



January 28, 2026

Brett Tavel  
Rapid Response State Coordinator, Virginia Community College System  
300 Arboretum Pl., Suite 200  
Richmond, VA 23236  
[Brett.tavel@virginiaworks.gov](mailto:Brett.tavel@virginiaworks.gov)

Malissa Short  
Rapid Response Program Manager  
Virginia Department of Workforce Development and Advancement  
2221 Edward Holland Drive  
Richmond, VA 23230  
[malissa.short@virginiaworks.gov](mailto:malissa.short@virginiaworks.gov)

To Coordinator Tavel and Manager Short:

This letter is being issued in accordance with any possible obligation under the federal Worker Adjustment and Retraining Notification Act ("WARN") to notify you that Amazon will be shutting down operations at the following Virginia locations (the "Facilities"):

- The MAB3 facility at 10360 Fairfax Blvd, Fairfax, VA 22030 (approx. 124 employees affected)
- The MAG6 facility at 7005 Manchester Blvd, Franconia, VA 22310 (approx. 124 employees affected)
- The MAJ7 facility at 9409 Lorton Market St, Lorton, VA 22079 (approx. 144 employees affected)
- The MAL0 facility at 3801 Richmond Hwy, Alexandria, VA 22305 (approx. 165 employees affected)
- The MAN0 facility at 5811 Crossroads Center Way, Falls Church, VA 22041 (approx. 134 employees affected)

Employee separations resulting from this action are expected to commence effective April 27, 2026. While WARN requires only 60 days' advance notice, Amazon is providing at least 90 days' notice to all affected employees at the Facilities – as well as to requisite state and local government recipients – before employee separations are scheduled to occur. Affected employees who accept internal transfer opportunities at Amazon prior to their separation date will not be separated as a result of this action.

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. Amazon and its affiliates do not allow separated employees to displace any other employee based on seniority or any other factor (i.e., no "bumping rights" exist). Affected employees who are separated as a result of this action will be paid all wages and other benefits to which they are entitled (if any) through their date of separation, provided they do not resign from their employment with Amazon prior to that date. On or before the effective date of each employee's separation, Amazon will provide information concerning benefits and (as applicable) severance under separate cover to eligible affected employees. 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.

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 Amazon at this time. For further information regarding this matter, please contact Lindsey Winter, Senior Manager, Public Policy, at [lindswin@amazon.com](mailto:lindswin@amazon.com).

Sincerely,

A handwritten signature in black ink that appears to read "Kalaivai" or "Vani Appukkutty".

Vani Appukkutty  
Senior Manager, Software Development, PXT Departures  
Enclosure



**LIST OF AFFECTED JOB TITLES AT THE FACILITIES**

<b><u>Facility Name</u></b>	<b><u>Job Title</u></b>	<b><u>Number of Affected Employees Holding Job Title</u></b>
MAB3	Food Production Associate I	30
MAB3	Manager I, Retail Store	2
MAB3	Manager II, Retail Store	1
MAB3	Retail Store Associate I	90
MAB3	Sr. Mgr, Grocery Process Supp	1
MAG6	Food Production Associate I	27
MAG6	Manager I, Retail Store	3
MAG6	Manager II, Retail Store	2
MAG6	Manager III, Retail Store	1
MAG6	Retail Store Associate I	91
MAJ7	Food Production Associate I	24
MAJ7	Manager I, Retail Store	4
MAJ7	Manager II, Retail Store	1
MAJ7	Manager III, Retail Store	1
MAJ7	Retail Store Associate I	114
MAL0	Food Production Associate I	45
MAL0	Manager II, Retail Store	3
MAL0	Manager III, Retail Store	3
MAL0	Retail Store Associate I	114
MAN0	Food Production Associate I	33
MAN0	Manager I, Retail Store	1
MAN0	Manager II, Retail Store	1
MAN0	Retail Store Associate I	99