
UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, DC 20549

FORM 8-K

CURRENT REPORT
PURSUANT TO SECTION 13 OR 15(D) OF THE
SECURITIES EXCHANGE ACT OF 1934
Date of report (Date of earliest event reported): October 23, 2026



TrueBlue, Inc.
(Exact Name of Registrant as Specified in Its Charter)

Washington
(State or Other Jurisdiction
of Incorporation)

001-14543
(Commission
File Number)

91-1287341
(IRS Employer
Identification No.)

1015 A Street, Tacoma, Washington 98402
(Address of principal executive offices) (Zip Code)

Registrant's telephone number, including area code: (253) 383-9101

Not Applicable
(Former Name or Former Address, if Changed Since Last Report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (*see* General Instruction A.2. below):

- ☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- ☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- ☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- ☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common stock, no par value	TBI	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On October 26, 2026, TrueBlue, Inc. (the “Company”) announced the appointment and election of Elizabeth Castro Gulacsy to the Company’s board of directors (the “Board”), effective October 26, 2026. In connection with Ms. Castro Gulacsy’s appointment, the Board increased the size of the Board to ten directors, effective October 26, 2026.

Ms. Castro Gulacsy has served as a director of NNN REIT, Inc. (NYSE: NNN), including on its Audit Committee since 2022 and on its Governance and Nominating Committee since 2026. She is the former Chief Financial Officer and Treasurer of United Parks & Resorts Inc. (NYSE: PRKS) (formerly SeaWorld Entertainment, Inc. (NYSE: SEAS)), a publicly traded global theme park and entertainment company. During her tenure from 2013 to 2023, she held finance roles of increasing responsibility, including Chief Accounting Officer, before serving as Chief Financial Officer and Treasurer, a position she held until 2022, when she transitioned to provide CFO consulting and advisory services to the company. During her tenure, she chaired the company’s Disclosure Committee and Enterprise Risk Management Committee and played a key role in the company’s 2013 initial public offering. She also led senior notes offerings, debt amendments, a debt refinancing, and multiple cost-saving initiatives.

Earlier, Ms. Castro Gulacsy spent more than a decade at Cross Country Healthcare, Inc. (formerly Nasdaq: CCRN), a provider of healthcare recruiting, staffing and workforce management solutions, where she rose from Assistant Controller to Chief Accounting Officer and Corporate Controller. She began her career at Ernst & Young LLP, where she most recently served as an Audit Manager specializing in the healthcare industry and supported Cross Country Healthcare’s initial public offering in 2001.

The Board has appointed Ms. Castro Gulacsy to serve on the Audit Committee of the Board.

The appointment was made pursuant to the previously disclosed Cooperation Agreement by and among the Company, Eric H. Su, EHS Management LLC, and EHS Azure Opportunity Fund LP, dated April 10, 2026. The foregoing description of the Cooperation Agreement does not purport to be complete and is qualified in its entirety by reference to the full text of the Cooperation Agreement, which was filed as Exhibit 10.1 to the Company’s Current Report on Form 8-K filed with the Securities and Exchange Commission (the “SEC”) on April 13, 2026, and is incorporated herein by reference.

Other than as described in this Item 5.02, there are no arrangements or understandings between Ms. Castro Gulacsy and any other person pursuant to which Ms. Castro Gulacsy was selected as a director. There are no transactions since the beginning of the Company’s last fiscal year, or any currently proposed transactions, in which the Company was or is to be a participant and in which Ms. Castro Gulacsy or any member of her immediate family has a direct or indirect material interest that would be required to be disclosed under Item 404(a) of Regulation S-K.

Ms. Castro Gulacsy will be entitled to receive the same compensation for service as a director as is provided to other non-employee directors of the Company, and will be able to participate in the Company’s Equity Retainer and Deferred Compensation Plan for Non-Employee Directors, in each case as described in more detail in the Company’s 2026 Proxy Statement filed with the SEC on April 14, 2026, under the heading “Compensation of Directors.”

On October 26, 2026, the Company issued a press release announcing the appointment of Ms. Castro Gulacsy, a copy of which is furnished as Exhibit 99.1 to this Form 8-K.

Item 8.01. Other Events.

On October 26, 2026, the Company issued a press release announcing the appointment of Ms. Castro Gulacsy. A copy of the press release is furnished herewith as Exhibit 99.1.

Item 9.01. Financial Statements and Exhibits.

(d) Exhibits

Exhibit Number	Exhibit Description	Filed Herewith
99.1	Press Release dated October 26, 2026	X
104	Cover page interactive data file - The cover page from this Current Report on Form 8-K is formatted as Inline XBRL	X

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

TRUEBLUE, INC.
(Registrant)

Date: October 26, 2026

By: /s/ Garrett Ferencz

Garrett Ferencz
Executive Vice President, Chief Legal Officer



TrueBlue Appoints Elizabeth Castro Gulacsy to Board of Directors

Former Chief Financial Officer of United Parks & Resorts brings public company finance, cost discipline, and governance expertise paired with finance leadership experience in the staffing industry

TACOMA, Wash., October 26, 2026 — TrueBlue, Inc. (NYSE: TBI) (“TrueBlue” or the “Company”) today announced the appointment of Elizabeth Castro Gulacsy as an independent director to the TrueBlue Board of Directors (the “Board”), effective October 26, 2026. Ms. Castro Gulacsy will serve on the Board’s Audit Committee. Her appointment follows a search conducted with the assistance of an independent director search firm and continues the Board’s ongoing refreshment.

