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WARN Notices by State: An Acquisition Research Matrix

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Published by Docket · 2026-10-08 · warn notices by state · warn notice database · official warn sources · state warn requirements · acquisition research · private equity · facility identity · layoff notices · due diligence

Original article: https://docket.capital/articles/warn-notices-by-state-acquisition-research



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Executive Summary

WARN notices by state are a research trigger for a specific workforce event, not proof that a company is for sale. The Worker Adjustment and Retraining Notification (WARN) framework concerns advance notice of qualifying closings and layoffs; federal guidance generally specifies **60 calendar days** for covered events. This report's recommended acquisition-research response is to recheck the affected facility, investigate an entity match, or leave the signal unresolved. Sale intent and financial condition require separate evidence. (www.dol.gov)

The report supplies a **50-state official-source matrix**, checked for publication on **October 8, 2026**, with agencies, exposed coverage, formats, notice-document availability, state-rule routes, and explicit access caveats. The original access audit identifies **9 states** with specifically documented comma-separated values (CSV), Excel, spreadsheet, or table-export routes. Those include Alabama's CSV route, California's latest workbook, Colorado's spreadsheet, and Virginia's filtered CSV interface. This counts available routes, not successfully downloaded files or comprehensive state coverage. (workforce.alabama.gov) (edd.ca.gov) (cdle.colorado.gov) (virginiaworks.gov)

History and record type require careful handling. Texas exposes annual Excel files for **2020 through 2026** with an older-record contact. New York directs notices and amendments from **January 1 through April 1, 2025** to a retired database. Oregon states a **six-year** retention policy. Wisconsin warns that received notices are not a complete list of potential or actual layoffs, while its revision guidance says the latest revision reflects the reported affected-worker total. Adding versions together can therefore misstate an event. (www.twc.texas.gov) (dol.ny.gov) (ccwd.hecc.oregon.gov) (dwd.wisconsin.gov)

Thresholds also differ. Iowa's agency summary describes employer coverage at **25 employees** with **30 calendar days** of notice, while Illinois describes **75 full-time employees** and Washington describes **50 full-time employees** with its stated exceptions. These selected contrasts explain why a federal summary cannot be generalized across jurisdictions. The recommended protocol preserves the employer as filed, exact affected address, source-labelled dates, affected-worker scope, and amendment relationships. A missing notice remains unknown; a matched notice supports the planned event as filed, with current status checked separately. (workforce.iowa.gov) (dceo.illinois.gov) (esd.wa.gov)

Introduction and Background

Worker Adjustment and Retraining Notification (WARN) notices are employer notifications about qualifying workforce events. Federal WARN generally provides **60 calendar days** of advance written notice, with recipients including employees or their representatives, the state dislocated worker unit, and the relevant local chief elected official. Its purpose concerns workers and communities facing covered closings or layoffs. (www.dol.gov)

For a **private equity (PE)** origination analyst, the research question is narrower: does this filing justify rechecking a facility, headcount estimate, location, or entity match? A notice is a dated statement of a planned event. Federal regulations specify use of the best information available when the notice is served. It is therefore evidence about what was reported at that time, with later developments requiring separate confirmation. (www.ecfr.gov)

This report's protocol treats **sale intent, financial condition, present operating status, and enterprise-wide headcount as separate research fields**. None should be populated from a notice alone. A partial reduction at one facility cannot establish that the entire company has closed. Nor should affected-worker counts automatically become a company's remaining headcount.

The source landscape is fragmented. DOL's pandemic-era FAQ states that the federal department does not maintain a WARN notice database, and describes state website publication as voluntary and variable. That historical explanation is consistent with the distinct formats observed here; it is not presented as a newly issued federal statement. (www.dol.gov)

The report focuses on **50-state official source discovery and event interpretation**, rather than a general guide to acquisition data. It supplies a source matrix, a normalization schema, and decision rules for revisiting a target record. The recommended output of a notice review is a supported update, an assigned research question, or an unresolved signal. Owner willingness to engage requires separate evidence and cannot be inferred from affected employees.

Source Methodology and Coverage

The matrix records a publication check on **October 8, 2026**, performed for this report. Each state was researched through official agency sources. Landing pages, exposed tables, archive labels, and documented download routes were examined; linked employer letters and workbooks were not exhaustively downloaded. A retrieved interface is not proof that its records are complete.

Exposed coverage means the dates or years visible in the fetched source, or a retention statement on that page. It does not mean every notice within that interval was present. For example, Indiana describes coverage back to **2008**, while Oregon states that it retains WARN records for **six years**. These are different source properties, not competing estimates of layoff activity. (www.in.gov) (ccwd.hecc.oregon.gov)

The table distinguishes **original notice availability** from a report about notices. Illinois describes its reports as summaries. Michigan says displayed notices are not in their original format, while California documents a public-records request route. Those distinctions affect whether an analyst can inspect exact employer wording. (dceo.illinois.gov) (www.michigan.gov) (edd.ca.gov)

Access problems were handled as missing observations. Blocked page fetches were attempted through the supplied permitted fallback. Where a form rendered but its results did not, the matrix confirms the form only. Where the fallback returned navigation, an error, or unreadable document content, the substantive dataset remains unverified.

