



January 30, 2023

Jason Wadell
Rapid Response Coordinator
Minnesota Department of Employment & Economic Development
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Dear Coordinator Wadell:

This letter is being issued in accordance with any possible obligation under the federal Worker Adjustment and Retraining Notification Act and any similar state or local law (collectively, "WARN") to notify you that Amazon will be ceasing operations at its MSP5 facility located at 5825 11th Ave E, Shakopee, MN 55379 (the "Facility"), effective March 31, 2023. Approximately 680 employees at the Facility will be affected by this action. Employee separations resulting from this action are expected to be effective March 31, 2023. Affected employees who accept internal transfer opportunities at Amazon prior to their separation date will not be separated as a result of this action.

Employee separations resulting from this action are expected to be permanent. The entire Facility will be closed after completion of this action. The affected employees are not represented by a union or any other collective bargaining representative. Amazon and its affiliates do not allow separated employees to displace any other employee based on seniority or any other factor (i.e., no "bumping rights" exist).

A list of the names, addresses, and occupations (job titles) held by the above-referenced affected employees is attached hereto, which shows the number of affected employees in each job classification. All affected employees have been notified of their employment separations at least 60 days before their separations are scheduled to occur.

Affected employees who are separated as a result of this action will be paid all wages and other benefits to which they are entitled (if any) through their date of separation, provided they do not resign from their employment with Amazon prior to that date. On or before the effective date of each employee's separation, Amazon will provide information concerning benefits available under separate cover to eligible affected employees.

This notice is given based upon the best information available to Amazon at this time. For further information regarding this matter, please contact Tim Ehlert, Manager, State and Local Policy, at tehlert@amazon.com.

Sincerely,

A handwritten signature in black ink, appearing to read "Sandy P. Gordon". The signature is written in a cursive style and extends to the right with a long horizontal stroke.

Sandy P. Gordon
Vice President, Human Resources
Enclosure