

September 25, 2026

Via Email

Dear Minnesota DEED's State Rapid Response Team:

Medtronic, Inc. has developed plans to restructure certain operations at the facility located at 3800 Annapolis Ln, Plymouth, MN 55447. Consistent with these plans, employment terminations are expected to commence on or about November 24, 2026. We expect these plans will be permanent.

At this time, we expect that a group of employees will be laid off or have their employment terminated on November 24, 2026, or during a 14-day period that begins on this date. A list of job titles, contact information, and names of the employees currently holding effected positions accompanies this letter as Attachment A. In connection with this restructuring, you will not have the right to bump or displace other employees working for the Company. This announcement and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employee separations. You will be informed of any changes or as additional information becomes available.

To the extent that the above actions constitute a covered event under the federal Worker Adjustment and Retraining Notification Act or any comparable state or local laws, this letter is intended to fulfill any requirements imposed under such laws. By providing this information, we do not concede that those laws apply or that notice is required.

If you have any questions or desire additional information, please contact (612) 296-4943.

Warm Regards,

Alexis Ricker

Sr. Employee Relations Manager

Attachement A

As explained in the accompanying letter, we anticipate that the employees listed below will be affected by a restructuring of Medtronic, Inc.'s operations located at 3800 Annapolis Ln, Plymouth, MN 55447.

