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13300 Pioneer Trail, Eden Prairie, MN 55347

Date: September 17, 2025

To: Commissioner Varilek
Minnesota Department of Employment and Economic Development
180 5th St E Ste 1200
Saint Paul MN 55101-1664

VIA FEDEX:

Jason Wadell, State Rapid Response Team Supervisor
Minnesota Department of Employment and Economic Development

WARN.DEED@state.mn.us

Honorable Ron Case, Mayor
City of Eden Prairie
8080 Mitchell Road
Eden Prairie MN 55344

VIA FEDEX:

RE: Notice under the Federal WARN Act and MINN STAT 116L.976

This WARN Act notice is submitted by BLST Operating Company, LLC (the "Company") to inform you of a reorganization of the Company's headquarters located at 13300 Pioneer Trail, Eden Prairie, MN 55347 (the "Facility"). The reorganization will result in the elimination of designated positions that either work at, or report into, the Facility. The number of impacted employees in each position is detailed in the attached Exhibit "A" (the "Affected Employees").

This action will be permanent. Each Affected Employee will receive a WARN notice today specifying the date of their employment separation. In all cases this will be no less than 60 days following the notice date. The employment separations will be effective on November 16, 2025. The full schedule is shown in Exhibit A. We anticipate that the Facility will remain in operation during the WARN notice period and thereafter close. The notice being provided to the State Rapid Response Team Supervisor includes an Exhibit "B" listing the names, addresses, and occupations of each Affected Employee. No bumping rights exist. The Affected Employees are not represented by a labor union or other collective bargaining representative.

Transition assistance includes access to the Company's Employee Assistance Program ("EAP") for 90 days following employment separation.

Questions may be directed to H. Thomas Mitchell at 952-656-3937.

Very truly yours,
BLST Operating Company, LLC

By: Robert Warshauer
Its: Chief Executive Officer

EXHIBIT A

Job Title	Employees Separated 11/16/2025
Account Support Representative II	
Accountant	
Associate Business Analyst	
Big Data Engineer	
Business Analyst	
Chief Compliance Officer	
Chief Executive Officer	
Chief Financial Officer	
Chief Information Officer	
Collections Analyst	
Collections ECT Representative II	
Corporate Counsel	
Credit Bureau Report Representative II	
Credit Bureau Report Specialist	
Credit Decision Manager	
Credit Operations Lead Representative	
Credit Operations Offline Representative	
Credit Operations Phone Representative	
Credit Operations Processing Supervisor	
Customer Care ECT II	
Director – CISO	
Director – Collections and Receivable Ops	
Director – Credit Decision Management	
Director – Credit Operations Process	
Director – Credit Portfolio Management	
Director – Financial Planning & Analysis	
Director – Information Technology	
Director – Marketing	
Director – Tax	
Director – Treasury	
Engineer	
Engineer – Data Warehouse	
EVP & President Northstar	
Facilities Assistant	
Financial Reporting Analyst	
Fraud Detection Specialist	
Legal Analyst	
Mail Expeditor	
Manager – Collection Reps & Analysis	
Manager – Compliance Decision Sciences	
Manager – Credit Bureau Reporting	
Manager – Credit Operations Processing	
Manager – HR Business Partners	
Principal Architect	

