

SHUTTERFLY

Lisa M. Bale
Director, Legal

11000 Viking Drive
Eden Prairie, MN 55344
Tel 952.826.5642

lisa.bale@shutterfly.com

January 26, 2023

VIA EMAIL ONLY TO Jason.Wadell@state.mn.us

Mr. Jason Wadell
Rapid Response Coordinator
Minnesota Department of Employment & Economic Development
332 Minnesota Street, Suite E200
Saint Paul, MN 55101

RE: WARN Act Notice

Dear Mr. Wadell:

This letter is to provide you with official notification under the federal Worker Adjustment and Retraining Notification (WARN) Act that Shutterfly, LLC (“Shutterfly”) has made the decision to transfer its production of Books and Gifting operations from the Shutterfly facility located at 5005 Dean Lakes Boulevard in Shakopee, Minnesota 55379 (the “Shakopee facility”) to other existing facilities and to eliminate certain positions that support Shutterfly operations at the Shutterfly facility. As a result of these actions, we anticipate 97 employees in our Shakopee facility will experience an employment loss.

The Books and Gifting departments may be considered operating units of the Shakopee facility for WARN Act purposes, and therefore we are providing the following information for this action:

- The above-described transfer of the production of Books and Gifting operations and position eliminations are expected to be permanent.
- The entire Shakopee facility is **not** closing; two operating units – the Books and Gifting departments -- within the facility are ceasing to operate at this location.
- We anticipate the first separations due to this event will occur on March 29, 2023, with one final separation occurring on March 31, 2023.
- No bumping rights exist.

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For further information, please contact me at 952-826-5642 or Eric Shaughnessy, Sr. Manager, Human Resources at the Shakopee facility at 952-487-7890.

Sincerely,

Lisa M. Bale

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Director, Legal

Enclosure
cc: Eric Shaughnessy (w/encl.)