



July 7, 2026

**Via Certified Return Receipt Mail and Email with Read Receipt**

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

**Re: Announcement of Planned Action- Notice of Closure**

Dear WARN Coordinator:

On behalf of Nature's Bakery, LLC ("Nature's Bakery"), this notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988 which requires employers to give official notice to certain government units or officials of a pending office and/or plant closure.

Nature's Bakery is permanently closing its plant located in Hazelwood, Missouri, at the following address:

Nature's Bakery, LLC  
8860 Pershall Road  
Hazelwood, MO 63042

Manufacturing is being transferred to other Nature's Bakery facilities.

The Nature's Bakery facility will continue to operate through 2026, and will permanently close in September of 2027 at which time all remaining employees will be affected. All Nature's Bakery employees have been notified of the facility permanent closure and have been notified of their respective employment end dates.

All associates can seek alternate employment within Nature's Bakery and the Mars, Incorporated ("Mars") family of companies. Associates who have not secured alternate employment within Nature's Bakery or Mars will be separated from employment because of the plant closing. As of the date of this letter, it is anticipated that 130 associates will separate from employment on September 11, 2026, and 215 associates will separate on February 26, 2027.

Affected associates were first notified of the closing on July 7, 2026.



Associates will receive notice of their last day of employment/date of separation no later than 60 days before the effective date.

There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff and closure.

If you have any questions or want additional information concerning this matter, please contact Allison Pearsall, Senior HR Business Partner, at 908-914-2569.

Sincerely,

A handwritten signature in black ink, appearing to be 'Ginny Edwards', written in a cursive style.

Ginny Edwards  
General Counsel, Mars Snacking Accelerator Division

cc: The Honorable Matthew G. Robinson (via Email and Certified Mail)