Ms. Castro Gulacsy brings more than 25 years of experience in public company finance, accounting, financial reporting, treasury, and capital markets. She is the former Chief Financial Officer and Treasurer of United Parks & Resorts Inc. (NYSE: PRKS) (formerly SeaWorld Entertainment, Inc. (NYSE: SEAS)), a publicly traded global theme park and entertainment company. During her tenure from 2013 to 2023, she held finance roles of increasing responsibility, including Chief Accounting Officer and interim Chief Financial Officer, before serving as Chief Financial Officer and Treasurer, a position she held until 2022, when she transitioned to provide CFO consulting and advisory services to the company. During her tenure, she chaired the company’s Disclosure Committee and Enterprise Risk Management Committee and played a key role in the company’s 2013 initial public offering. She also led senior notes offerings, debt amendments, a debt refinancing, and multiple cost-saving initiatives.

Earlier in her career, Ms. Castro Gulacsy spent more than a decade at Cross Country Healthcare, Inc. (formerly Nasdaq: CCRN), then a publicly traded healthcare staffing company, where she rose to Chief Accounting Officer and Corporate Controller. She began her career at Ernst & Young LLP, where she most recently served as an audit manager specializing in the healthcare industry and supported Cross Country Healthcare’s initial public offering in 2001.

Ms. Castro Gulacsy currently serves on the board of directors of NNN REIT, Inc. (NYSE: NNN), where she is a member of the Audit Committee and Governance and Nominating Committee. She is a Certified Public Accountant and holds a Bachelor of Science in Accounting and a Master of Accounting from the University of Florida. She is a member of the National Association of Corporate Directors and the Latino Corporate Directors Association.

“Elizabeth has led a public company finance operation through a period that demanded cost discipline, careful capital allocation, and clear communication with investors — for a business operating with a large, seasonal, hourly workforce,” said Chris Kreidler, Chair of the TrueBlue Board. “That experience, together with her earlier experience in staffing, aligns with our focus on disciplined execution, operating leverage, and improved profitability. We’re pleased to welcome her to the Board.”

Ms. Castro Gulacsy's appointment reflects the Board's ongoing commitment to evolving its composition in line with TrueBlue's strategic priorities. With her appointment, the Board consists of 10 directors, nine of whom are independent.

About TrueBlue

TrueBlue, Inc. (NYSE: TBI) is transforming the way organizations connect with talent in an ever-changing world of work. As The People Company®, we put people first — connecting job seekers with meaningful opportunities while delivering smart, scalable workforce solutions for enterprises across industries and worldwide. Powered by innovative technology and decades of expertise, our brands — PeopleReady, PeopleScout, Staff Management | SMX, Centerline, SIMOS, and Healthcare Staffing Professionals — offer flexible staffing, workforce management, and recruitment solutions that propel businesses and careers. Discover how we're shaping the future of work at trueblue.com.

Forward-looking statements

This document contains forward-looking statements relating to our plans and expectations including, without limitation, statements regarding the future performance and operations of our business, expectations regarding market expansion and stabilization in demand, and operational efficiencies, including from our digital investments, all of which are subject to risks and uncertainties. Such statements are based on management's expectations and assumptions as of the date of this release and involve many risks and uncertainties that could cause actual results to differ materially from those expressed or implied in our forward-looking statements including: (1) national and global economic conditions, which can be negatively impacted by factors such as rising interest rates, inflation, changes in government policies, political instability, epidemics and global trade uncertainty, (2) our ability to maintain profit margins, (3) our ability to attract and retain clients, (4) factors relating to any unsolicited offer ("Offer") to purchase the shares of the Company, actions taken by the Company or its shareholders in response to such an Offer, and the effects of such an Offer, or the completion or failure to complete an Offer, on the Company's business, or other developments involving such an Offer; (5) actions of activist investors including costs and expenses incurred to address activism-related matters and the distraction of management from business operations in responding to those actions, including any proposals or a proxy contest for the election of directors at our annual meeting of shareholders. Other information regarding factors that could affect our results is included in our Securities and Exchange Commission ("SEC") filings, including the Company's most recent reports on Forms 10-K and 10-Q, copies of which may be obtained by visiting our website at www.trueblue.com under the Investor Relations section or the SEC's website at www.sec.gov. We assume no obligation to update or revise any forward-looking statement, whether as a result of new information, future events, or otherwise, except as required by law. Any other references to future financial estimates are included for informational purposes only and subject to risk factors discussed in our most recent filings with the SEC. Any comparisons made herein to other periods are based on a comparison to the same period in the prior year unless otherwise stated.

Contacts

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