

# ILLUME®

September 16, 2025

Mayor Mark Steffenson  
12800 Arbor Lakes Parkway N  
Maple Grove, MN 55369-7064  
[msteffenson@maplegrovern.gov](mailto:msteffenson@maplegrovern.gov)

Commissioner Matt Varilek  
Minnesota DEED  
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](mailto:WARN.DEED@state.mn.us)

Re: WARN Act Notice

Dear Mayor Steffenson, Commissioner Varilek, and Mr. Wadell:

This letter is to inform you that Illume Candles LLC has made the difficult decision to cease manufacturing of products at its Maple Grove, Minnesota facilities. This letter constitutes notice of a plant closing and mass layoff which is provided to you in compliance with the federal Worker Adjustment and Retraining Notification Act ("WARN") and any applicable state or local law. This notice is being provided more than 60 days in advance of the first layoffs. The information provided in this notice is based on the best information available to Illume at the time the notice is served.

A plant closing will occur at Illume's facility, located at 10501 Elm Creek Blvd, Maple Grove, MN 55369. The planned action is expected to be permanent, and the entire plant will eventually be closed. Some employees at the facility are being repurposed to support our parent company Creative Co-op, Inc. with headquarters in Memphis, TN.

The first separations are expected to occur on December 1, 2025, and the anticipated schedule for making separations is three to four waves ending on or about June 1, 2026. Bumping rights do not exist. None of the affected employees are represented by a union. This is the current list of positions to be affected by the layoff, and the number of affected employees in each job classification.

Illume sincerely regrets having to take this action. For further information, please contact Cassandra Sink at 952-303-8399 or [Cassandra.Sink@IllumeCandles.com](mailto:Cassandra.Sink@IllumeCandles.com)

Cassandra Sink  
VP Human Resources

Attachment

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Attachment

Occupation Category	Number Affected
Sales & Customer Support	
Creative	
Marketing	
Supply Chain	
Finance	
Human Resources	
IT/Technology	
Research & Development	
Distribution	
Quality	
Operations	
Maintenance	
Manufacturing	

Total 132