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13300 Pioneer Trail, Eden Prairie, MN 55347

Date: August 27, 2025

To: Commissioner Varilek
Minnesota Department of Employment and Economic Development
180 East 5th St
St Paul MN 55101-1678

Jason Wadell, State Rapid Response Team Supervisor

WARN.DEED@state.mn.us

Minnesota Department of Employment and Economic Development

Honorable Jake Anderson, Mayor
City of Saint Cloud
1201 7th St S
Saint Cloud MN 56301

Honorable Ken Schmitt, Mayor
City of Waite Park
19 13th Ave N
Waite Park MN 56387

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

This WARN Act notice is submitted by BLST Operating Company, LLC and BLST Fulfillment, LLC (the “Company”) to inform you of a reorganization of the Company’s St. Cloud regional hub and distribution center located at 6250 Ridgewood Rd, St. Cloud, MN 56303 (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. Employment separations will commence on October 26, 2025, and conclude on November 14, 2025. The full schedule is shown in Exhibit A. We anticipate that the Facility will remain in operation during the WARN notice period after which a closure process will follow.

A portion of the Affected Employees are represented by Chicago & Midwest Regional Joint Board Workers United/SEIU Local 978. Contacts are listed on the following page. No bumping rights exist beyond seniority-related provisions in the collective bargaining agreement with respect to union employees. 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

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Facility Union Representatives:

*Chicago & Midwest Regional Joint Board
Workers United/SEIU Local 978:*

Allan LaFrenier, Service Representative
2613 W 5th St Apt 1
Duluth MN 55806-1434

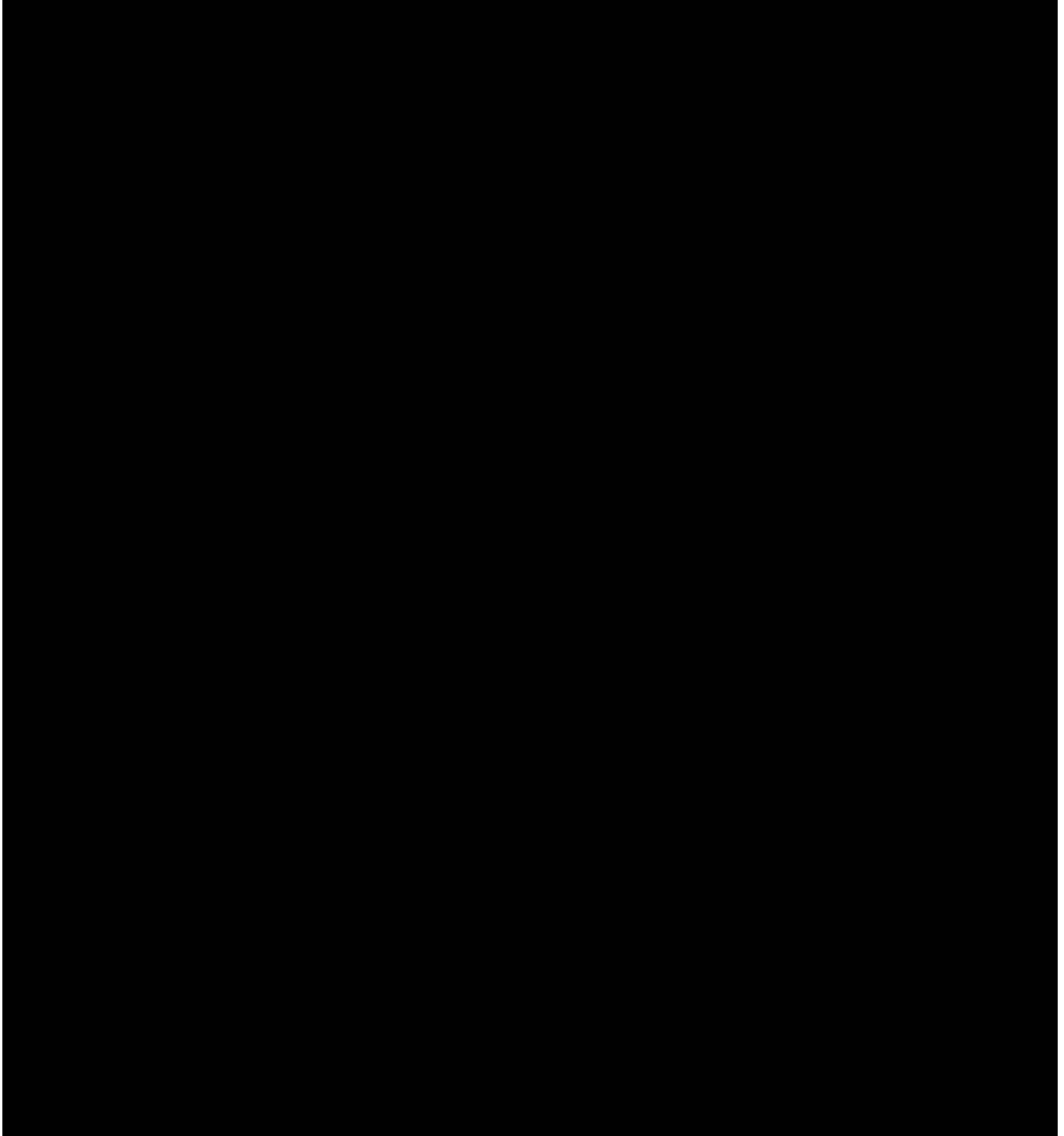
Andrew Price, Acting President
6250 Ridgewood Rd
St. Cloud MN 56303

