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October 5, 2026

Attention: Yolanda Triplett
State Trade and Rapid Response Coordinator
Florida Department of Commerce
107 East Madison Street - MSC 229
Tallahassee, Florida 32399-4137

Email: yolanda.triplett@commerce.fl.gov | Phone: 850-245–7477
CC: WARNNOTICES@COMMERCE.FL.GOV

RE: **Mosaic South Fort Meade Workforce Reduction: 60-Day Notice under the Worker Adjustment and Retraining Notification (WARN) Act**

Dear Ms. Triplett,

Mosaic is navigating ongoing challenges related to the availability and cost of sulfur, an essential input for phosphate fertilizer production, that significantly impact our global phosphate operations. We have continued to closely monitor the sulfur supply situation, evaluate supply alternatives, and assess market conditions – looking for every reasonable path to sustain operations and preserve jobs. Over the past several months, Mosaic has curtailed production across our global phosphate operations.

Unfortunately, as a result of continued global sulfur supply constraints and extraordinary market conditions, Mosaic has made the difficult decision to idle our South Fort Meade operations which will result in a reduction of our workforce at this facility. This reduction will impact approximately 199 employees. Separations are expected to occur on December 8, 2026.

This reduction will constitute a mass layoff under the Worker Adjustment and Retraining Notification (WARN) Act and the regulations promulgated by the United States Department of Labor WARN Act. As required by WARN, this letter serves to give you 60 days' advance notice of the layoff.

Mosaic expects operational idling to be temporary. Our goal has been and continues to be, restarting our South Fort Meade operations as soon as conditions allow us to do so safely, reliably and sustainably. We will continue pursuing supply options, evaluating market conditions, and assessing opportunities to safely resume operations at the earliest possible opportunity. However, as of right now, we believe this idle will exceed six months.

Represented Workforce

The hourly population at South Fort Meade, many of whom will be affected by this decision, are represented by Chemical Workers Union Council of the United Food and Commercial Workers Union Local 814C. The Union President is Joshua Goodwyn and he can be reached at the following address: International Chemical Workers Union, Local 814C, P.O. Box 9, Bowling Green, FL 33834 or by email: Joshua.goodwyn@mosaicco.com.

Impacted employees have been notified through their union representative.

Some employees will remain with Mosaic and will be responsible for essential care, maintenance and other responsibilities to ensure our facilities remain safe, compliant, and ready to restart when conditions improve. Because the analysis is not yet complete, we are unable at this time to determine with certainty which specific positions will be affected. However, a list of the job titles of positions that will be affected, and the estimated number of affected employees in each job category, can be provided upon request.

Bumping Rights

Hourly employees do have bumping rights pursuant to their collective bargaining agreement that would permit displacement into another position.

Available Resources

We recognize how difficult this news is for our employees and their families. Please know that we are committed to supporting them through this transition, with the care and safety of our people and communities as our top priority.

As always, we remain committed to being a responsible neighbor and maintaining the highest standards of safety and environmental stewardship. Safety and care for people, communities, and the environment remain non-negotiable, and we will continue acting responsibly while supporting the local community. We look forward to working with the state and community to support our employees in this transition.

If you have questions or to discuss next steps, please reach out to Bobbie Patterson, Human Resources Manager, at Bobbie.Patterson@mosaicco.com or (863) 781-2171.

Thank you for your support and partnership.

Sincerely,



Ron Yasurek

Vice President Phosphate – North America