

March 6, 2023

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To Whom It May Concern:

This letter is notice that WM Recycle America, L.L.C. d/b/a Milwaukee MRF WM Recycle America (the “Company”) is undergoing a reduction in the workforce at the Company’s location at W132 N10487 Grant Drive, Germantown, WI, 53022 (the “Germantown Location”).

The Company is undertaking improvements in recycling equipment and process at the Germantown Location that will reduce the number of required employees. In total, the Company anticipates that there will be 9 affected employees who are employed and paid by the Company who will be permanently laid off from the employment as a result of this reduction in force. A list of job titles and the number of affected employees in each position at the Germantown Location is attached hereto as Exhibit 1. We anticipate that the layoffs will occur on May 5, 2023.

The entire Germantown Location is not being closed. There are no unions representing any of the affected employees, and no bumping rights exist for affected employees.

The information provided in this notice is based on the best information available to us at this time. We are providing this notice because both the federal Worker Adjustment and Retraining Notification (WARN) Act and the Wisconsin Business Closing and Mass Layoff Law encourage employers to provide information voluntarily even when a notice requirement does not exist. To the extent that the Company’s actions described above constitute a covered action for purposes of the

federal WARN Act, the Wisconsin Business Closing and Mass Layoff Law and/or any applicable state law, this letter is intended to fulfill any notice requirements, but by providing this information, we do not concede that either the federal WARN Act or Wisconsin's Business Closing and Mass Layoff Law apply or that notice is required.

Should you wish further information, please contact Sheli Seguin at 262-239-1612.

Sincerely,

Sheli Seguin  
People Director

## EXHIBIT 1

### SCHEDULE OF JOB ACTIONS

**Location Address:** W132 N10487 Grant Drive, Germantown, WI, 53022

#### **Employees Being Permanently Laid Off:**

The Company is placing the following numbers of individuals on layoff. At this point, we expect these layoffs to be permanent, we are removing these employees from our payroll and benefits, and we do not anticipate recalling them to work.

Job Title	Number of Employees Affected	Expected Date of Permanent Layoff
Custodian	1	5/5/2023
Production Specialist	3	5/5/2023
Quality Inspector	1	5/5/2023
Sorter	4	5/5/2023