EXHIBIT A

Job Title	Employees Separated 10/26/2025	Employees Separated 11/14/2025
Client Services Coordinator		
Credit Collections Supervisor		
Customer Care Backoffice Representative		
Customer Care Representative		
Customer Care Resolution Specialist		
Customer Care Systems Specialist		
Director, Contact Center Operations		
Distribution Center Supervisor		
Fulfillment Operations Manager		
General Labor		
Industrial Truck Operator		
Labor Systems Specialist		
Maintenance		
Manager – Customer Engagement		
Material Handler		
Outsource Account Specialist		
Packaging Specialist		
Packer		
Picker		
Production Control Manager		
Quality Specialist		
Receiving Specialist		
Returns Assistant		
Returns Processor		
Safety and Security Supervisor		
Senior Architect – Solution		
Senior General Mgr Distribution Center		
Senior Inventory Control Clerk		
Senior Locator Specialist		
Senior Manager Facilities - Safety		
Senior Manager Warehouse Systems		
Third Party Account Manager		
Warehouse Administrative Coordinator		

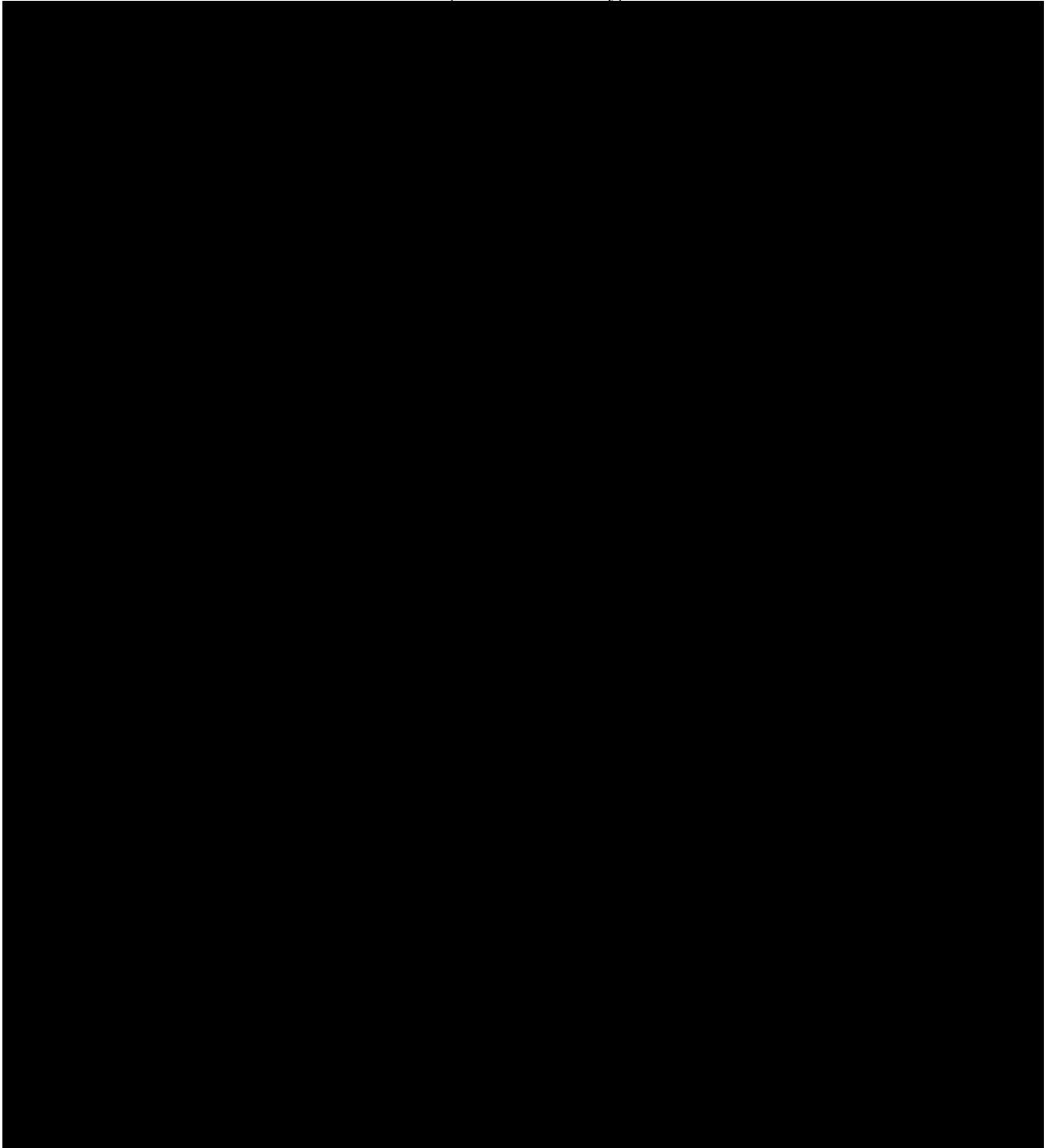
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EXHIBIT B
(For MN DEED only)