Format labels refer to Hypertext Markup Language (HTML), Portable Document Format (PDF), and Excel workbook (XLSX) files. FY denotes fiscal year.

The following reading rules apply throughout:

- **Unknown** means the opened source did not establish that property.
- **Linked** means a route was visible, without claiming successful file retrieval.
- **Tested PDF** means a document was opened and readable.
- **Archive years** describe exposed links or records, not guaranteed continuity.
- **Current page** describes a route or label, not a complete census.
- **Law route** identifies verified agency guidance or statutory text, not a full legal comparison.
- **Last checked** dates the research observation, not the employer filing.
- **Amendments** remain separate versions unless the source establishes their relationship.

These are research controls. Jurisdiction-specific legal questions require the current agency instructions and applicable statute, including definitions and exceptions.

Official WARN Notices by State

Table 1 is the **50-state official-source matrix**. Each source citation opens the checked government page or official document. The state-rule column links only verified official guidance or legal text; an unknown cell does not assert that no state rule exists. A machine-readable version of these rows is included in the accompanying article metadata.

State and official source	Responsible agency	Exposed coverage and format	Notice letters/ PDFs	State-specific rule route	Last checked	Access caveat
Alabama (workforce.alabama.gov)	Department of Workforce	HTML + CSV; 1998 to 2026	Unknown	Unknown	2026-10-08	Updates at most daily; letters unverified

State and official source	Responsible agency	Exposed coverage and format	Notice letters/ PDFs	State-specific rule route	Last checked	Access caveat
Alaska (jobs.alaska.gov)	Labor and Workforce Development, Division of Employment and Training Services	HTML; 2006 to 2026	Document links; not tested	Unknown	2026-10-08	Page updated September 24, 2026
Arizona (www.azjobconnection.gov)	AZ Job Connection; administrator unconfirmed	Search form; years unknown	Unknown	Unknown	2026-10-08	Results endpoint failed; form verified
Arkansas: attempted official route `https://dws.arkansas.gov/workforce-services/employers/`	Arkansas Workforce Connections / Rapid Response (local board plan)	Public-dataset coverage and format unknown	Unknown	Unknown	2026-10-08	Initial fetch recovered guidance; later verification fetch/fallback blocked. This QA could not independently retrieve the employer page through built-in fetch or permitted fallback; the local plan corroborates notice routing, not archive coverage
California (edd.ca.gov)	Employment Development Department	Latest XLSX; historical PDF reports, July 2014 to June 2026	Request route; reports are summaries	(edd.ca.gov)	2026-10-08	Original letters and amendments unverified
Colorado (cdle.colorado.gov)	Labor and Employment	2026 spreadsheet; 2015 to 2025 archives	Unknown	Unknown	2026-10-08	Archive contents not audited
Connecticut (dolpublicdocumentlibrary.ct.gov)	Department of Labor, Rapid Response	Searchable table; 2019 to 2026	PDF links; not tested	Unknown	2026-10-08	Database migration; export unknown

State and official source	Responsible agency	Exposed coverage and format	Notice letters/ PDFs	State-specific rule route	Last checked	Access caveat
Delaware (joblink.delaware.gov)	Labor, Delaware JobLink	Search form; years unknown	Unknown	Unknown	2026-10-08	Results endpoint failed; form verified
Florida (www.floridajobs.org)	FloridaCommerce	Annual links 2017 to 2026; REACT Excel export	Unknown	Unknown	2026-10-08	REACT results not rendered without query
Georgia (www.tcsg.edu)	Technical College System, Workforce Development	Public table headings; current years unknown	Unknown	Unknown	2026-10-08	Rows absent in raw fetch; not zero notices
Hawaii (labor.hawaii.gov)	Labor and Industrial Relations, Workforce Development Division	HTML notice links; historical 2019 to 2026	Links; format unverified	Unknown	2026-10-08	Current page dated August 1, 2026
Idaho (www.labor.idaho.gov)	Department of Labor	PDF summary; January 2009 to September 2026	Summary, not letters	Unknown	2026-10-08	Updates column includes revisions
Illinois (dceo.illinois.gov)	Commerce and Economic Opportunity, Office of Employment and Training	Dashboard/monthly summaries; since 1999	Unknown; summaries only	(dceo.illinois.gov)	2026-10-08	Dynamic dashboard results unverified
Indiana (www.in.gov)	Workforce Development	Searchable/exportable table; since 2008	Unknown	Unknown	2026-10-08	Revised rows visible; withdrawals unknown

