



THE LUTHERAN HOME
ASSOCIATION

December 6, 2016

Dan Toland, Mayor
City of River Falls
420 E. Elm St.
River Falls, WI 54022

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

Re: Worker Adjustment and Retraining Notification (WARN) Act and Minnesota Statutes Section 116L.976 Notice

Dear Sir and Madame,

We regret to inform you that The Lutheran Home: River Falls (the Nursing Home) facility at 640 North Main Street, River Falls, WI 54022 will be closing. This will be a permanent closure of the entire nursing home facility. WellHaven, the assisted living facility located on the same campus, will remain open.

The closure of The Lutheran Home: River Falls (the Nursing Home) facility will result in the permanent layoff of approximately sixty-two employees currently working at the facility, although approximately 6-7 of those employees will either continue offering services at WellHaven or will be offered positions elsewhere at The Lutheran Home Association.

It is anticipated that the closing process will begin on December 6, 2016, and that the facility will be completely closed by February 23, 2017. It is anticipated that most if not all of the employees will be terminated within the 14-day period between February 9, 2017, and February 23, 2017.

Affected employees do not have bumping rights.

Attached is a list of the job classifications of affected employees and the number of employees in each job classification.

None of the affected employees are represented by a labor union for purposes of collective bargaining.

This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988, and Wisconsin's Business Closing and Mass Layoff (WBCML) Law.

If you have any questions, please contact Beth Wadsley, Director of Human Resources, at 952-873-4741.

Sincerely,

A handwritten signature in black ink that reads "Beth Wadsley". The signature is written in a cursive style with a large, stylized initial "B".

Beth Wadsley

Director of Human Resources
The Lutheran Home Association

List of Affected Job Classifications

Job Title (Number of employees affected)

Director of Nursing (1)
Registered Nurse (8)
Licensed Practical Nurse (9)
Nursing Assistant (20)
Medical Records/Staffing Coordinator (1)
MDS/Medicare Coordinator (1)
Director of Therapeutic Recreation (1)
Therapeutic Recreation Assistant (3)
Social Worker (1)
Registered Dietitian (1)
Dietary Aide (9)
Maintenance Director (1)
Housekeeper (5)
Human Resources Coordinator (1)
Receptionist (1)
Kitchen Manager (1) *
Dietary Cook (3) *
Maintenance Worker (1) *
Executive Director (1) **
Chaplain (1) **

*= Will continue working at WelLHaven

**= Will continue working at WelLHaven and will also be offered other duties within the organization