

October 28, 2016

The Wisconsin Department of Workforce Development
Dislocated Worker Unit
PO Box 7972
Madison, WI 53707



RE: Notice of Business Layoffs

Dear Members of the Dislocated Worker Unit;

Cumberland Healthcare, located at 1110 7th Avenue, Cumberland, WI, has entered into negotiations to permanently transfer the entire nursing home business to a 3rd party, effective on January 1, 2017. Cumberland Healthcare will retain ownership of the building but only in a capacity of being the lessor.

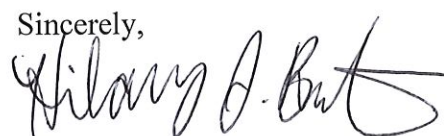
All nursing home employees, as well as nutritional services, nursing home housekeeping, and laundry, will be permanently laid off and may be hired by the 3rd party. Although this action is expected to result in the layoff of 76 employees-3 salaried and 73 hourly positions, every employee is receiving notice of the layoff because of bumping rights. The layoff schedule for the affected employees provides for a final day of work of December 31, 2016.

The hourly employees (not including the Social Worker and Activities Director) are represented by the Wisconsin Federation of Nurses and Health Professionals, AFT, AFL-CIO Union. The Representative and President of the RN Union is Susan Caughey. Susan is located at 2149C 20th Street, Comstock, WI 54826. The Representative and President of the Technical Union is Pamela Regenauer. Pamela is located at N1342 Pine Lake Road, Shell Lake, WI 54871. Internal bumping rights exist with respect to the laid off union positions.

Enclosed is a list of job titles and the number affected within each job title. Please note that due to internal bumping rights and the 3rd party's hiring process, it is impossible to predict with certainty which represented employees will ultimately be affected or the exact order in which individual employees may be separated.

Cumberland Healthcare will ensure that employees will be paid all earned wages and agreed upon benefits at the time of their termination.

If you need additional information, please contact Mike Gutsch, CEO, at 715-822-7252.

Sincerely,

Hilary J. Butzler, SPHR
Director of Human Resources
Cumberland Healthcare

Cumberland Healthcare Number of Lay-off Affected Employees by Job Title 10-28-2016

| Position | # affected |
|--------------------------------|-------------------|
| Nutrition Services Aide | 15 |
| Nutrition Services Cook | 3 |
| Nutrition Services Supervisor | 1 |
| ECU Housekeeper | 3 |
| ECU Laundry/Housekeeper | 1 |
| ECU C N A | 36 |
| ECU LPN | 2 |
| ECU RN | 11 |
| ECU Social Worker | 1 |
| ECU Activities Director | 1 |
| ECU Director of Nursing | 1 |
| ECU Nursing Home Administrator | 1 |
| Total Affected | 76 |