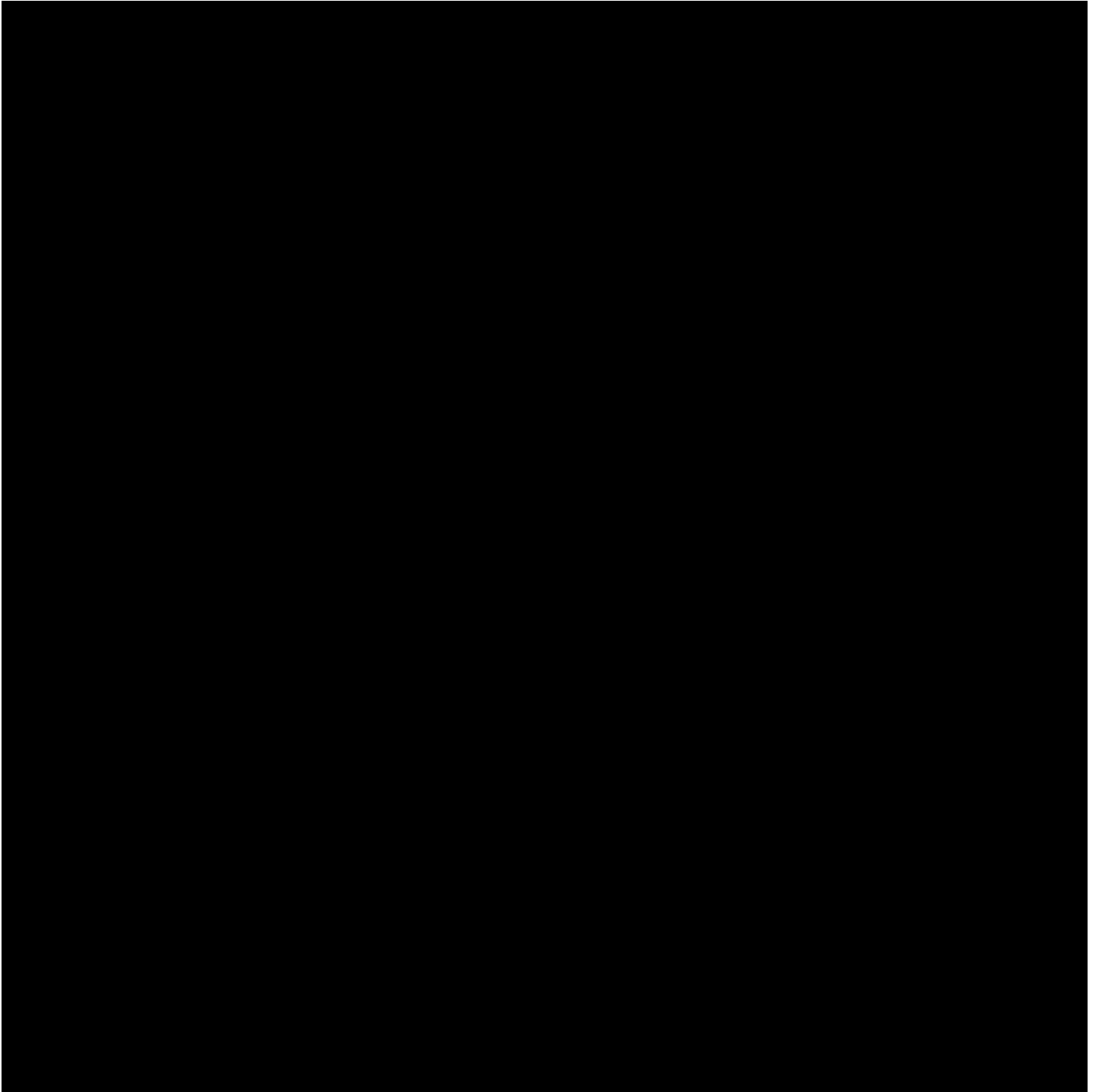
EXHIBIT A
(Cont'd)

Job Title	Employees Separated 11/16/2025
Product Owner	
Quality and Training Development Manager	
Quality Specialist	
Safeline Analyst	
Senior Accountant	
Senior Collections Analyst	
Senior Compliance Analyst	
Senior Counsel – Corporate	
Senior Credit Risk Manager	
Senior Credit System Analyst	
Senior Director – Financial Shared Services	
Senior Engineer – Data Warehouse	
Senior Financial Analyst	
Senior HR Business Partner	
Senior Manager – Collections Reps & Analysis	
Senior Manager – Ex Representative & Acct Pol	
Senior Manager – Payments	
Senior Payroll Specialist	
Senior Product Owner	
Senior Vendor Coordinator	
SVP – Chief Accounting Officer	
SVP, General Counsel & Secretary	
Treasury Analyst	
VP – Chief Data Officer	
VP – Credit Operations & Collections	
VP – Program Management	