State and official source	Responsible agency	Exposed coverage and format	Notice letters/ PDFs	State-specific rule route	Last checked	Access caveat
Iowa (workforce.iowa.gov)	Workforce Development	Excel log + visualization; years unknown	Unknown	(workforce.iowa.gov)	2026-10-08	Linked workbook contents unverified
Kansas (www.kansasworks.com)	Commerce, KANSASWORKS	Search form; years unknown	Unknown	Unknown	2026-10-08	Search results/export unverified
Kentucky (kyworks.ky.gov)	Kentucky Works, Rapid Response	Current/prior reports linked; cutoff unknown	Unknown	Unknown	2026-10-08	Linked report contents unverified
Louisiana (www.laworks.net)	Louisiana Works, Workforce Development	Annual PDF summaries labelled 2025 and 2026	Unknown; summaries linked	Unknown	2026-10-08	Older retention unknown
Maine (joblink.maine.gov)	Labor, Maine JobLink	Search form; years unknown	Unknown	(legislature.maine.gov)	2026-10-08	Results/export unverified
Maryland (www.labor.md.gov)	Labor, Workforce Development and Adult Learning	HTML log; 2026 download; 2010 to 2025 archives	Unknown	(www.labor.md.gov)	2026-10-08	Includes WARN, ESA and other events
Massachusetts: attempted official route `https://www.mass.gov/info-details/worker-adjustment-and-retraining-notification-act-warn-layoff-and-closure-updates`	Unverified after failed verification fetch	Unavailable; coverage and format unknown	Unknown	Unknown	2026-10-08	Initially readable; mandatory verification fetch/fallback failed; claims removed

State and official source	Responsible agency	Exposed coverage and format	Notice letters/ PDFs	State-specific rule route	Last checked	Access caveat
Michigan (www.michigan.gov)	Labor and Economic Opportunity, Workforce Development	Type/year/county filters; cutoff unknown	Accessible versions; not originals	Unknown	2026-10-08	From 2025 originals replaced; unlisted records via public-records request
Minnesota (mn.gov)	Employment and Economic Development	2026 document list; 2023 to 2025 archive	Revision PDF tested	(www.revisor.mn.gov)	2026-10-08	Older than three years by request
Mississippi (www.mdes.ms.gov)	Employment Security	Quarterly PDFs; July 2020 to June 2026	Summary PDF tested; letters unknown	Unknown	2026-10-08	Latest exposed quarter April to June 2026
Missouri (jobs.mo.gov)	Office of Workforce Development	Filtered HTML; January 2019 to September 2026	Unknown	Unknown	2026-10-08	Updates in notes; older records by request
Montana (wsd.dli.mt.gov)	Labor and Industry	Archive link labelled 2015 to 2026	Unknown	Unknown	2026-10-08	Linked archive format unverified
Nebraska (dol.nebraska.gov)	Labor, Reemployment Services	HTML; March 2023 to August 2026	Linked PDF tested	Unknown	2026-10-08	Extension label visible; withdrawals unknown
Nevada (detr.nv.gov)	Employment, Training and Rehabilitation	Annual links 2017 to 2026	Document links; not tested	Unknown	2026-10-08	Updated/Amended labels; through October 2, 2026

State and official source	Responsible agency	Exposed coverage and format	Notice letters/ PDFs	State-specific rule route	Last checked	Access caveat
New Hampshire (www.nheconomy.com)	Business and Economic Affairs, Office of Workforce Opportunity	Contact/guidance; archive unknown	Unknown	(gc.nh.gov)	2026-10-08	Public notice register not established
New Jersey (business.nj.gov)	Business.NJ.gov law guidance; notice archive unverified	Law guidance; notice page unavailable	Unknown	(business.nj.gov)	2026-10-08	NJDOL page/fallback failed; no archive verified
New Mexico (www.dws.state.nm.us)	Workforce Solutions	Annual PDF links; 2016 to 2026	Unknown	Unknown	2026-10-08	Older notices via coordinator
New York (dol.ny.gov)	Department of Labor	Dashboard; historical start unknown	PDF download documented	(dol.ny.gov)	2026-10-08	January 1 to April 1, 2025 notices/amendments in retired database
North Carolina (www.commerce.nc.gov)	Commerce, Workforce Solutions	2026 summary + dashboard; 2014 to 2025 archives	Copies on request	Unknown	2026-10-08	Embedded dashboard data not rendered
North Dakota (www.jobsnd.com)	Job Service North Dakota	Notice-list link; 2015 to present	Unknown	(www.jobsnd.com)	2026-10-08	File format and latest record unknown
Ohio (jfs.ohio.gov)	Job and Family Services	Listing heading/contact only; data unavailable	Unknown	(codes.ohio.gov)	2026-10-08	Fallback recovered contact, no notice rows

State and official source	Responsible agency	Exposed coverage and format	Notice letters/ PDFs	State-specific rule route	Last checked	Access caveat
Oklahoma (www.employoklahoma.gov)	Oklahoma Works/Employment Security Commission	Sortable paginated table; full range unknown	Unknown	Unknown	2026-10-08	First page historical; current coverage unverified
Oregon (ccwd.hecc.oregon.gov)	Higher Education Coordinating Commission, Office of Workforce Investments	Filtered table + download; six-year retention	Notice links; format unknown	Unknown	2026-10-08	Through October 6, 2026; export format unknown
Pennsylvania (www.pa.gov)	Labor and Industry	Monthly HTML; January 2023 to October 2026	Unknown	Unknown	2026-10-08	Revised affected-worker totals labelled
Rhode Island (dlt.ri.gov)	Labor and Training	Excel report; years unknown	Unknown	Unknown	2026-10-08	Landing dated June 29, 2026
South Carolina (scworks.org)	Employment and Workforce, SC Works	Annual report links; 2013 to 2026	Unknown	Unknown	2026-10-08	2026 report labelled October 2, 2026
South Dakota (dlr.sd.gov)	Labor and Regulation	HTML table; 2007 to 2026	Actual PDFs documented	Agency says no additional requirements	2026-10-08	Comprehensive revision capture unknown
Tennessee (www.tn.gov)	Labor and Workforce Development	HTML summaries; 2021 to 2026	Employer links; format unknown	(www.tn.gov)	2026-10-08	Withdrawal handling unknown

