



May 7, 2026

Employment Security Department
Grants Management Office
Attention: WARN Team
ESDGPLayoffAssistance@esd.wa.gov

Joe Marine
Mayor of Mukilteo, WA
jmarine@mukilteowa.gov

Dave Somers
County Executive, Snohomish County, WA
Dave.Somers@co.snohomish.wa.us

Re: *Worker Adjustment and Retraining Notification (WARN) Notice of Closure at Novanta Corp., 4600 Campus Place, Mukilteo, WA 98275*

Dear Government Officials:

This letter is notice that Novanta Corporation (“Company”) is taking job actions in relation to the closure of its Mukilteo facility located at 4600 Campus Place, Mukilteo, WA 98275 (the “Facility”). In connection with the closure, the Company is implementing separations at the Facility, beginning on July 7, 2026 and continuing through March 31, 2027, which will result in the termination of employment of 83 employees. The work the impacted employees are performing will be relocated primarily to one of the Company’s affiliate locations in the United Kingdom. The Facility will eventually be closed in its entirety. No union represents any of the affected employees, and no bumping rights exist.

The Company is also giving you the following information, which is attached: the anticipated schedule for implementing these job actions (if a schedule applies), the job titles of positions to be affected, the number of affected employees in each job classification, and the names and addresses of the affected employees.

The information provided in this notice is based on the best information available to us at this time. If you have any questions or want to request additional information, please contact Sylvia Jarest, Senior Director, Human Resources, at (781) 266-5069 or sylvia.jarest@novanta.com.

Sincerely,

Sylvia Jarest

Sylvia Jarest,
Senior Director, Human Resources

SCHEDULE OF JOB ACTIONS

The Company is permanently terminating the employment of the following numbers of individuals at the Facility:

Job Title	Number of Employees Affected in	Expected Date of Termination
Assembler 1	3	3/31/2027
Assembler 2	9	12/31/2026
Assembler 3	3	3/31/2027
Assembler 4	3	12/31/2026
Assembler Electronic	1	3/31/2027
Assembler Mechanical	1	3/31/2027
Assembler Spec Mechanical	1	3/31/2027
Associate Customer Care	1	3/31/2027
Buyer/Planner	2	3/31/2027
EHS & Facilities Supervisor	1	3/31/2027
Electronic Assembler	2	12/31/2026
Electronic Technician	1	12/31/2026
Engineer Test	1	3/31/2027
Final Test Assembler	1	12/31/2026
Final Test Technician	9	12/31/2026
Global Application Engineering Manager	1	3/31/2027
Inspector QA	1	7/7/2026
Laser Applications Technician	1	3/31/2027
Laser Engineer	1	3/31/2027
Laser Factory Team Lead	2	3/31/2027
Lead Material Handler	1	3/31/2027
Lead--Mechanical Assembler Optics	1	3/31/2027
Low Power Lead	1	12/31/2026
Machinist III, R&D	1	3/31/2027
Manager, Strategic Sourcing	1	3/31/2027
Manufacturing Engineer	3	3/31/2027
Master Scheduler	1	3/31/2027
Material Coordinator / Inventory Analyst	1	3/31/2027
Material Handler	2	3/31/2027
Mechanical Assembler	2	3/31/2027
Mechanical Engineer	1	3/31/2027
Mechanical Engineer II	1	3/31/2027
NPI Buyer	1	3/31/2027
Prin Service Test Technician	1	3/31/2027
Principal Buyer/Planner	1	7/7/2026
Principal Drafter	1	3/31/2027
Principal RF Specialist	1	7/7/2026
Principal Traffic/Export Coordinator	1	3/31/2027
Production Test Technician Specialist	1	12/31/2026
Quality Associate	1	3/31/2027
Quality Engineer	1	3/31/2027
Quality Inspector	1	7/7/2026
Senior Project Manager, Sales & Marketing	1	3/31/2027
Service & Repair Technician II	1	3/31/2027
Service Technician	2	3/31/2027
Sr Assembler Electronic	1	3/31/2027

Sr. Mechanical Assembler	2	3/31/2027
Sr. R&D Mechanist	1	3/31/2027
Sr. Scientist Laser	1	3/31/2027
Sr. Technician Service	1	3/31/2027
Vice President & General Manager	1	3/31/2027
Welder	1	3/31/2027

The Company is also giving you the following information regarding affected employees at the facility:

Name	Job Title	Home Address
	Associate Customer Care	
	Buyer/Planner	
	Assembler 3	
	Assembler 2	
	Sr. R&D Mechanist	
	Assembler 4	
	Mechanical Assembler	
	Final Test Technician	
	Assembler	
	Assembler 2	
	Global Application Engineering Manager	
	Final Test Technician	
	Manufacturing Engr	
	Service & Repair Technician II	

	Engineer Test	
	Final Test Technician	
	Material Handler	
	Machinist III, R&D	
	Assembler 2	
	Welder	
	Material Handler	
	Assembler 2	
	Assembler I	
	Manager, Strategic Sourcing	
	Principal Traffic/Export Coordinator	
	Vice President & General Manager	
	Principal Drafter	
	Manufacturing Engineer I	
	Buyer/Planner	
	Prin Service Test Technician	
	Principal Buyer/Planner	
	Assembler 2	

	Laser Factory Team Lead	
	Assembler 4	
	Final Test Technician	
	Assembler 1	
	Principal RF Specialist	
	Assembler 1	
	Lead Material Handler	
	Material Coordinator / Inventory Analyst	
	Quality Associate	
	Electronic Assembler	
	Electronic Assembler	
	Quality Inspector	
	Assembler 2	
	Mechanical Assembler	
	Sr Assembler Mechanical	
	Final Test Technician	
	Service Technician	
	Final Test Assembler	

	Inspector QA	
	Assembler Spec Mechanical	
	Quality Engineer	
	Manufacturing Engineer	
	Assembler 3	
	Lead--Mechanical Assembler Optics	
	Final Test Technician	
	Assembler 2	
	Mechanical Engineer	
	Sr. Scientist Laser	
	Development Program - Laser Engineer	
	Final Test Technician	
	Senior Project Manager, Sales & Marketing	
	Laser Applications Technician	
	EHS & Facilities Supervisor	
	Final Test Technician	
	Master Scheduler	
	Assembler Electronic	
	Laser Factory Lead	

	NPI Buyer	
	Final Test Technician	
	Production Test Technician Specialist	
	Service Technician	
	Low Power Lead	
	Electronic Technician	
	Sr. Technician Service	
	Sr. Mechanical Assembler	
	Assembler II	
	Assembler II	
	Assembler 4	
	Mechanical Engineer II	
	Sr Assembler Electronic	
	Assembler Mechanical	