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EXHIBIT B
(For MN DEED only)

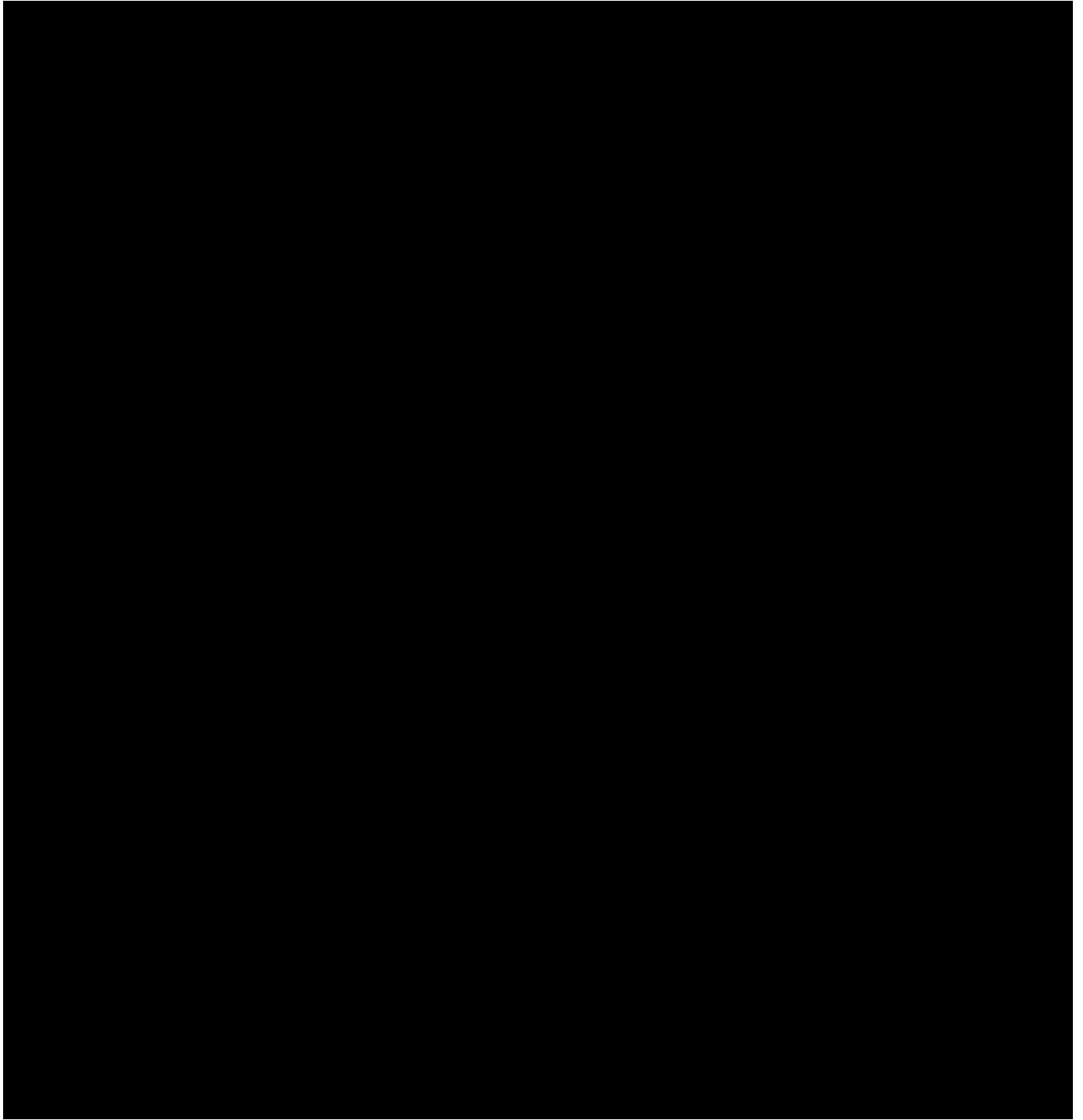
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EXHIBIT B (Cont'd)
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