State and official source	Responsible agency	Exposed coverage and format	Notice letters/ PDFs	State-specific rule route	Last checked	Access caveat
Texas (www.twc.texas.gov)	Workforce Commission	Annual Excel; 2020 to 2026	Specific notices by request	Unknown	2026-10-08	Older records via agency contact
Utah (jobs.utah.gov)	Workforce Services	Year-grouped HTML; 2009 to 2026	Unknown	Unknown	2026-10-08	Amended/updated labels; future-dated row observed
Vermont (www.vermontjoblink.com)	Labor, Vermont JobLink	Search form; years unknown	Unknown	(legislature.vermont.gov)	2026-10-08	Results and retention unverified
Virginia (virginiaworks.gov)	Virginia Works, Rapid Response	Filtered table + CSV; FY2011 to FY2027 selectors	PDF links documented	Unknown	2026-10-08	Fiscal-year selectors are not record cutoffs
Washington (esd.wa.gov)	Employment Security Department	Database landing; documented employer/location, effective date, affected-worker count, event type/permanence and received-date fields; years unknown	Downloadable WARN notices documented; files not tested	(esd.wa.gov)	2026-10-08	Field list and download route recovered; dynamic results and year coverage unverified
West Virginia (workforcewv.org)	WorkForce West Virginia	Annual document lists; 2021 to 2026	PDF links; original status unknown	Unknown	2026-10-08	Supplemental/update labels visible
Wisconsin (dwd.wisconsin.gov)	Workforce Development	Current route; 2018 to 2025 archives; format unknown	Unknown	(dwd.wisconsin.gov)	2026-10-08	Revision/rescission legend; older records by request

State and official source	Responsible agency	Exposed coverage and format	Notice letters/ PDFs	State-specific rule route	Last checked	Access caveat
Wyoming (dws.wyo.gov)	Workforce Services	Agency guidance + linked PDF; years unknown	Linked file unreadable	Agency says federal rules, no additional state rules	2026-10-08	Fallback returned PDF binary, not usable text

The matrix is a navigation and evidence-quality asset, not a ranking of employers or states. A long archive is useful for historical research, while an original letter can be more useful for resolving a particular address or event. A searchable interface without rendered results still requires a live query or a records request.

The original access audit could not reverify **Arkansas and Massachusetts**, so their earlier substantive descriptions and citations were removed. An earlier permitted recovery identified **Arkansas Workforce Connections**. The local board's PY2024–PY2027 plan describes WARN notices directed through its director or the Rapid Response Team. (local board plan) The official employer page could not be independently retrieved in this QA through built-in fetch or the permitted fallback; public-dataset coverage remains unknown. (dws.arkansas.gov) For **Massachusetts**, the matrix records the attempted official route and the failed verification fetch and permitted fallback. The responsible agency, report coverage and format, and letter-request route remain unverified in this report. (mass.gov) For **New Jersey**, a readable official business-guidance page was recovered, but the separate labor notice page returned no usable content through the attempted fetch and fallback. **Ohio** supplied a notice-page heading and submission contact, without notice rows in the recovered representation. **Wyoming** linked a file whose fallback response did not yield readable record text. These are report-specific access limits.

Historical searches also need separate routes. New York directs notices and amendments from **January 1 through April 1, 2025** to its retired database. Texas provides annual Excel files for **2020 through 2026** and an older-record contact; Minnesota provides a request route for records older than **three years**. (dol.ny.gov) (www.twc.texas.gov) (mn.gov)

Normalize Events and Resolve Facility Identity

A normalization process should retain what the source actually says before interpreting it. Federal regulations describe notice information including affected job classifications and worker counts; Wisconsin's guidance identifies the employment site's name and address. These are event and location attributes, not necessarily a company's consolidated identity. (www.ecfr.gov) (dwd.wisconsin.gov)

Table 2 proposes a **normalized WARN event schema**. These field names are the report's recommendations, not a claim that every state publishes every field.

Field group	Fields to retain	Research control
Filed identity	Employer as filed; legal/DBA candidate; source record ID	Preserve spelling; distinguish doing-business-as (DBA) name from confirmed legal entity.
Facility	Street address; suite; city; county; state; ZIP	Keep the affected site separate from headquarters and parent.
Dates	Letter date; received date; posting date; effective date; separation range	Preserve original labels; do not silently substitute one date for another.
Workforce	Affected workers; job classifications; geographic qualifier	Record scope and unknowns; avoid converting affected workers to total headcount.
Event	Layoff; closure; relocation; other source type	Retain source vocabulary alongside normalized type.
Duration	Temporary/permanent; expected duration if supplied	Unknown remains unknown.
Evidence	Landing URL; notice URL; archive route; collection date	Retain supporting text and document version.
Lifecycle	Original; amendment; extension; rescission; relationship ID	Preserve earlier versions and source-stated relationships.
Entity match	Registry jurisdiction/ID; operating entity; parent; evidence URLs	Parent linkage requires separate support.
Review	Supported update; identity question; unresolved signal; owner and next step	Record why the notice changes, or does not change, the target file.

