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13300 Pioneer Trail, Eden Prairie, MN 55347

Date: August 13, 2025

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

FEDEX: 8834 8149 2299

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

FEDEX: 8834 8179 5491

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. Employment separations will commence on October 12, 2025 and conclude on December 19, 2025. The full schedule is shown in Exhibit A. We anticipate that the Facility will remain in operation during the WARN notice period. 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 10/12/2025	Employees Separated 11/14/2025	Employees Separated 12/19/2025
Art Director			
Associate Engineer – Data			
Benefits & Compensation Manager			
Buyer			
Copywriter			
Director – Category Management			
Director – Credit Account Management			
Drop Ship Analyst II			
Engineer – Data Warehouse			
Logistics Coordinator			
Logistics Manager			
Manager – Merchandising Operations			
Marketing Analyst II			
Marketing Manager			
Merchandising Specialist			
Product Owner			
Senior Buyer			
Senior Director – Merchandising			
Senior Engineer – Big Data			
Senior Inventory Coordinator			
Senior Manager – Copy Writing			
Senior Manager - eCommerce			
Senior Merchandizing Specialist			
Senior Product Cont Integrity Analyst			
Senior Site Operations Specialist – eCom			
Senior Vendor Compliance Analyst			
Senior Vendor Lifecycle Analyst			
Site Operations Specialist – eComm			
Taxonomist – eCommerce			

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**EXHIBIT B**  
**(For MN DEED only)**

