one employee in Klamath Falls, OR, and one employee in Newtown Square, PA who support Colorado operations. AGC will be separating many of these employees from their employment on November 15, 2025, and the remaining on December 31, 2025.

The employees are not represented by a union. The Boulder site is located at 5550 Airport Rd, Boulder, CO 80301. The Longmont site is located at 4000 Nelson Road, Longmont, CO 80503. A list of the job titles of the affected positions, and the number of affected employees in each job classification is attached to this notice for your review. Bumping rights do not exist for these employees.

If you have any questions or would like further information, please contact me at (425) 420-5824, or send an email to gshelton@agcbio.com.

Sincerely,



Gregory C. Shelton
Executive Vice President, People & Culture
General Counsel
Enclosure – AGC Biologics, Inc. Affected Employees and Employment Sites

Cc:

Mayor Carol Westfall
City Of Klamath Falls
500 Klamath Avenue
Klamath Falls, OR 97601
cwestfall@klamathfalls.city

AGC Biologics, Inc. Affected Employees and Employment Sites

Job Family Group	Business Title	Location
Finance & Accounting	Accountant III	Bothell WA Site
Finance & Accounting	Financial Analyst, Senior	Bothell WA Site
Finance & Accounting	Manager, Finance	Bothell WA Site
Information Technology	Data & Analytics Engineer	Bothell WA Site
Information Technology	IT Compliance Specialist III	Bothell WA Site
Information Technology	Senior Manager, IT	Bothell WA Site
People & Culture	Learning & Development Partner, Senior	Bothell WA Site
People & Culture	People & Culture Coordinator	Bothell WA Site
People & Culture	Talent Acquisition Sourcer	Bothell WA Site
Engineering	Automation Engineer III	Boulder CO Site
Engineering	Automation Technician III	Boulder CO Site
Engineering	Automation Technician, Senior	Boulder CO Site
Engineering	CAD Designer, Senior	Boulder CO Site
Engineering	Calibration Technician II	Boulder CO Site
Engineering	Calibration Technician II	Boulder CO Site
Engineering	Calibration Technician III	Boulder CO Site
Engineering	Calibration Technician, Senior	Boulder CO Site
Engineering	Calibration Technician, Senior	Boulder CO Site
Engineering	CMMS Manager	Boulder CO Site
Engineering	Director, Engineering	Boulder CO Site
Engineering	Director, Engineering	Boulder CO Site
Engineering	Document Control Technician, Engineering	Boulder CO Site
Engineering	Engineering Planner, Senior	Boulder CO Site
Engineering	Engineering Planner, Senior	Boulder CO Site
Engineering	Facilities Engineer, Senior	Boulder CO Site
Engineering	Industrial Automation Engineer, Senior	Boulder CO Site
Engineering	Maintenance Technician I	Boulder CO Site
Engineering	Maintenance Technician II	Boulder CO Site
Engineering	Maintenance Technician III	Boulder CO Site
Engineering	Maintenance Technician III	Boulder CO Site
Engineering	Maintenance Technician III	Boulder CO Site
Engineering	Maintenance Technician, Senior	Boulder CO Site
Engineering	Manager, Automation	Boulder CO Site
Engineering	Manager, Calibration	Boulder CO Site
Engineering	Manager, Maintenance	Boulder CO Site
Engineering	Manager, Project Engineering	Boulder CO Site
Engineering	Process Engineer II	Boulder CO Site
Engineering	Process Engineer III	Boulder CO Site
Engineering	Process Engineer III	Boulder CO Site
Engineering	Process Engineer III	Boulder CO Site
Engineering	Project Engineer II	Boulder CO Site
Engineering	Senior Director, Engineering	Boulder CO Site
Engineering	Senior Manager, Engineering	Boulder CO Site
Engineering	Supervisor, Calibration	Boulder CO Site
Engineering	Supervisor, Engineering	Boulder CO Site
Engineering	Supervisor, Engineering	Boulder CO Site
Engineering	Supervisor, Maintenance	Boulder CO Site
Engineering	Supervisor, Maintenance	Boulder CO Site
Engineering	Utilities Technician II	Boulder CO Site
Engineering	Utilities Technician II	Boulder CO Site
Engineering	Utilities Technician II	Boulder CO Site
Engineering	Utilities Technician III	Boulder CO Site