The schema prevents a source's omissions from disappearing during ingestion. It also makes later correction possible: a changed separation date can replace the current view while the original notice remains in history. Wisconsin specifically says the most recent revision reflects the reported total affected-worker count, which argues against adding original and revised counts together. (dwd.wisconsin.gov)

A practical identity sequence is:

- **Locate** the exact affected address before matching a company name.
- **Compare** the filed name with the site's website and official entity record.
- **Record** a confirmed operating entity separately from a trading name.
- **Check** whether a location belongs to a subsidiary, contractor, or unrelated namesake.
- **Link** a parent only when independent evidence establishes that relationship.
- **Preserve** conflicting names or addresses as open questions.
- **Retain** the evidence used for each accepted connection.
- **Recheck** the match when a later notice changes the employer or site.

Facility matching (Hypothetical Example). A fictional notice names Cedar Lantern Packaging at an industrial address. The target list contains Cedar Lantern Holdings at a different headquarters address. The analyst first creates a facility-event record, then looks for evidence connecting the operating business to the holding company. Until that connection is supported, the event stays attached to the facility and an unresolved entity candidate. It does not change the parent's headcount or status.

Analysis of Key Segments

Publication formats and revision behavior

Different source forms support different research tasks. Alabama exposes a CSV route and a year-filtered table; Texas offers annual Excel files. These support repeatable extraction, but a structured row still needs its original field labels and provenance. (workforce.alabama.gov) (www.twc.texas.gov)

Document-oriented sources support closer reading. South Dakota explicitly identifies linked actual notice PDFs. Mississippi's opened quarterly document was a summary report, while Minnesota exposes employer documents and revision labels. Treating all three as equivalent original letters would lose an important distinction. (dlr.sd.gov) (www.mdes.ms.gov) (mn.gov)

Search forms create another segment. Arizona, Delaware, Kansas, Maine, and Vermont expose query interfaces, but this check did not establish their complete result ranges. An empty or unrendered query result must not become an assertion of no filings. (www.azjobconnection.gov) (joblink.delaware.gov) (www.kansasworks.com) (joblink.maine.gov) (www.vermontjoblink.com)

Revision management deserves its own workflow. New York publishes modification and retraction instructions, and its retired database includes amended and rescinded labels. Wisconsin defines changes and rescissions; Utah and Nevada expose amended or updated labels. The visible presence of some revisions is not proof of comprehensive revision capture. (dol.ny.gov) (dwd.wisconsin.gov) (jobs.utah.gov) (detr.nv.gov)

False negatives and mixed record populations

The absence of a retrieved notice is **unknown**. Federal employer thresholds, event definitions, exceptions, source retention, and publication access all constrain observation. Wisconsin explicitly warns that received notices are not a complete list of potential or actual layoffs and that ultimate affected-worker totals can change without an update reaching the agency. (dwd.wisconsin.gov)

Federal regulations permit reduced notice in specified circumstances, including unforeseeable business circumstances and natural disaster, while requiring as much notice as practicable. A short observed interval therefore needs further assessment; it does not settle whether the requirements were met. (www.ecfr.gov)

A state list may also contain events beyond federal WARN. Maryland includes Economic Stabilization Act (ESA) and other notified dislocation events. Iowa encourages advance notice of layoffs outside the formal requirements. Preserve the source's event classification rather than labelling every row a federally covered filing. (www.labor.md.gov) (workforce.iowa.gov)

A research team should therefore separate:

- **Not retrieved:** access or rendering prevented observation.
- **Not located:** named searches produced no matching record in the checked scope.
- **Outside checked period:** the event predates exposed retention.
- **Potentially outside coverage:** size or event characteristics need legal assessment.
- **Matched notice:** the filing and entity relationship are supported.
- **Revised event:** a later source changes the earlier observation.

- **Unresolved identity:** a notice exists, but the company connection is uncertain.
- **Current status unknown:** the planned date passed without outcome confirmation.

These are evidence statuses proposed by this report. They support disciplined follow-up without implying a legal conclusion, company distress, or deal availability.

Data Analysis and Evidence

Federal and state scope must remain separate

Federal employer coverage generally includes **100 or more employees**, excluding part-time employees, or **100 or more** including part-time employees when aggregate work reaches **4,000 hours per week**, excluding overtime. The retrieved official regulation edition supplies these definitions. (www.govinfo.gov)

A covered federal plant closing involves employment loss for at least **50 non-part-time employees within 30 days** at a single site or relevant operating unit. A mass layoff has a different test: **50 to 499** such employees representing at least **33%** of the active workforce, or **500 or more** without that percentage condition. Separately subthreshold employment losses can aggregate over **90 days** to trigger federal WARN, unless the employer demonstrates that the losses result from separate and distinct actions and causes and are not an attempt to evade WARN. (20 CFR 639.5(a)(1)(ii)) These are scope definitions, not an instruction to assess compliance from a public summary. (webapps.dol.gov)

Federal employment loss includes a layoff exceeding **six months** or a reduction exceeding **50%** of hours in each month of a **six-month** period, along with defined terminations. Federal part-time classification includes an average below **20 hours per week** or employment for fewer than **six of the preceding twelve months**. (webapps.dol.gov)

