

July 1, 2022

VIA OVERNIGHT MAIL

**Bureau of Workforce Training, Program Administration Section
Department of Workforce Development
201 East Washington Avenue
Madison, WI 53707**

RECEIVED
JUL 06 2022
BY:

Re: **St. Croix Meadows – Conditional Notice – Employment Loss Event**

Dear Sir or Madam:

On behalf of Phillips-Medisize, LLC (“Phillips”) and pursuant to the regulations of the Worker Adjustment and Retraining Notification Act (“the Act”), 20 CFR Section 639.7, this letter serves as a conditional notification to you, as the Wisconsin Bureau of Workforce Training, of a possible mass layoff event.

Recently, a major customer of Phillips informed the company that it will need to immediately and substantially reduce the production of its products at the St. Croix Meadows Phillips facility. This information represents an unforeseeable change in Phillips’ business circumstances as contemplated by Section 3(b)(2)(A) of the Act. At this time, it is unknown whether this reduction will ultimately impact more than 25% of the St. Croix Meadows employees, and therefore, Phillips is making this conditional notification out of abundance of caution and in an attempt to provide as much notice as possible to its employees.

At this time, 96 employees will be affected by a permanent layoff, commencing on or about July 12, 2022. In the event our customer informs us that a complete cessation of production is necessary, we anticipate a permanent layoff of approximately 225 additional employees, which would likely take place in phases and would be expected to be complete on or about October 12, 2022.

Because this reduction is the result of an unforeseeable business circumstance beyond Phillips’s control, it is not possible for all employees who will be immediately affected to receive 60 days’ notice, however, Phillips is making this conditional notice as early as reasonably practicable to provide as much notice as possible. We will continue to keep our employees closely advised as to possible separation dates as circumstances develop.

Phillips is providing notice to the affected employees and to the Mayor of Hudson, Wisconsin. No union represents the affected employees, and there is no policy for transfer, bumping or reassignment; however, available positions at other Phillips locations are being shared with affected employees. A list of the job titles of the currently affected employees and the number of affected employees in each job classification is enclosed. Phillips will update this notice to your office if additional employees are impacted.

You may contact me for further information at (715) 377-7254.

Sincerely,

David Thoreson
VP, Global Operations