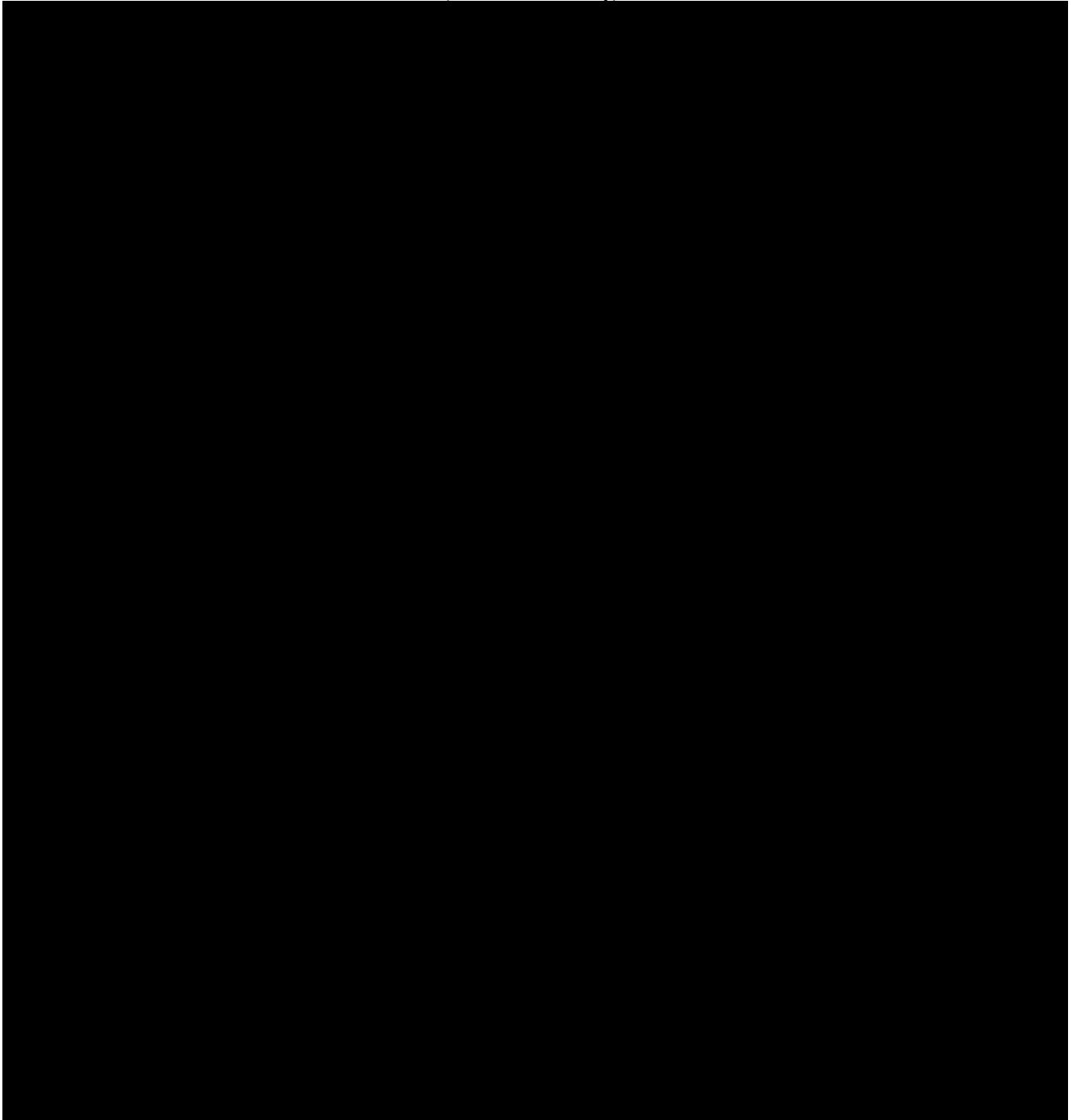
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