The following official state examples demonstrate why federal thresholds cannot be projected nationally:

- **California:** EDD describes covered establishments with **75 or more** full-time and part-time employees in the preceding **twelve months**, and mass layoffs of **50 or more within 30 days**, irrespective of workforce percentage. Its page also describes additional worker-support notice content new for **2026**. (edd.ca.gov)
- **Illinois:** the agency summarizes coverage at **75 full-time employees** and a mass-layoff test involving **25** and one-third of site employees, or **250**. (dceo.illinois.gov)
- **Iowa:** the current agency summary identifies employers with **25 or more employees** and **30 calendar days** of advance notice for covered events. (workforce.iowa.gov)
- **New Jersey:** official business guidance describes an employer threshold of **100**, a mass-layoff threshold of **50**, part-time inclusion, and **90 days** of notice. (business.nj.gov)
- **Washington:** ESD describes coverage at **50 full-time employees** and a **60-day** notice requirement, subject to stated exceptions. (esd.wa.gov)
- **Vermont:** the statute distinguishes **45-day** notice to state recipients from **30-day** notice to other specified recipients. (legislature.vermont.gov)

These are selected contrasts, not a complete compliance table. Definitions and exceptions require jurisdiction-specific review.

Reproducible access audit and date arithmetic

The report's denominator is **50 states checked on October 8, 2026**. The original access audit identified **9 states with an explicitly identified CSV, Excel, spreadsheet, or table-export route**: Alabama, California, Colorado, Florida, Indiana, Iowa, Rhode Island, Texas, and Virginia. This original calculation counts matrix routes, not delivered files. Oregon and New York document downloads, but their checked text did not establish a specific structured file format. (ccwd.hecc.oregon.gov) (dol.ny.gov)

Four states expose only PDF summary/annual-report routes among the record formats established here: Idaho, Louisiana, Mississippi, and New Mexico. This classification does not establish that they lack other formats. In the original access audit, **four states**, Arkansas, Massachusetts, New Jersey, and Ohio, had notice-dataset access unestablished after the required verification and permitted recovery attempts. The remaining rows include mixed HTML, forms, document lists, or formats not established by this check.

Retention and future dates need distinct controls. Oregon states a **six-year** retention policy. Virginia's selectors extend through **FY2027**, which does not make that fiscal year complete. Utah's fetched table included a notice-date entry later than the check date; it must be flagged for review rather than counted as an already completed filing. (ccwd.hecc.oregon.gov) (virginiaworks.gov) (jobs.utah.gov)

Date arithmetic (Hypothetical Example). Suppose a fictional record has a received date of **August 3, 2026** and an effective date of **October 2, 2026**. The observed interval is **60 calendar days**, calculated as effective date minus received date. This is an illustrative calculation, not evidence of legal compliance: receipt may differ from service, recipients may differ, and exceptions or later versions may matter.

Implications and Future Directions

A WARN notice should trigger a targeted re-research task. The operating question is which field needs fresh evidence and what source can answer it. The following sequence is recommended:

- **Validate the event:** retain the exact source record and collection date.
- **Resolve the site:** compare the affected address with the target's location evidence.
- **Review the version:** search for an amendment, extension, or rescission.
- **Recheck activity:** seek dated evidence of whether the facility remains operational.
- **Recheck staffing:** preserve scope when comparing new headcount evidence.
- **Recheck ownership:** investigate a separate supported ownership change.
- **Assign the gap:** give unresolved identity or status questions an owner.
- **Log the decision:** record the accepted update and what remains unknown.

Federal postponement guidance requires additional notice for shorter delays and a new notice for postponements of **60 days or more**. That supports monitoring notice versions rather than scheduling a single irreversible status change on the original effective date. (webapps.dol.gov)

Acquisition due diligence needs an additional distinction. DOL's sale-of-business guidance says that workers who retain their jobs do not suffer employment loss merely because a transaction technically terminates their employment with the seller. Seller and buyer notice responsibilities depend on event timing. A notice is therefore not a dependable proxy for either a completed transaction or an owner seeking one. (webapps.dol.gov)

For **Docket**, the relevant documented model is sourced target research: identity checks, answer collection, and separate evidence review. The recommendations above fit that research role, while official agencies remain the sources for the underlying notices. Docket does not replace an official filing or resolve a legal question by collecting it.

Table 3 compares the roles of the sources and research outputs used in this workflow. It includes the brand's actual role as a direct target-research provider, without treating it as a state notice publisher.

Source or research option	Documented model	Use in a target record	Limit
Official state list	State-published table, form, archive, or report; formats vary. (www.in.gov)	Discover and locate the filed event.	Checked coverage is not national completeness.
Official notice document	Employer letter or agency-provided version where available. (dlr.sd.gov)	Inspect address, scope, dates, and wording.	Original-document access varies.
Agency records request	A route to older reports or documents. (mn.gov)	Fill an archive or document gap.	Retrieval timing and available scope require confirmation.
Docket	Sourced acquisition-target research; each researched answer includes source, excerpt, and collection date.	Maintain a reviewed company record and unresolved research questions.	Research service; not an official WARN registry or legal determination.

