
Matt Varilek
Commissioner
Department of Employment and Economic Development
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Jason Wadell
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Rapid Response Coordinator
Department of Employment and Economic Development
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Dear Mr. Varilek and Mr. Wadell:

This letter is to inform you that Estee Lauder Companies, Inc. (“ELC”) will be conducting layoffs. These layoffs will affect certain employees that work at 3860 Pheasant Ridge Drive, Blaine, MN 55449. This action with respect to these employees is expected to be permanent.

The first separations of employees are expected to occur during the 14-day period beginning on April 24, 2026. Enclosed is a listing of the relevant names, addresses, and job titles of the employees to be affected by the layoffs, and their anticipated separation dates.

The affected employees are not represented by any union and do not have any bumping rights. You may contact Jennifer Meyer at jmeyer@estee.com if you require further information.

Very truly yours,

Jennifer Meyer

Director, Human Resources | The Estée Lauder Companies Inc. |Aveda/Blaine Campus

Enclosures: (list of job titles to be affected, number of affected employees in each job title, and anticipated separation dates)

Employee Job Title/Position
Distribution Coordinator
Order Processing Assoc III
Coordinator I
Area Manager, Distribution
Order Processing Associate I
Order Processing Assoc II
Distribution Coordinator
Area Manager, Distribution
Order Processing Associate I
Order Processing Assoc II
Warehouse Operator I
Warehouse Associate III
Warehouse Associate III
Distribution Coordinator
Order Processing Assoc II
Order Processing Assoc III
Order Processing Associate I
Warehouse Associate III
Order Processing Associate I
Sr Planner Distribution

Distribution Coordinator
Order Processing Assoc II
Mechanic Maintenance
Order Processing Assoc I
Order Processor Associate I
Order Processing Associate I
Clerk Int'l Documents
Distribution Coordinator
Warehouse Associate II
Sr Planner Distribution
Warehouse Associate II
Distribution Coordinator
Warehouse Shipping & Receiving Coordinator I
Order Processing Assoc II
Distribution Manager
Order Processing Assoc II
Distribution Area Manager – 2nd Shift
Area Manager, Distribution
Warehouse Associate- 1st Shift
Assistant Facilities
Warehouse Associate III

Order Processing
Associate I

Inventory Analyst

Order Processing
Associate II

Distribution
Coordinator

Order Processing
Associate 3

Administrative
Assistant

Assistant Facilities

Distribution
Coordinator

Warehouse
Associate II

Warehouse
Associate II

Mgr Distribution

Area Manager,
Distribution

Mgr Distribution Ops
Excellence

Order Processing
Assoc III

Distribution
Supervisor

Warehouse
Associate II

Order Processor
Associate I

Warehouse
Associate II

Order Processing
Associate I

Warehouse
Associate II

Director Distribution

Distribution
Coordinator

[Redacted]	Order Processing Assoc II	[Redacted]
	Order Processor Associate I	
	Order Processing Associate I	
	Order Processing Associate	