



Dependable Home Healthcare
23 Empire Drive, Suite 100
St. Paul, MN 55103

11/3/2025

Commissioner Varilek
Minnesota Department of Employment and Economic Development
180 East Fifth Street
St Paul, MN 55101-1678

Jason Wadell, State Rapid Response Team Supervisor
Department of Employment and Economic Development
180 East Fifth Street
St Paul, MN 55101-1678
WARN.DEED@state.mn.us

Mayor Melvin Carter
15 W Kellogg Blvd
St. Paul, MN 55102

RE: WARN Act Notice

Dear Commissioner Varilek:

Pursuant to the Worker Adjustment and Retraining Notification (WARN) Act and Minnesota Statute 116L.976, this letter constitutes **Dependable Home Healthcare's** notice to the State's Rapid Response team of a pending layoff at **23 Empire Drive, Suite 100, St. Paul, MN 55103.**

Based on business challenges and upcoming regulatory changes impacting the Minnesota home care industry, Dependable has made the decision to close the company permanently. As a result of this decision, we are eliminating all company employees, which includes 38 administrative positions and 368 caregiver positions (Direct Support Professional / PCA, Support Worker, Program Assistant).

Expected timeline of eliminations:

- Nov. 4, 2025: Notification to administrative staff, caregivers and clients of the decision to close the company
- Jan. 3, 2026 (60-days past notification): Last day of employment for 7 administrative staff
- Jan. 30, 2026: Last date of client care services provided and last day of employment for 368 caregivers
- Feb. 6, 2026: Last day of employment for 20 administrative staff (program staff supporting caregivers and client care)
- Feb. 27, 2026: Last day of employment for 7 administrative staff
- March 1, 2026: Last day of employment for 3 administrative staff
- March 13, 2026: Last day of employment for 1 administrative staff

Please see attached for **Exhibit A** (Admin and Caregiver names, job titles, addresses, phone numbers).

These terminations are permanent and there are no applicable bumping rights. None of the affected employees are represented by a union.



Please contact Katie Fleury, Dependable CEO, contact information below, or Kristin Fjeldstad, HR Director (605-261-7775), if you require any additional information.

Sincerely,

Katie Fleury

Katie Fleury, Dependable CEO

kfleury@teamsvc.com

Cell: 845-527-8157

23 Empire Drive, Suite 100, St. Paul, MN 55103

Enclosures

Exhibit A – Names, Addresses, Layoff Dates, and Job Titles of Affected Employees