



October 5, 2023

VIA EMAIL (WIOATitleI@DWD.WISCONSIN.GOV) with return receipt and U.S. MAIL (return receipt requested)

Wisconsin Department of Workforce Development
Attn: Dislocated Workers Unit
201 East Washington Avenue
P.O. Box 7972
Madison, WI 53707

RE: Announcement of Planned Action in Madison, Wisconsin

Dear Sir or Madam:

Consistent with the provisions of the Worker Adjustment and Retraining Notification Act ("WARN"), 29 U.S.C. § 2101 et seq., and Wis. Stat. § 109.07, this letter is to notify you that the NorthStar Medical Technologies, LLC ("NorthStar") facilities located at 5249 Femrite Drive, Madison, WI 53718 and 3060 Progress Road, Madison, WI 53716 will be terminating the employment of a group of employees. These employment terminations are expected to be permanent. The expected date of the first separation will be October 11, 2023, or the thirteen (13) days thereafter.

These employment terminations will affect 28 employees and are scheduled to be carried out based on the schedule set forth in Exhibit A. The remainder of the NorthStar facilities located at 5249 Femrite Drive, Madison, WI 53718 and 3060 Progress Road, Madison, WI 53716 will continue to operate after October 11, 2023.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. Those employees are expected to be separated from employment in accordance with the schedule set forth in Exhibit A. The affected employees will receive compensation and benefits for any period of time covered by WARN and Wis. Stat. § 109.07.

The affected employees are not represented by a Union and do not have any bumping rights. In other words, they will not be able to displace employees with less seniority as a result of this termination.

The attached Exhibit A is a list of the job classifications, number of individuals who will be affected by the employment terminations at the NorthStar facilities, and their schedule separation dates.

If you have any questions or want additional information concerning this matter, please contact Monica Andersen, Vice-President of Human Resources at 608-313-8113 or mandersen@northstarm.com.



Sincerely,

A handwritten signature in cursive script that reads "Monica Andersen".

Monica Andersen
Vice-President of Human Resources

Cc: Mayor of the City of Madison via facsimile, e-mail (mayor@cityofmadison.com and U.S. Mail (return receipt requested)

Satya Rhodes-Conway
210 Martin Luther King Jr. Blvd., Room 403
Madison, WI 53703
Fax (608) 267-8671



EXHIBIT A

Separation Date of October 11, 2023, or within thirteen (13) days thereafter.

JOB CLASSIFICATION	NUMBER OF AFFECTED EMPLOYEES
Director, Instrument Engineering	1
Electrical Engineer	1
Engineering Technician	1
Lead Engineer	1
Manager, Microbiology, Product Development	1
Material and Engineering Technician	1
Material Science Engineer II	1
Mechanical Engineer II	1
Product Development Engineer II	3
Software Engineer II	1
Sr Electrical Engineer	1
Sr Embedded Firmware Engineer	1
Sr Engineering Technician	2
Sr Mechanical Engineer	1
Sr Mechanical Engineer, CAD Admin	1
Sr Mgr, Mechanical Engineering	1
Sr Mgr, Software Engineering	1
Sr Microbiology Design Technologist, Product Devel	1
Sr Software Engineer	1
System Support Engineer II	1
Systems Engineer	2
Systems Engineer II	1
Technical Writer II	1

Separation Date of March 29, 2024, or within thirteen (13) days thereafter.

JOB CLASSIFICATION	NUMBER OF AFFECTED EMPLOYEES
Director, Customer Support	1