

LAND O'LAKES, INC.

4001 Lexington Avenue North
Arden, Hills, MN 55126

Mailing: P.O. Box 64101
St. Paul, MN 55164-0101

651.375.2222
landolakesinc.com

January 6, 2023

SENT TO ALL BELOW VIA E-MAIL AND UPS

WARN Act Coordinator
Statewide Services Unit
Workforce Services Division
Employment Development Department
P.O. Box 826880, MIC 50 / Room 5099
Sacramento, CA 94280-0001
eddwarnnotice@edd.ca.gov

Rosa Gonzalez
Chief Deputy Clerk of the Board
Ventura County Government Center
Hall of Administration Building, Fourth Floor
800 S. Victoria Ave.
Ventura, CA 93009-1940
Clerkoftheboard@ventura.org

Rebecca Evans, Executive Director
Workforce Development Board of Ventura County
2901 N. Ventura Road, 3rd Floor
Oxnard, CA 93036
HSA-Info.WDB@ventura.org

Linda Parks
District 2- County of Ventura Board of
Supervisor
625 West Hillcrest Drive
Thousand Oaks, CA 91360
Linda.Parks@ventura.org

Mayor Kevin McNamee
2100 Thousand Oaks Blvd.
Thousand Oaks, CA 91362
kmcnamee@toaks.org

Dear All:

This letter is sent to provide compliant written notice of intent to close our five-employee leased office in Thousand Oaks located at 1535 Rancho Conejo Blvd., Thousand Oaks, CA 91320.

On January 6, 2023, we notified all five (5) employees in writing of this office closure that will result in employment termination effective March 7, 2023. None of the employees is covered by a collective bargaining agreement.

All employees are impacted. The business titles of positions to be affected, and the number of affected employees in each job classification is as follows:

Business Title	Number of Employees
Intermediate Research Support 1 (Research Support)	3
R&D Manager 2 (Research & Product Development)	1
Senior R&D Manager (Research & Product Development)	1


The estimated first date of employment separation for four (4) of the impacted employees is March 7, 2023 and one (1) employee will continue working until June 30, 2023 to assist with final closing of the leased location.

The closure is permanent and will not result in employees being recalled to work at that location at any future date.

This notice to you is being provided to comply with California's WARN Act Labor Code.

For further information please contact HR Manager Cindy Hein at 515-509-2660.

Sincerely,

DocuSigned by:

07D70EA12222441...
Glenda Gehl

VP & Forage Genetics General Manager
Land O'Lakes, Inc.

cc: Cindy Hein