



VIA OVERNIGHT MAIL

February 12, 2020

Wisconsin Department of Workforce Development  
Dislocated Worker Unit  
201 E. Washington Ave  
P.O. Box 7946  
Madison, WI 53707

Re: Notice of Planned Layoffs/Closing

To Whom it May Concern:

We are writing to give you notice that IDEXX Distribution, Inc. ("IDEXX") will be laying off employees and closing its locations at 510 St. Joseph's Avenue, Marshfield, WI 54449 and 360 Bluemound Road, Suite 100, Waukesha, WI 53188.<sup>1</sup> Thirty-eight (38) employees will be impacted in Marshfield and thirteen (13) employees will be impacted in Waukesha. The layoffs are expected to be permanent. The first separations are expected to occur on May 1, 2020 and the last separations are expected to occur on January 2, 2021.

All impacted employees have been notified of their separation dates and that their separation will be permanent. The impacted employees are not represented by a union. There will not be any bumping rights for the impacted employees. All impacted employees will be given the opportunity to apply for open positions at other IDEXX locations and will be offered relocation benefits if they accept a position at another location.

Please direct any questions or requests for additional information to Tracy Ryan, Sr. HR Business Partner, at (847) 340-2146.

Sincerely,

Tracy Ryan  
Sr. HR Business Partner

<sup>1</sup> Please note that we are providing information about the Waukesha closing as a courtesy, as that location does not have a sufficient number of employees to trigger the notification requirement under applicable law.