



March 30, 2018

Via Electronic Mail, Fax, and USPS

Department of Workforce Development
Dislocated Worker Unit
P.O. Box 7972
Madison, WI 53707
Fax: (608) 267-0330
bwtwdwering@dwd.wisconsin.gov

**Notice of Plant Closing Pursuant to Worker Adjustment and Retraining Notification Act
and Wisconsin Business Closing and Mass Layoff Law**

To whom it may concern:

Saputo Cheese USA, Inc. (“Saputo” or “the Company”) is the owner and operator of a cheese manufacturing facility located at 45 East Scott Street, Fond du Lac, WI 54935 (the “Fond du Lac Plant”). As part of our strategic objectives to expand our market position in the U.S. and improve the overall performance of our U.S. manufacturing assets, Saputo analyzes its U.S. manufacturing platform and implements initiatives to improve operational efficiencies. As part of this comprehensive evaluation process, Saputo has reached the difficult decision to completely and permanently close the Fond du Lac Plant. The Company expects this closure to occur no later than June 1, 2018. The primary reasons for this decision are the age of the facility and the magnitude of the likely capital investments that would be required at the Fond du Lac Plant in the future. This letter constitutes the Company’s notice with respect to the planned closure of the Fond du Lac Plant pursuant to the Worker Adjustment and Retraining Notification Act, 29 U.S.C. §§ 2101 *et seq.* (“WARN”), and the Wisconsin Business Closing and Mass Layoff Law, Wis. Stat. § 109.07 (“WBCL”).

The closure of the Fond du Lac Plant will result in the permanent layoff of approximately 77 hourly employees represented by the General Teamsters Union, Local Union No. 200 (the “Union”), and 19 non-bargaining unit employees. These layoffs are expected to begin on May 31, 2018 or within fourteen (14) days thereafter. Saputo expects that these layoffs will be implemented on an on-going basis dependent upon production requirements. All affected employees will receive a minimum of sixty (60) days’ notice prior to being permanently laid off or, alternatively, will be paid for sixty (60) days in lieu of notice. All layoffs of bargaining unit employees will be conducted in accordance with the collective bargaining agreement (“CBA”) currently in effect between Saputo and the Union, as amended by the December 1, 2017 effects bargaining agreement (“Effects Bargaining Agreement”). Because the Fond du Lac Plant is closing, there are no available positions and therefore no bumping rights for any employees.

The contact information for the Union's leadership is as follows:

Mr. Jeff Bandur
Business Representative
General Teamsters Union, Local Union No. 200
6200 W. Bluemound Road
Milwaukee, WI 53213

Attached as Schedule "A" to this letter is a list of the job titles of positions that may be affected on May 31, 2018 or within fourteen (14) days thereafter, as well as the number of affected employees in each job classification.

Hopefully, the foregoing provides sufficient information pertaining to the planned closure of the Fond du Lac Plant. Should circumstances change any of the Company's plans with respect to these permanent layoffs, the Company will provide you with additional information.

Should you have any questions or require additional information, please direct any inquiries to Lisa Housner, Regional HR Manager at (920) 260-1215.

Sincerely,

A handwritten signature in cursive script, appearing to read "Bruce Unterbrunner".

Bruce Unterbrunner
Sr. Vice President Human Resources

Enclosure

