



February 1, 2024

Department of Workforce Development  
201 East Washington Ave.  
P.O. Box 7946  
Madison, WI 53707

Via Email:  
WIOATitleI@dwd.wisconsin.gov

Re: Closure of Saputo Cheese USA Inc Lancaster, WI Plant

To Whom It May Concern:

On November 1, 2023, Saputo Cheese USA Inc. publicly announced the intended closure of its Lancaster, WI cheese manufacturing plant, to occur by the end of February 2024. On the day of the initial announcement, all employees at the Lancaster plant were advised that there would be retention and severance pay opportunities. Details of both retention pay/bonuses and severance were provided in the following two weeks on a one-on-one basis between Human Resources leadership and each individual employee. All employees were fully notified of the terms of their employment and timing of plant closure by November 15, 2023.

At this time, Saputo Cheese USA Inc. can confirm that the Lancaster, WI cheese manufacturing plant will conclude operations and close at the end of March 2024. Again, all employees are aware of the terms of their employment ending and are being compensated above and beyond their standard and/or hourly pay rates. Notification of the March closure has been posted at the Lancaster plant.

Please contact me directly at [lisa.housner@saputo.com](mailto:lisa.housner@saputo.com) if you have any further questions regarding Saputo's Lancaster plant. Thank you.

Sincerely,

Lisa Housner  
Director, Human Resources

cc: XX, Lancaster Plant Manager, Saputo Cheese USA Inc.  
Teri Merrick, Director of Employment Law, US, Saputo Cheese USA Inc.  
Stuart Harper, Mayor of Lancaster, WI

**Exhibit A**

**ADEA/OWBPA Chart**

This Exhibit A to the Agreement is being provided to Employee in conjunction with their severance offer. In light of changing business conditions, the Company has made the strategic decision to completely and permanently close its Lancaster, Wisconsin facility. The following is a listing of the ages and job titles of employees who were and were not selected for termination and offered consideration for signing the waiver, including certain employees who the Company will continue to utilize after the closure to help wind down operations. Except for those employees selected for termination, no other employee is eligible for or was offered consideration in exchange for signing the waiver:

<b>Job Title</b>	<b>Age</b>	<b>No. Selected</b>	<b>No. Not Selected</b>
Attendant, Milk Reception	28,31, 45, 47	4	0
Attendant, Production I	61,64	2	0
Attendant, Production II	18,18,19,19,19,19,19,19,20,20,20,21,21,22,22,24,28,29 30,30,30,31,31,32,33,34,34,35,36,37,37,42,43,46,49,50 54,54,57,58,58,59,59,59,60,61,63,69	48	0
Attendant, Sanitation	64	1	0
Cheesemaker	34,41,47,53,	4	0
Clerk, Shipping	34,51	2	0
Coordinator, Production Operations	23,23	2	0
Coordinator, Accounting	39	1	0
Coordinator, Warehouse Operations	37	1	0
Janitor	40,50	2	0
Leadhand, Packaging	44	1	0
Leadhand, Production	32,57	2	0

Manager, Production I	42	1	0
Mechanic	25,27,31,42	4	0
Operator, Maintenance	53	1	0
Operator, Packaging	30,35,61	3	0
Plant Manager II	36	0	1
Scheduler, Production II	52	1	0
Senior Advisor, Human Resources	44	1	0
Specialist, Health and Safety	30	1	0
Supervisor, Maintenance	34	1	0
Supervisor, Packaging	44	1	0
Supervisor, Production	38,43,45,53	4	0
Supervisor, Quality	36	1	0
Technician, Laboratory	27,43	2	0

This information is being provided to Employee as required by law so that Employee can make an informed choice about whether they want to enter into the Agreement in order to receive severance pay in connection with the termination of their employment with the Company. The Company is an equal opportunity employer and does not discriminate against applicants or employees on the basis of age, race, color, sex, marital status, sexual orientation, religious belief, national origin, ethnicity, mental or physical disability, veteran's status, union membership, or other protected characteristics protected under applicable federal, state, and local laws.