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Job Family Group	Business Title	Location
Manufacturing	Manufacturing Associate III	Boulder CO Site
Manufacturing	Manufacturing Associate III	Boulder CO Site
Manufacturing	Manufacturing Associate III	Boulder CO Site
Manufacturing	Manufacturing Associate III	Boulder CO Site
Manufacturing	Manufacturing Associate III	Boulder CO Site
Manufacturing	Manufacturing Associate III	Boulder CO Site
Manufacturing	Manufacturing Associate III	Boulder CO Site
Manufacturing	Manufacturing Associate III	Boulder CO Site
Manufacturing	Manufacturing Associate III	Boulder CO Site
Manufacturing	Manufacturing Associate III	Boulder CO Site
Manufacturing	Manufacturing Associate III	Boulder CO Site
Manufacturing	Manufacturing Associate III	Boulder CO Site
Manufacturing	Manufacturing Associate II	Boulder CO Site
Manufacturing	Manufacturing Associate II	Boulder CO Site
Manufacturing	Manufacturing Investigations Specialist I	Boulder CO Site
Manufacturing	Manufacturing Project Manager	Boulder CO Site
Manufacturing	Manufacturing Project Specialist I	Boulder CO Site
Manufacturing	Manufacturing Project Specialist I	Boulder CO Site
Manufacturing	Manufacturing Project Specialist II	Boulder CO Site
Manufacturing	Manufacturing Project Specialist II	Boulder CO Site
Manufacturing	Manufacturing Training Specialist, Senior	Boulder CO Site
Manufacturing	Senior Director, Manufacturing	Boulder CO Site
Manufacturing	Senior Manager, Manufacturing	Boulder CO Site
Manufacturing	Supervisor, Manufacturing	Boulder CO Site
Manufacturing	Supervisor, Manufacturing	Boulder CO Site
Manufacturing	Supervisor, Manufacturing	Boulder CO Site
Manufacturing	Supervisor, Manufacturing	Boulder CO Site
Manufacturing	Supervisor, Manufacturing	Boulder CO Site
Manufacturing	Supervisor, Manufacturing	Boulder CO Site
Manufacturing	Supervisor, Manufacturing	Boulder CO Site
Manufacturing	Supervisor, Manufacturing	Boulder CO Site
Manufacturing	Supervisor, Manufacturing	Boulder CO Site
Manufacturing	Technical Writer III	Boulder CO Site
MSAT	Director, MSAT	Boulder CO Site
MSAT	Interim Upstream MSAT Manager	Boulder CO Site
MSAT	Manager, MSAT	Boulder CO Site
MSAT	Manufacturing Investigations Specialist I	Boulder CO Site
MSAT	Sr. Manufacturing Investigations Specialist	Boulder CO Site
MSAT	MSAT Engineer I	Boulder CO Site
MSAT	MSAT Engineer II	Boulder CO Site
MSAT	MSAT Engineer III	Boulder CO Site
MSAT	MSAT Engineer III	Boulder CO Site
MSAT	MSAT Engineer III	Boulder CO Site
MSAT	MSAT Engineer III	Boulder CO Site
MSAT	MSAT Engineer, Senior	Boulder CO Site
MSAT	Senior Manager, MSAT	Boulder CO Site
MSAT	Technical Writer MSAT, Senior	Boulder CO Site
Operational Management	General Manager & Site Head	Boulder CO Site
Operational Management	Operational Excellence Business Partner III	Boulder CO Site
Operational Management	Site Administrator, Senior	Boulder CO Site
People & Culture	P&C Business Partner, Senior	Boulder CO Site
People & Culture	P&C Business Partner, Senior	Boulder CO Site
People & Culture	Senior Specialist, Internal Communications	Boulder CO Site
People & Culture	Talent Acquisition Partner, Senior	Boulder CO Site
Project Management	Project Manager	Boulder CO Site

