

March 31, 2025

VIA EMAIL DELIVERY ONLY

Andrew Nerbun

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Lee Schlenvogt

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**The Wisconsin Department of Workforce Development
Dislocated Worker Unit**

PO Box 7972
Madison, WI 53707
WIOATitleI@dwd.wisconsin.gov

We are writing to inform you that effective May 31, 2025, or anytime during the 14-day period thereafter, Concordia University, Inc., also known as Concordia University of Wisconsin and Ann Arbor (the "University") will begin terminating employees as a result of the University's decision to reorganize and reduction-in-force at both of its campuses to improve the University's financial position, resulting in a reorganization and reduction-in-force at the University's Wisconsin campus in Mequon (the "Mequon Campus"). The terminations will impact the University's operations located at the University's Mequon Campus, 12800 N Lake Shore Drive, Mequon, WI 53097, and the terminations will be permanent.

A total of **5** employees will be terminated as a result of resulting in a reorganization and reduction-in-force at the Mequon Campus. The University's employees are not represented by a union and do not have any bumping rights. The University has provided as much advance notice as is practicable of the terminations.

Additional information concerning this matter may be obtained from **Kimberly R. Masenthin, Assistant Vice President of Human Resources at 262-243-4414**. The job titles of positions to be affected, number of affected employees in each job classification, and schedule for making separations is available upon request.

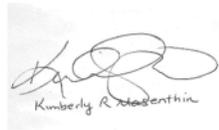
The information provided in this letter is based upon the best information available to the University at this time. This letter is provided pursuant to federal laws which encourage

employers who are not required to comply with the business closing notice statutes to, nonetheless, provide such notice, and should not be construed as an admission of coverage.

Should you have any questions, please feel free to contact me.

Sincerely,

CONCORDIA UNIVERSITY, INC.

A handwritten signature in black ink, appearing to read "Kimberly R. Masenthin", is positioned above a printed name. The signature is fluid and cursive.

Kimberly R. Masenthin
Assistant Vice President of Human Resources