

FEDERAL AND MINNESOTA WARN ACT NOTICE

To: 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 Jacob Frey
Minneapolis City Hall
350 S. Fifth St., Room 331
Minneapolis, MN 55415

From: Minnesota Star Tribune
650 Third Avenue South
Suite 1300
Minneapolis, MN 55402

Date: October 3, 2025

Please be advised that the Minnesota Star Tribune will terminate the employment of certain employees at its Heritage Printing Facility located at 800 North First Street, Minneapolis, Minnesota 55401 (the "Heritage Facility").

The Heritage Facility is being closed and the Minnesota Star Tribune is moving its print operations to a Gannett printing facility in Des Moines, Iowa. This action is expected to be permanent in nature. The majority of the employment terminations will occur on December 28, 2025, and we expect all separations will occur by March 31, 2026.

Names, job titles, and addresses for the affected employees are identified in Exhibit A, which is attached to and made a part of this notice.

Employees at the Heritage Facility are represented by the following unions:

- PPPWU – Local 11-M: Jim Longerbone, President; 970 Raymond Ave, Suite 200, St. Paul, MN 55114

- District Lodge No. 77 of the International Association of Machinists & Aerospace Workers: Alex Gonzales, President; 1010 E. Hwy 96, Vadnais Heights, MN 55127
- Miscellaneous Drivers & Helpers Union Local #638: Jonathon Kycek, President; 3001 University Ave SE, Minneapolis, MN 55414
- Teamsters Local #120: Tom Erickson, President; 9422 Ulysses St NE, Suite 120, Blaine, MN 55434
- Service Employees International Union, Local #26: Greg Nammacher, President; 1620 Central Ave NE, Suite 177, Minneapolis, MN 55413
- International Brotherhood of Electrical Workers Local 292 (IBEW): John Kripotos, President; 6700 W Broadway Ave, Brooklyn Park, MN 55434

There are no so-called "bumping rights" related to any of the employees affected by this action.

For further information regarding this action, please contact Michelle Mueller, Senior Vice President, Human Resources, at 651-236-0251 or michelle.mueller@startribune.com.

EXHIBIT A

The attached table includes the name, job title, and home address for each of the impacted employees.

Star Tribune Building • 650 3rd Avenue South • Suite 1300 • Minneapolis, MN 55488 • 612.673.4000

Name	Job Title	Address	City	State	Zip
	New Mailer				
	Fleet Loader				
	New Mailer				
	Distribution Control Spec				
	New Mailer				
	Fleet Loader				
	New Mailer				
	New Mailer				
	Press Operator				
	Press Operator				
	Press Operator				
	Cable Splicer/Welder/Tech				
	Fleet Loader				
	Press Reeltender FT				
	New Mailer				
	Press Operator				
	Paperhandler				
	Operator MR				
	Custodian-A FT				
	Press Reeltender FT				
	Machinist Journeyman				
	Operator MR				
	Load Lead				
	Press Operator				
	Press Operator				
	Journeyman Wireman				
	Press Operator				
	Foreperson MR				

New Mailer
Distribution Control Spec
Press Operator
New Mailer
Custodian-A FT
Press Reeltender PT
New Mailer
New Mailer
Press Operator
Press Operator
Press Operator
Operator MR
New Mailer
Press Operator
Press Operator
Operator MR
New Mailer
New Mailer
New Mailer
Fleet Foreperson
New Mailer
Journeyman Wireman
New Mailer
New Mailer
Fleet Loader
New Mailer
Journeyperson Mailer
New Mailer
Press Operator
Press Reeltender FT

Journeyman Wireman
Operator MR
Paperhandler
New Mailer
New Mailer
Press Operator
Distribution Control Spec
New Mailer
Foreperson MR
Fleet Loader
Fleet Loader
Press Operator
Press Operator
Press Operator
Fleet Loader
Foreperson MR
New Mailer
Journeyman Mailer
Load Lead
New Mailer
New Mailer
Journeyman Wireman
New Mailer
Operator MR
New Mailer
General Foreperson
Press Wipers
Journeyman Mailer
Press Operator

Press Operator
Load Lead
Load Lead
Press Operator
Press Operator
New Mailer
Press Operator
Machinist Journeyman
New Mailer
Operator MR
Press Operator
Press Reeltender FT
Machinist Journeyman Lead
Press Operator
Fleet Loader
Press Operator
Paperhandler
Fleet Loader
Fleet Loader
New Mailer
New Mailer
New Mailer
Newsprint Foreperson
New Mailer
Maint Leadperson - A FT
Machinist Journeyman
Fleet Loader
New Mailer
Custodian-A FT

	Press Operator
	Machine Shop Foreman
	Distribution Control Spec
	Press Operator
	Press Operator
	Custodian-A FT
	Foreperson
	New Mailer
	Custodian-A FT
	New Mailer
	New Mailer
	New Mailer
	New Mailer
	New Mailer
	New Mailer
	Fleet Loader
	Foreperson MR
	Fleet Loader
	Foreperson MR
	Paperhandler
	Custodian-A FT
	Operator MR
	New Mailer
	Transportation Supervisor
	Transportation Supervisor
	Production Operations Mgr
	Prepress Specialist III
	Sr. Facilities Technician

	SVP, Operations	
	Operations Specialist	
	Production Operations Mgr	
	Prepress Specialist III	
	Circ Operations Manager	
	Sr Print Buyer	
	Mailroom Shift Manager	
	Dir, Fleet & Trans Logistic	
	Prepress Specialist III	
	Purch Inv & Receiv Buyer	
	Production Director	
	Mailroom Shift Manager	
	VP, Production Operations	
	Fleet Administrator	
	Prepress Specialist III	