



8550 W. Bryn Mawr Avenue, Suite 102  
Chicago, IL 60631

David Tormena  
Vice President of Operations – Central Region

October 23, 2018

**Via Overnight Mail and**

**E-mail: [ERinfo@dwd.wisconsin.gov](mailto:ERinfo@dwd.wisconsin.gov)**

Jim Chiolino  
Director, Labor Standards Bureau  
Wisconsin Department of Workforce Development  
Dislocated Worker Unit  
201 East Washington Ave.  
Madison, WI 53703

**And Via Regular Mail To:**

P.O. Box 7972  
Madison, WI 53707

Dear Mr. Chiolino,

This letter will serve as official notice that Bimbo Bakeries USA, Inc. (the “Company”) will cease operations at its baking facility located at 3401 E. Washington Avenue, Madison, WI 53704. The Company presently anticipates a permanent closure of its baking, shipping, receiving, and transport operations at this location occurring on or about **January 2, 2019**, or within a fourteen day period commencing on that date. At this time, the Company believes that part of its garage operations at the same address will remain open after the bakery closure.

The Company believes that this planned action may constitute a plant closing or a mass layoff for the purposes of the Federal Worker Adjustment and Retraining Notification Act (“WARN”) and Wisconsin’s Business Closing and Mass Layoff (“WBCML”) law, and therefore, this letter is intended to fulfill the requirements of WARN and WBCML. The Company anticipates that this closure will impact 159 associates. At this time, the Company believes that some non-bakery associates will continue to work out of the location after the bakery closes. All affected associates will receive all earned wages and benefits for the 60-day notice period (through **January 2, 2019**). Affected associates who are not called into work during any part of the 60-day notice period will continue to be paid and receive benefits through **January 2, 2019**, in lieu of WARN and WBCML notice.

This action will affect salaried and non-union associates, as well as all bargaining unit associates represented by the union identified below. Company policy contains no provisions for transfer or reassignment. Bumping rights, if any, for union associates are governed by the applicable collective bargaining agreements. I have attached a list of job titles and the number of associates in each job title that will be affected by the closure.

Union associates affected by this closure are represented by the International Brotherhood of Teamsters, Local 695 (“IBT Local 695”). Written notice of the Company’s plans has been provided separately to IBT Local 695 Business Agent Larry Wedan at 1314 N Stoughton Service Rd #, Madison, WI 53714.

This announcement and the information provided in this notice are based on the best information available to the Company as of the date of this notice. If you have any questions, please contact me or Veronica Matt, HR Manager, at 608-334-3976.

Very truly yours,

David Tormena  
Vice President of Operations – Central Region

Enclosure

**BIMBO BAKERIES USA, INC.**  
**MADISON WI BAKERY**  
**3401 E. WASHINGTON AVE.**  
**MADISON, WI 53704**  
**LIST OF IMPACTED POSTIONS**

<b>Job Title</b>	<b>No. of Positions</b>
Bakers Helper	14
Checker Loader Level 1	4
Checker Loader Level 2	19
Garage Mechanic	2
Lead Person	6
Machine Operator	14
Maintenance Mechanic 2	12
Mixer	9
Oven Operator	6
Relief Person	15
Sanitation Worker	12
SVR	2
Trayer	10
Warehouse and Receiving	1
Tractor Trailer Drivers	22
Manager II Distribution	1
Manager Human Relations	1
Manager Plant Maintenance	1
Manager Quality Food Safety	1
Supervisor Plant Maintenance	2
Supervisor Production	5
<b>Total</b>	<b>159</b>