



May 18, 2020

VIA US MAIL & EMAIL (WIOATitleI@dwd.wisconsin.gov)

The Wisconsin Department of Workforce Development
Dislocated Worker Unit
P.O. Box 7972
Madison, WI 53707

RE: Notice of Plant Closing and Layoffs - Foremost Farms USA

Dear Members of the Dislocated Worker Unit:

We regret to inform you that Foremost Farms USA's ("Foremost Farms") business operations have been facing significant challenges from a plant layout, infrastructure, and building and equipment age perspective at its Chilton facility. In addition, work order volumes from clients have significantly decreased in a short period due to COVID-19, creating overcapacity of product and a significant and sudden drop in demand for production.

While some of the plant concerns have been known, recent unforeseen disruptions to our business from the impact of COVID-19 have occurred at a fast pace. The Federal and Wisconsin WARN laws require us to provide notice when it is foreseeable there may be a plant closing or mass layoff of employees. Therefore, we are providing you with this notice pursuant to the federal WARN Act and Wisconsin Statute § 109.07.

Because of the above, Foremost Farms USA will be closing its Chilton Facility located at W3286 County Road F, Chilton, Wisconsin, 53014, and permanently laying off approximately 50 employees. The layoffs are anticipated to occur on July 17, 2020 or within 14 days thereafter. There are no bumping rights.

The employees have an Employee Committee, not a formal union, and the head of that Employee Committee is also being notified by this correspondence. Attached is the required affected employee spreadsheet outlining the anticipated affected positions.

We will work with our employees to ensure a smooth transition. A sample letter sent to the affected employees is attached hereto.

Should you have any other questions, please do not hesitate to contact Nathan Krudop at 608.355.8794 or by email at nathan.krudop@foremostfarms.com

Sincerely,

A handwritten signature in black ink, appearing to read 'N. D. Krudop', is written over a light blue horizontal line.

Nathan D. Krudop
Human Resources Director



May 18, 2020

VIA EMAIL

RE: Notice of Plant Closing & Layoff

Dear Foremost Farms Chilton Facility Employee,

We regret to inform you that Foremost Farms USA's ("Foremost Farms") business operations have been facing significant challenges from a plant layout, infrastructure, and building and equipment age perspective at its Chilton facility. In addition, work order volumes from clients have significantly decreased in a short period due to COVID-19, creating overcapacity of product and a significant and sudden drop in demand for production.

While some of the plant concerns have been known, recent unforeseen disruptions to our business from the impact of COVID-19 have occurred at a fast pace. The Federal and Wisconsin WARN laws require us to provide notice when it is foreseeable there may be a plant closing or mass layoff of employees. Therefore, we are providing you with this notice pursuant to the federal WARN Act and Wisconsin Statute § 109.07.

Because of the above, Foremost Farms USA will be closing its Chilton Facility located at W3286 County Road F, Chilton, Wisconsin, 53014, and laying off approximately 50 employees. You are one of the employees who will be permanently laid off. Your layoff is anticipated to occur on July 17, 2020 or within 14 days thereafter. There are no bumping rights.

We are also providing notice of layoffs to the Wisconsin Dislocated Worker Unit, the Mayor of the City of Chilton, and the Chair of the Chilton Employee Committee, any of which may be able to provide you with assistance. Additionally, the local Workforce Development Board is located at:

Fox Valley Workforce Development Board
1401 McMahon Drive, Suite 200
Neenah, WI 54956
(920) 720-5600

Further, the DWD website: <https://dwd.wisconsin.gov/dislocatedworker/> is a helpful resource that provides information about the types of programs, benefits, and services that may be available to a laid off worker.

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

Foremost Farms regrets that these actions are necessary. We thank you for your hard work and dedication. Should you have any other questions, please do not hesitate to contact Nathan Krudop at 608.355.8794 or by email at nathan.krudop@foremostfarms.com.

Thank you for your service to Foremost Farms USA

Sincerely,

A handwritten signature in black ink, appearing to read 'N. Krudop', is written over a light blue horizontal line.

Nathan D. Krudop
Human Resources Director

Cc: Wisconsin Dislocated Worker Unit
Mr. Eric Schneider - Employee Committee Chair



████	████	Plant Operations Specialist	7/17/2020
██████	██████	Plant Superintendent	7/17/2020
██████	██████	Production Supervisor	7/17/2020
████	██████	Production Supervisor	7/17/2020
██████	██████	Production Supervisor/Safety Coordinator	7/17/2020
████	██████	Quality Assurance Manager	7/17/2020
██████	██████	Quality Specialist	7/17/2020
██████	██████	Quality Specialist	7/17/2020
██████	██████	Quality Specialist	7/17/2020
██████	██████	Warehouse/Shipping	7/17/2020