



December 23, 2024

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BY:.....

By Regular First-Class Mail  
and Email: WIOATitle@dwd.wisconsin.gov

The Wisconsin Department of Workforce Development  
Dislocated Worker Unit  
PO Box 7972  
Madison, WI 53707

By Regular First-Class Mail  
and Email: aksmith@waukeshacounty.gov

Analiese Smith  
Director  
Workforce Development Board  
515 Moreland Blvd., AC 260  
Waukesha, WI 53188

Dear Director Smith:

This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (the "WARN Act") as well as any applicable local and state laws, including the Wisconsin Business Closing and Mass Layoff Law (collectively, the "WARN Act") to notify you that Guy & O'Neill, Inc. (the "Company") is permanently closing its facility located at 200 Industrial Drive, Fredonia, WI 53021 (the "Wisconsin Facility"), effective on or about January 31, 2025. This will result in the layoff of 196 employees at the Wisconsin Facility. The job titles of positions and the number of affected employees in each title is as set forth in the attached Exhibit A.

Please note that the employees at the Wisconsin Facility are not represented by a union, and bumping rights do not exist. The closure of the facility is due to current economic conditions. All affected employees have been notified.

A copy of this notice is also being sent to the appropriate local chief elected officials and the Wisconsin Department of Workforce Development.

200 Industrial Drive, Fredonia, WI 53021 • 262-692-2469 • FAX 262-692-6027

Should you have any questions about the matters contained in this notice or any other issues, please feel free to contact me or Kristin Voigt at 262-447-2159 or [kvoigt@guyandoneill.com](mailto:kvoigt@guyandoneill.com).

Sincerely,

*Chris Moye*

Chris Moye  
CEO

cc:

Lance Leider  
Town Chairman  
Town of Fredonia  
242 Fredonia Avenue  
Fredonia, WI 53021

Lee Schlenvogt  
Ozaukee County Board Chairperson  
Administration Center  
121 W. Main St.  
Port Washington, WI 53074

## EXHIBIT A

Wisconsin

| Job Title                       | # of affected employees |
|---------------------------------|-------------------------|
| A/P Analyst                     | 1                       |
| A/R Analyst                     | 1                       |
| Accounting Manager              | 1                       |
| Assistant Shift Lead            | 2                       |
| Assistant Lab Technician        | 1                       |
| Blender/Compounder              | 4                       |
| Blending Sanitization Associate | 1                       |
| Business Systems Analyst        | 1                       |
| Buyer                           | 1                       |
| CHIEF COMMERCIAL OFFICER        | 1                       |
| Chief Financial Officer         | 1                       |
| CHIEF INNOVATIONS OFFICER       | 1                       |
| Continuous Improv Tech          | 1                       |
| Corporate Controller            | 1                       |
| CS Data Specialist              | 1                       |
| Customer Service Rep            | 3                       |
| Dir E-Comm & Digital Mktg       | 1                       |
| Director of Info Tech           | 1                       |
| Director of Q A                 | 1                       |
| Director, R&D Packaging         | 1                       |
| Dynamics AX Lead                | 1                       |
| Financial Analyst               | 2                       |
| Formulation Chemist             | 1                       |
| Human Resources Coord           | 1                       |
| Human Resources Manager         | 1                       |
| Inventory Control Clerk         | 1                       |
| Lab Manager                     | 1                       |
| Lead Facilities Technician      | 1                       |
| Line Tech                       | 6                       |
| Machine Operator                | 56                      |
| Maintenance Coordinator         | 1                       |
| Maintenance Shift Leader        | 3                       |
| Manager, SIOP                   | 1                       |
| Manager, Warehouse              | 1                       |
| Manufacturing Engineer          | 2                       |
| Marketing Coordinator           | 1                       |
| Master Scheduler                | 1                       |
| Material Handler                | 12                      |
| Material Handler Lead           | 2                       |

|                            |            |
|----------------------------|------------|
| Material Hauler            | 4          |
| Mechanic                   | 6          |
| Mfg. Process Chemist       | 1          |
| Millwright Mechanic        | 1          |
| Operations Manager         | 1          |
| Order Selector/MH          | 2          |
| Packaging Engineer         | 1          |
| President & CEO            | 1          |
| Production Lead            | 1          |
| Production Worker          | 14         |
| Project Manager            | 2          |
| QA Document Specialist     | 1          |
| QA Lab Technician          | 2          |
| Quality Associate          | 2          |
| Quality Specialist Lead    | 1          |
| R&D Chemist                | 1          |
| R&D Technical Coordinator  | 1          |
| Senior Buyer               | 1          |
| Senior Lab Technician      | 1          |
| Shift Leader               | 3          |
| Shipping/Receiving Lead 1  | 1          |
| Site Operations Leader     | 1          |
| Sr Mgr. Financial Analyst  | 1          |
| Team Leader                | 19         |
| Tech Support Analyst       | 1          |
| Technical Services Manager | 1          |
| Vice President Sales       | 3          |
| VP of Supply Chain         | 1          |
| <b>Grand Total</b>         | <b>196</b> |