



1055 Corporate Center Drive
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January 15, 2025

VIA EMAIL ONLY (WIOATitleI@dwd.wisconsin.gov)

Wisconsin Bureau of Workforce Training
Program Administration Section
201 East Washington Avenue
Madison, WI 53707

VIA FIRST CLASS MAIL

Mayor Austin R. Hammond
Menasha City Hall
100 Main Street, Suite 200
Menasha, WI 54952

Re: Required Notice Pursuant to the Federal Worker Adjustment Retraining and Notification Act and the Wisconsin Business Closing and Mass Layoff Law

To Whom it May Concern:

ORBIS Corporation (“ORBIS”) has recently decided to consolidate the operations currently performed at its facility located at 1328 Earl Street, Menasha, Wisconsin 54952 into its new Greenville, Texas facility, which will result in the closure of the Menasha facility. As a result, all ORBIS employees currently employed at the Menasha facility will experience a loss of their employment with ORBIS. As required by the Federal Worker Adjustment Retraining and Notification (WARN) Act and the Wisconsin Business Closing and Mass Layoff (WBCML) Law, this letter serves to provide you with at least sixty (60) days’ advance notice of the pending employment losses. The information provided in this letter represents the best information available to ORBIS at this time.

Due to the closure of the Menasha facility, ORBIS anticipates that the employment terminations will be permanent. ORBIS currently anticipates that the employment terminations will begin on or about March 16, 2025. The terminations will likely occur in phases, depending upon the needs of the business as the work at the Menasha facility winds down. Some employees impacted by the closure of the Menasha facility may be offered positions for which they are qualified at facilities located in the Fox Valley region of Wisconsin that are owned or operated by ORBIS’ affiliate, Menasha Packaging Company, LLC.



Powered by Menasha Corporation

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The following job positions and workers (109 total) will be affected or otherwise impacted by the closure of the Menasha facility:

<u>Title</u>	<u>Number of Affected Workers</u>	<u>Title</u>	<u>Number of Affected Workers</u>
Associate Manager, Quality	1	Buyer/Planner	1
Cell Lead	8	Flex Operator	2
HR Manager	1	Maintenance Manager	1
Material Handler	4	Materials Manager	1
Maintenance Mechanic/Millwright Apprentice	1	Maintenance Technician C	1
Maintenance Technician	4	Maintenance Technician MW	1
Nozzle Cleaner	2	Operator	21
Process Technician	5	Process Technician II	3
Regrinders	4	Set-Up Technician	9
Set-Up Technician II	2	Shipper/Receiver	6
Store Room Clerk	1	Thermoform Operator	1
Plant Manager	1	Production Manager	1
Production Operator	21	Production Supervisor	4
Tooling Room Lead	1	Tooling Technician	1

ORBIS does not recognize specific seniority or “bumping” rights at this facility. ORBIS employees at this facility are not represented by a union or other labor organization.

If you have any questions, please contact me at the number provided below.

Sincerely,

Angie Olson
Vice President, Human Resources
(262) 560-5587