



Ideal US Talent Systems Worker OpCo LLC
3311 East Old Shakopee Road
Bloomington, MN 55425

May 1, 2026

VIA EMAIL AND CERTIFIED MAIL

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

Minnesota Department of Employment and Economic Development
Attn: Jason Wadell
180 East Fifth Street
St Paul, MN 55101-1678
WARN.DEED@state.mn.us

Re: Ideal US Talent Worker OpCo LLC – Mass Layoff

Dear Commissioner Varilek and Mr. Wadell:

Please be advised that, on July 1, 2026, Ideal US Talent Worker OpCo LLC (“Ideal”) will begin laying off employees. Though employees work remotely and are dispersed across many job sites across multiple states, their site of employment for WARN Act purposes may be 3311 East Old Shakopee Road, Minneapolis, MN 55425.

Ideal is conducting these layoffs as a part of a business restructuring of its temporary worker business. As a part of its restructuring, Ideal is transitioning its customer contracts to a third-party partner and has encouraged all affected workers to apply there.

The layoffs are expected to be permanent, and there are no bumping rights with respect to this layoff.

A list of the affected employees and their addresses and job titles is attached. All employees are temporary gig workers who are able to pick up shifts at their own schedule and convenience. Over the past six months only 16% of Ideal temporary workers have worked at least one hour for Ideal. 8,285 temporary workers of Ideal have not worked a shift in the last six months. These temporary workers averaged 3.662 hours per week worked with a maximum of 39.694 and a minimum of 0.040. None of these employees are represented by a union.

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give official notice to certain government units or officials of a pending facility closing.

For further information regarding this matter, please contact me at 212-235-1166.

Sincerely,

A handwritten signature in blue ink, appearing to read "L. Eagles". The signature is fluid and cursive, with the first letter "L" being particularly large and stylized.

Lauren Eagles
Ideal Operations Leader

Attachment