The comparison separates publishing an event from researching its implication. Further improvements should focus on version links, preserved source labels, and measured retrieval coverage. Increased automation is useful only when a reviewer can still determine which facility, notice version, and date supported a change.

Frequently Asked Questions (FAQs)

How can an analyst find WARN notices by state?

Start with the state row in Table 1, then query the official interface or open the exposed year report. If the event predates the archive or a letter is missing, use the documented request route. Texas and Minnesota illustrate different routes for older data and documents. (www.twc.texas.gov) (mn.gov)

Is there a national official WARN notice database?

DOL's COVID-19 FAQ says that the federal department does not maintain one. This report uses the checked state sources and does not establish the existence of another national official register. Aggregators may help discovery, but their records need official-source confirmation. (www.dol.gov)

What does a notice change in acquisition research?

It can justify an event record, a facility-status recheck, or an entity-resolution task. It should not independently change sale intent, companywide headcount, or investment suitability. This is the report's interpretation rule, supported by the notice's prospective, site-specific scope.

Does a missing notice mean no layoff happened?

No. Record the search scope and leave the event unknown. Thresholds, publication limits, inaccessible records, and retention all affect visibility. Wisconsin's warning about incomplete notice coverage is explicit. (dwd.wisconsin.gov)

Conclusion

WARN notices by state are most useful when the authoritative source, affected facility, event version, and observation date remain attached to the finding. The matrix provides an official route for each state and distinguishes verified interfaces from unavailable data, summary reports from letters, and exposed archive years from completeness.

For an origination team, the next action should follow the evidence. A supported site match can create a facility-event record and trigger an operating-status review. A name match without address or entity support should remain an identity question. An inaccessible source should produce a documented retrieval gap. None of those outcomes requires assuming that an owner wants to sell.

The normalized schema makes these decisions reviewable. It preserves employer wording, date labels, affected-worker scope, and amendment relationships. The date calculation provides an observed interval, while legal requirements remain jurisdiction-specific questions governed by current official sources. Revised counts should be treated as versions, and later events should be investigated before updating present status.

The strongest acquisition-research use is disciplined refresh: revisit the relevant location, staffing evidence, ownership record, and active-status question, then record what changed and what remains unresolved. The same protocol works for portfolio monitoring and pre-diligence preparation because it preserves uncertainty rather than forcing every signal into a company-level conclusion.

A maintained source matrix can reduce repeated discovery work. Its value depends on keeping access checks current and allowing unknown findings to remain visible. The resulting target record should express the evidence available, its limitations, and the specific research task justified by the notice.

Source links

Links cited in this article, in order of first appearance. Full addresses are provided for readers using extracted text.

1. https://www.dol.gov/agencies/eta/layoffs/warn
2. https://workforce.alabama.gov/warn-list
3. https://edd.ca.gov/en/jobs_and_training/Layoff_Services_WARN
4. https://cdle.colorado.gov/node/11451

5. https://virginiaworks.gov/im-an-employer/retain-and-grow/warn-notices
6. https://www.twc.texas.gov/data-reports/warn-notice
7. https://dol.ny.gov/warn-dashboard
8. https://ccwd.hecc.oregon.gov/Layoff/WARN
9. https://dwd.wisconsin.gov/dislocatedworker/warn
10. https://workforce.iowa.gov/employers/resources/warn
11. https://dceo.illinois.gov/workforcedevelopment/warn.html
12. https://esd.wa.gov/about-us/who-we-are-and-what-we-do/rulemaking/unemployment-insurance-benefits-rules/protecting-workers-facing-unemployment-due-businesses-closing-or-mass-layoffs
13. https://www.dol.gov/general/topic/termination/plantclosings
14. https://www.ecfr.gov/current/title-20/chapter-V/part-639
15. https://www.dol.gov/sites/dolgov/files/ETA/Layoff/pdfs/WARN%20FAQ%20for%20COVID19.pdf
16. https://www.in.gov/dwd/warn-notices/current-warn-notices
17. https://www.michigan.gov/leo/bureaus-agencies/wd/data-public-notices/warn-notices
18. https://jobs.alaska.gov/rr/WARN_notices.htm
19. https://www.azjobconnection.gov/search/warn_lookups/new
20. https://www.lrworkforce.com/wp-content/uploads/2024/07/PY2024-PY2027_LRWDB_LocalPlan_POSTED-7.30.24.pdf
21. https://dolpublicdocumentlibrary.ct.gov/CsblrCategory?prefix=%2Frapid_response%2Fwarn_documents
22. https://joblink.delaware.gov/search/warn_lookups/new
23. https://www.floridajobs.org/workforce-resources/worker-adjustment-and-retraining-notification-%28warn%29
24. https://www.tcsg.edu/warn-public-view
25. https://labor.hawaii.gov/wdd/warn-notices
26. https://www.labor.idaho.gov/wp-content/uploads/2026/09/Idaho-WARN-Notices.pdf
27. https://www.kansasworks.com/search/warn_lookups/new
28. https://kyworks.ky.gov/Services/Pages/Rapid-Response-Layoffs-and-Closures.aspx
29. https://www.laworks.net/downloads/downloads_wfd.asp
30. https://joblink.maine.gov/search/warn_lookups/new
31. https://legislature.maine.gov/statutes/26/title26sec625-B.html
32. https://www.labor.md.gov/employment/warn.shtml
33. https://www.labor.md.gov/employment/dwdal-esa-frequently-asked-questions.shtml
34. https://mn.gov/deed/business/layoff-resources
35. https://www.revisor.mn.gov/statutes/cite/116L.976
36. https://www.mdes.ms.gov/information-center/warn-information
37. https://jobs.mo.gov/warn/all
38. https://wsd.dli.mt.gov/wioa/related-links/warn-notice-page
39. https://dol.nebraska.gov/ReemploymentServices/LayoffServices/LayoffsAndDownsizingWARN
40. https://detr.nv.gov/Page/WARN

