

August 25, 2026

Via Certified Mail Return Receipt Requested/Email with Read Receipt

Matt Varilek
Commissioner, Minnesota Department of Employment and Economic Development
First National Bank Building
332 Minnesota Street, Suite E-200
St. Paul, MN 55101
matt.varilek@state.mn.us

Jason Wadell
Supervisor, State Rapid Response Team
Minnesota Department of Employment and Economic Development
Great Northern Building
180 East Fifth Street
St Paul, MN 55101-1678
WARN.DEED@state.mn.us

Re: Announcement of Planned Action

Dear Commissioner Varilek and Supervisor Wadell,

I am writing on behalf of Lincoln Industries to give you notice that there will be a total closure of our Minnesota plant, Lincoln Industries of Minnesota, located at 67 Fifth Street NE in Pine Island, MN, on DATE. This plant closure is expected to be permanent and will affect all employees.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. Employees are expected to be separated in two phases, occurring as follows:

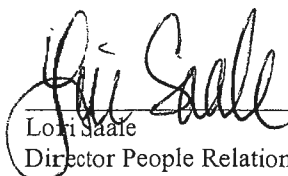
- October 29, 2026 (most employees)
- On or before April 1, 2027 (employees assisting with plant shutdown activities)

Included as Attachment A is a list of the job titles of the positions to be affected, the number of affected employees in each position, and the names and addresses of the individuals in each position.

The affected employees are not represented by a union, and there are no bumping rights.

If you have any questions or want additional information concerning this matter, please contact Lori Saale, Director of People Relations at (402) 473-2120.

Sincerely,


Lori Saale
Director People Relations