October 30th, 2026

Commissioner Varilek
Minnesota Department of Employment and Economic Development
180 East Fifth Street
St Paul, MN 55101-1678
Chief Elected Official
City of Minneapolis

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

Mayor Jacob Frey
City Hall
350 S. Fifth St., Room 330
Minneapolis, MN 55415

RE: WARN Act Notice

To Whom it May Concern,

This letter is being issued in accordance with any possible obligation under the Worker Adjustment and Retraining Notification Act (WARN), 29 U.S.C. § 2101 et seq and Pursuant to the Worker Adjustment and Retraining Notification Act and Minnesota Statute 116L.976 ("WARN"), to notify you that Rise Baking Company LLC will be closing the facility at the following Minnesota locations as a result of the sale of the business described below:

Employer Information:
Company Name: Rise Baking Company, LLC ("Rise")
Corporate HQ Business Address: 3001 Broadway St NE, Ste 400, Minneapolis, MN 55413

Facilities Affected:
Facility Name: Rise Baking Company LLC – Kasota
Facility Address: 828 Kasota Ave SE, Minneapolis, MN 55414

Facility Name: Rise Baking Company LLC – 2609
Facility Address: 2609 26th Ave. S. Minneapolis MN 55406

Rise Baking Company entered into an agreement to sell the operations at the Kasota and 2609 facilities located in Minneapolis, Minnesota, with the sale closed on September 18, 2026. As a result of the sale, the operations at both locations will have a full reduction in force affecting all employees.

This action is expected to be permanent. Please note that the final number of affected employees may vary, including due to the opportunity for continued employment by relocation to other Rise facilities. Additionally, some employees may be given the opportunity to work temporarily after that date in a non-production capacity to assist with the Company's transition of the facility.

Expected Dates

- Date WARN Notice Issued: October 30th, 2026
- Separations Expected to Occur: All affected employees are expected to be separated on or after December 29, 2026, in connection with the closing of the sale referenced above.
- Total number of affected employees: 166

All employees at Kasota and 2609, Minneapolis, Minnesota facility are expected to be affected unless the employees are participating in the specific circumstances noted above. We are providing you with this notice based upon the best information available to us at this time and do not plan to provide future notices with respect to this action. However, please let us know if you would like us to provide you with future notices or additional information.

Job Titles of Affected Positions
The affected employees include, but are not limited to, the job classifications in the attachment following the closing of this letter. A list of the job titles held by the above-referenced affected employees, and the number of affected

employees holding each such job title, is attached hereto. At Rise Baking Company we take responsibility for protecting the personal information of our employees very seriously, including taking steps to ensure that any recipients of such information maintain it confidentially. Given that this notice is generally obtainable by third parties, and that affected employees have a legitimate privacy interest in not having their names, contact information, and selection for layoff made available to the general public for review, republication, or other purposes, we have omitted employee names and home addresses from this notice.

Bumping Rights
No bumping rights exist.

Union Information:
Non-union

Contact for Additional Information
The individual responsible for providing additional information regarding this planned action is:

Ray Phipps
Regional Director of Human Resources
C 651-300-8670
3001 Broadway St NE, Ste 400, Minneapolis, MN 55413
Email: R.Phipps@risebakingcompany.com

Please contact the individual listed above if further information is required.

Sincerely,
Ted Kadrlik
SVP - Operations
C 612-889-7514
3001 Broadway St NE, Ste 400, Minneapolis, MN 55413
Email: T.Kadrlik@risebakingcompany.com

Exhibit A

1. Employment site(s) where the plant closing or mass layoff will occur

Employment Site	Address	[redacted]
KSOTA - Minneapolis-Kasota	828 Kasota Ave SE, Minneapolis, MN 55414	
2609 - Minneapolis-2609	2609 26th Ave S, Minneapolis, MN 55406	
Total		

2. Affected employees by position

[redacted]	Position	[redacted]
	OPS2 - Operator II	
	66 - Operator Assistant	
	SAN2 - Sanitor II	
	OPS3 - Operator III	
	OPS1 - Operator I	
	PRLD - Production Lead	
	MAN3 - Maintenance Technician III	
	PSUP - Production Supervisor	
	QATECI - Quality Assurance Technician I	
	SAN1 - Sanitor I	
	85 - Shipping Operator I	
	MAINTI - Maintenance Technician I	
	STLD - Sanitation Lead	
	MMAN - Maintenance Manager	
	MRO - MRO Parts Planner	
	MSUP - Maintenance Supervisor	
	MTNC - Maintenance Planner	
	PDMG - Production Manager	
	PRODOP2 - Operator II, Production Line	
	QAMGR - Quality Assurance Manager	
	SRMT - Sr Maintenance Specialist	
	WHS1 - Warehouse Associate I	
	WRTK - Warehouse Driver Associate	
	WARM - Warehouse Manager	
	SSUP - Sanitation Supervisor	
	Subtotal	
	OPS2 - Operator II	
	OPS1 - Operator I	
	SAN1 - Sanitor I	

Position
66 - Operator Assistant
OPS3 - Operator III
MAINTII - Maintenance Technician II
PRLD - Production Lead
PSUP - Production Supervisor
MAN3 - Maintenance Technician III
QATECI - Quality Assurance Technician I
MAINTI - Maintenance Technician I
MANL - Maintenance Lead
MMAN - Maintenance Manager
PACK2 - Packer II
PDMG - Production Manager
QAS - Quality Assurance Supervisor
QATECII - Quality Assurance Tech II
SAN2 - Sanitor II
SSUP - Sanitation Supervisor
STLD - Sanitation Lead
WHS1 - Warehouse Associate I
WHSSUPV - Warehouse Supervisor
Subtotal