



March 27, 2025

WIOATitleI@dwd.wisconsin.gov

Re: Notice of layoff pursuant to the Worker Adjustment and Retraining Notification (WARN) Act.

To whom it may concern:

After years of extensive study and careful consideration, we have made the difficult decision to close our manufacturing facility in Clear Lake, WI and consolidate all production activities to a new facility in Bergen, NY. A key driver of the consolidation strategy and of the investment in one new, modern, highly efficient plant was to reduce the risks from significant year-to-year market fluctuation. Choosing this strategy was difficult because of the impact on employees. But it was the strategy that will position Oxbo to continue to be the world leader in providing specialty crops harvesting solutions well into the future.

As required by the Worker Adjustment and Retraining Notification (WARN) Act of 1988, this letter serves to give 60 or more days' advance notice of the closing.

The closing will affect employees at the following site(s):

Oxbo

100 Bean Street

Clear Lake, WI 54005

At this time, we expect the closing to be permanent in nature.

The initial employment terminations associated with the facility closure will begin starting on or around June 6, 2025 and continue through approximately June 27, 2025.

Please see the bottom of this letter for a list of the positions and number of employees expected to be affected by the closing

Oxbo has established a plan to provide employees with further information regarding their employee benefits and other information to assist them during this difficult time. We have distributed this information to the employees at the Clear Lake facility.

If you have additional questions, please contact Deb Klapperich at dklapperich@oxbo.com or 715-352-6485 or Jennifer Gnage at j.gnage@oxbo.com or 585-548-5142.

Sincerely,

Joe Perzia

President, HVC

Oxbo

	Estimated End Date			
Job Title	6/6/2025	6/27/2025	12/12/2025	Grand Total
Assembler		10	2	12
Assembler Lead		1		1
Assembler Technician		2	1	3
CI Specialist Fixture Design		1		1
CNC Programmer		1		1
Distribution Specialist		4	2	6
Fabricator	5	2	1	8
Laser Operator			2	2
Material Handler	1	5	1	7
Mfg Support		1	1	2
Paint		3	1	4
Press Brake Operator	2			2
Production Planner		1		1
Robot Weld Specialist			1	1
Welder	9	2	4	15
Welder Lead	1		1	2
Grand Total	18	33	17	68