Job Family Group	Business Title	Location
Project Management	Project Manager, Senior	Boulder CO Site
Quality	Documentation Specialist II	Boulder CO Site
Quality	Manager, Document Control and Training	Boulder CO Site
Quality	Manager, Quality Control	Boulder CO Site
Quality	Manager, Supplier Quality Management	Boulder CO Site
Quality	Microbiology Compliance Specialist	Boulder CO Site
Quality	Quality Assurance Associate II	Boulder CO Site
Quality	Quality Assurance Associate II	Boulder CO Site
Quality	Quality Assurance Associate III	Boulder CO Site
Quality	Quality Assurance Scientist I	Boulder CO Site
Quality	Quality Assurance Scientist I	Boulder CO Site
Quality	Quality Assurance Scientist II	Boulder CO Site
Quality	Quality Assurance Scientist, Senior	Boulder CO Site
Quality	Quality Assurance Scientist, Senior	Boulder CO Site
Quality	Quality Control Associate I	Boulder CO Site
Quality	Quality Control Associate I	Boulder CO Site
Quality	Quality Control Associate I	Boulder CO Site
Quality	Quality Control Associate I	Boulder CO Site
Quality	Quality Control Associate I	Boulder CO Site
Quality	Quality Control Associate II	Boulder CO Site
Quality	Quality Control Associate II	Boulder CO Site
Quality	Quality Control Associate II	Boulder CO Site
Quality	Quality Control Associate II	Boulder CO Site
Quality	Quality Control Associate II	Boulder CO Site
Quality	Quality Control Associate II	Boulder CO Site
Quality	Quality Control Associate II	Boulder CO Site
Quality	Quality Control Associate II	Boulder CO Site
Quality	Quality Control Associate III	Boulder CO Site
Quality	Quality Control Associate III	Boulder CO Site
Quality	Quality Control Associate III	Boulder CO Site
Quality	Quality Control Associate III	Boulder CO Site
Quality	Quality Control Scientist II	Boulder CO Site
Quality	Quality Systems Associate III	Boulder CO Site
Quality	Quality Systems Training Specialist III	Boulder CO Site
Quality	Senior Director, Quality	Boulder CO Site
Quality	Senior Manager, Quality Assurance	Boulder CO Site
Quality	Senior Manager, Quality Control	Boulder CO Site
Quality	Senior Manager, Validation	Boulder CO Site
Quality	Supervisor, Document Control	Boulder CO Site
Quality	Supervisor, Quality Assurance	Boulder CO Site
Quality	Supervisor, Quality Assurance	Boulder CO Site
Quality	Supervisor, Quality Control	Boulder CO Site
Quality	Supervisor, Quality Control	Boulder CO Site
Quality	Supervisor, Quality Control	Boulder CO Site
Quality	Supervisor, Quality Control	Boulder CO Site
Quality	Sr. Supplier Quality Management Assoc.	Boulder CO Site
Quality	Validation Engineer II	Boulder CO Site
Quality	Validation Engineer III	Boulder CO Site
Quality	Validation Engineer III	Boulder CO Site
Quality	Validation Engineer III	Boulder CO Site
Quality	Validation Engineer III	Boulder CO Site
Quality	Validation Engineer, Senior	Boulder CO Site
Quality	Validation Engineer, Senior	Boulder CO Site
Supply Chain	Buyer II	Boulder CO Site
Supply Chain	Director, Supply Chain Management	Boulder CO Site
Supply Chain	GMP Material Specialist III	Boulder CO Site
Supply Chain	GMP Material Specialist III	Boulder CO Site
Supply Chain	GMP Material Specialist III	Boulder CO Site