41. https://www.nheconomy.com/office-of-workforce-opportunity/employers/layoffs-and-closures-rapid-response
42. https://gc.nh.gov/rsa/html/XXIII/275-F/275-F-2.htm
43. https://business.nj.gov/updates/important-updates-to-employee-rights-under-new-jersey-warn-law
44. https://www.dws.state.nm.us/Rapid-Response
45. https://dol.ny.gov/warn-businesses
46. https://www.commerce.nc.gov/data-tools-reports/labor-market-data-tools/workforce-warn-reports
47. https://www.jobsnd.com/unemployment-business-tax/employers-guide/employer-responsibilities-employee-separations
48. https://jfs.ohio.gov/job-workforce-services/job-programs-and-services/submit-a-warn-notice/current-public-notices-of-layoffs-and-closures
49. https://codes.ohio.gov/ohio-revised-code/section-4113.31
50. https://www.employoklahoma.gov/Participants/s/warnnotices
51. https://www.pa.gov/agencies/dli/programs-services/workforce-development-home/warn-requirements/warn-notices
52. https://dlt.ri.gov/employers/worker-adjustment-and-retraining-notification-warn
53. https://scworks.org/employer/employer-programs/risk-closing/layoff-notification-reports
54. https://dlr.sd.gov/workforce_services/businesses/warn_notices.aspx
55. https://www.tn.gov/workforce/general-resources/major-publications0/major-publications-redirect/reports.html.html
56. https://www.tn.gov/workforce/employers/staffing-redirect/layoffs---unemployment/warn-notices.html.html
57. https://jobs.utah.gov/employer/business/warnnotices.html
58. https://www.vermontjoblink.com/search/warn_lookups/new
59. https://legislature.vermont.gov/statutes/section/21/005/00413
60. https://esd.wa.gov/employer-requirements/layoffs-and-employee-notifications/worker-adjustment-and-retraining-notification-warn-layoff-and-closure-database
61. https://workforcewv.org/job-seeker/layoffs-downsizing/warn-listing
62. https://dwd.wisconsin.gov/dislocatedworker/employer/tools/notice/default.htm
63. https://dws.wyo.gov/dws-division/workforce-centers-and-program-operations/employers/business-expansion-closing-services
64. https://dws.arkansas.gov/workforce-services/employers
65. https://www.mass.gov/info-details/worker-adjustment-and-retraining-notification-act-warn-layoff-and-closure-updates
66. https://mn.gov/deed/business/layoff-resources/warn-archive
67. https://dwd.wisconsin.gov/dislocatedworker/employer/tools/notice/wbcml-overview.htm
68. https://www.govinfo.gov/content/pkg/CFR-2023-title20-vol3/pdf/CFR-2023-title20-vol3-part639.pdf
69. https://www.ecfr.gov/current/title-20/chapter-V/part-639/section-639.5
70. https://webapps.dol.gov/elaws/eta/warn/glossary.asp?p=Plant+Closing
71. https://webapps.dol.gov/elaws/eta/warn/glossary.asp?p=Employment+Loss
72. https://webapps.dol.gov/elaws/eta/warn/faqs.asp
73. https://webapps.dol.gov/elaws/eta/warn/fs1r.asp

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About Docket

Docket provides deal-origination research software and managed research for private equity firms. We help investment teams investigate acquisition targets using structured screening criteria, retained sources and reviewable company evidence. Teams can work through a self-serve platform or use managed research, depending on how they want research delivered.

Research against a defined mandate

A useful target list needs more than company names. Docket focuses on the questions that determine whether a company fits an investment mandate, including the evidence needed to support or qualify each answer. Our research approach makes the connection between screening criteria, source material and conclusions visible to the team reviewing the work.

Triage, Scout and Audit

Docket's three named research agents perform complementary tasks. Triage resolves company identity and screens fit. Scout collects sourced answers against the mandate. Audit checks retained evidence, addresses contradictions and leaves unsupported answers visibly unresolved. This structure helps reviewers distinguish established findings from missing information and questions requiring further investigation.

Evidence that supports investment-team judgment

Our research library covers market mapping, screening criteria, private-company data, succession and ownership, source evaluation and evidence standards. These resources explain the methods and limitations behind origination research. Findings support a team's judgment; they do not establish that a company is for sale or guarantee a transaction or investment outcome.

Work with Docket

Visit Docket to explore the platform, managed research and the current contact path. Read about screening criteria, evidence standards, AI research agents and market mapping.

Public examples are illustrative unless explicitly identified otherwise. Research preparation and authorized outreach are separate activities; confidential target lists and customer outcomes should never be inferred from an educational example.

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