



August 5, 2026

Peggy Anderson
Mayor of Mountain Iron, Minnesota
panderson@mountainiron.gov

Minnesota Department of Employment & Economic Development
Attn: Jason Wadell
Great Northern Building
180 East Fifth Street
St. Paul, MN 55101-1678

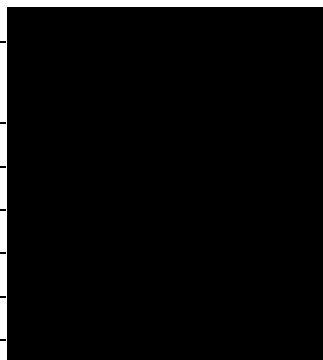
Re: Heliene USA, Inc. Layoff Notice

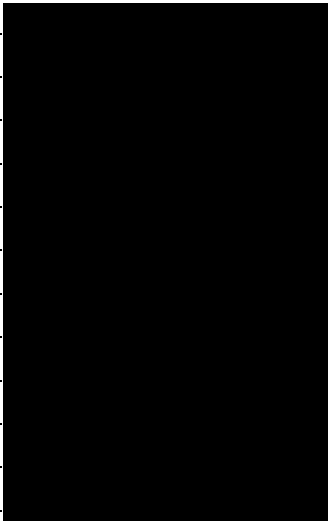
Dear Mayor Anderson and Mr. Wadell:

This letter is to inform you that due to unforeseen business circumstances, Heliene USA, Inc., has made the difficult decision to reduce operations at its Mountain Iron, Minnesota plant. Heliene acknowledges that this raises concern and uncertainty among our employees. As such, Heliene wishes to provide employees with the maximum amount of notice and support possible to facilitate a smooth transition, and is proceeding under the provisions of the Worker Adjustment and Retraining Notification Act. We informed impacted employees earlier today that while today is their last day of performing work, we will pay the impacted employees through October 4, 2026.

The layoffs will occur at Heliene's facility at 8787 Silicon Way, Mountain Iron, MN 55768. The planned action is expected to be permanent, but the entire plant is not closing; the plant will remain open with a reduced workforce that is more aligned to current customer demand and business needs. The expected date that layoffs in connection with the plant closing will commence is today, but as noted above, impacted employees will continue to be paid and their employment will officially end on October 4, 2026. Bumping rights do not exist. None of the affected employees are represented by a union. The job titles of positions to be affected by the layoff, and the number of affected employees in each job classification, is as follows, and the names, addresses, and occupations of these employees is enclosed with the submission to DEED only:

Position
Quality Inspector
Quality Technician
HR Assistant
H&S Coordinator
Reliability Engineer



Quality Engineer	
Production Line Team Lead	
Stringer Team Lead	
Float/Relief Operator	
Maintenance Technician 1	
Framer Operator	
Quality Operator	
Material Handling Operator	
Repair Operator	
Stringer Operator 1	
Line Operator	

Heliene sincerely regrets having to take this action. The information provided in this notice is based on the best information available to Heliene at the time the notice is served. For further information, please contact Brianne Pringle, Vice President of Human Resources at 705-941-8403 or by email at bpringle@heliene.com.

Sincerely,

Brianne Pringle

Brianne Pringle
Vice President of Human Resources
Enclosure

Fully Listed Impacted Employees with Addresses

First Name	Last Name	Address	City	State	Zip Code	Job Title
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