Job Family Group	Business Title	Location
Supply Chain	GMP Material Specialist, Senior	Boulder CO Site
Supply Chain	GMP Material Specialist, Senior	Boulder CO Site
Supply Chain	GMP Material Specialist, Senior	Boulder CO Site
Supply Chain	GMP Material Specialist, Senior	Boulder CO Site
Supply Chain	Manager, Supply Chain	Boulder CO Site
Supply Chain	Planner Scheduler, Senior	Boulder CO Site
Supply Chain	Sr Manager, Supply Chain Management	Boulder CO Site
Supply Chain	Supervisor, Supply Chain Management	Boulder CO Site
Supply Chain	Supervisor, Supply Chain Management	Boulder CO Site
Supply Chain	Supply Chain Project Manager	Boulder CO Site
Engineering	Calibration Technician, Senior	Longmont CO Site
Engineering	CapEx Controller	Longmont CO Site
Engineering	Facilities Engineer, Senior	Longmont CO Site
Engineering	HVAC Technician III	Longmont CO Site
Engineering	Maintenance Technician, Senior	Longmont CO Site
Engineering	Process Engineer III	Longmont CO Site
Engineering	Utilities Technician II	Longmont CO Site
Engineering	Utilities Technician III	Longmont CO Site
Engineering	Utilities Technician III	Longmont CO Site
Information Technology	Help Desk Analyst, Senior	Longmont CO Site
Manufacturing	Manager, Manufacturing Investigations	Longmont CO Site
Manufacturing	Manufacturing Training Specialist, Senior	Longmont CO Site
MSAT	MSAT Engineer, Principal	Longmont CO Site
Quality	Director, Quality Systems	Longmont CO Site
Quality	Documentation Specialist III	Longmont CO Site
Quality	Quality Assurance Scientist I	Longmont CO Site
Quality	Quality Assurance Scientist III	Longmont CO Site
Quality	Quality Control Associate II	Longmont CO Site
Quality	Quality Control Associate III	Longmont CO Site
Quality	Quality Control Associate III	Longmont CO Site
Quality	Quality Control Associate, Senior	Longmont CO Site
Quality	Quality Control Associate, Senior	Longmont CO Site
Quality	Quality Control Associate, Senior	Longmont CO Site
Quality	Quality Control Associate, Senior	Longmont CO Site
Quality	Quality Control Associate, Senior	Longmont CO Site
Quality	Quality Control Associate, Senior	Longmont CO Site
Quality	Quality Control Scientist I	Longmont CO Site
Quality	Quality Control Scientist I	Longmont CO Site
Quality	Quality Control Scientist I	Longmont CO Site
Quality	Quality Control Scientist I	Longmont CO Site
Quality	Quality Control Scientist I	Longmont CO Site
Quality	Quality Control Scientist I	Longmont CO Site
Quality	Quality Control Scientist I	Longmont CO Site
Quality	Quality Control Scientist II	Longmont CO Site
Quality	Quality Control Scientist III	Longmont CO Site
Quality	Quality Control Systems Owner II	Longmont CO Site
Quality	Quality Systems Associate III	Longmont CO Site
Quality	Quality Systems Training Specialist II	Longmont CO Site
Quality	Senior Manager, Quality Control	Longmont CO Site
Quality	Senior Manager, Quality Control	Longmont CO Site
Quality	Senior Manager, Quality Control	Longmont CO Site
Supply Chain	Category Management Analyst, Senior	Longmont CO Site
Supply Chain	GMP Material Specialist III	Longmont CO Site
Supply Chain	GMP Material Specialist, Senior	Longmont CO Site
Supply Chain	GMP Material Specialist, Senior	Longmont CO Site
Supply Chain	GMP Material Specialist, Senior	Longmont CO Site

Job Family Group	Business Title	Location
Supply Chain	Planner Scheduler, Senior	Longmont CO Site
Supply Chain	Planner Scheduler, Senior	Longmont CO Site
Supply Chain	Supervisor, Supply Chain Management	Longmont CO Site
Information Technology	IT Project Manager	Remote US - CO
Information Technology	GMP Business Systems Analyst III	Remote US - OR
Information Technology	Systems Administrator III	Remote US - PA