

June 23, 2025

VIA EMAIL

The Wisconsin Department of Workforce Development
Dislocated Worker Unit
P.O. Box 7972
Madison, WI 53707
WIOATitle1@dwd.wisconsin.gov

Re: Notice of Workforce Reduction (WARN)

Dear Members of the Dislocated Worker Unit:

Nasco Education LLC (“Nasco” or the “Company”) is writing to provide you with notice of a mass layoff at its facility located at 901 Janesville Ave, Fort Atkinson, Wisconsin 53538. This notice is provided in accordance with the Wisconsin Business Closing and Mass Layoff Law, Wis. Stat. § 109.07 (“WBCL”) and the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §§ 2101-2109 (“WARN”). There are currently 136 employees working at or reporting to the Fort Atkinson facility.

Nasco anticipates that a round of scheduled layoffs affecting approximately 30 employees will occur on or around August 22, 2025. The layoffs are expected to be permanent. While the number of affected employees does not reach 25% of Nasco’s current workforce at the Fort Atkinson facility, Nasco is providing this notice because it recognizes there is a possibility of subsequent layoffs in coming months that could result in a total of 40-60 total layoffs (including the August 22, 2025, reduction), though it hopes to avoid any further layoffs. Such subsequent layoff dates, if any, have not yet been determined and will depend on certain unpredictable business and economic factors. This notice is being provided to you with at least 60 days’ advance notice for all affected employees. However, separation dates may fluctuate, and we will give you as much advance notice as possible if the anticipated separation schedule changes significantly pursuant to Wis. Admin Code § DWD 279.05. In the event any affected employee does not receive the full 60 days’ notice of their layoff, they will be paid regular wages and benefits in lieu of notice for each day they did not receive the required notice.

We are also providing notice of layoffs to the affected employees and the Fort Atkinson City Manager. The employees are not represented by a union, and bumping rights are not available. Nasco will ensure that all employees will be paid all earned wages and any agreed upon benefits through the date of termination. Exhibit A below provides the list of the job titles of positions that are impacted and the number of impacted employees in each job category.





Empowered teachers, engaged students

901 Janesville Avenue
Fort Atkinson, WI 53538

PHONE 1.800.558.9595

FAX 1.800.372.1236

EMAIL custserv@nascoeducation.com

WEB nascoeducation.com

Should you have any other questions, please do not hesitate to contact me at 920-568-5566 or by email at tritchie@nascoeducation.com.

Sincerely,

Toni Ritchie
Human Resources Director

Exhibit A

Job Title	# of Individuals
ACCOUNTING TAX SPECIALIST	1
AP ASSOCIATE 1	1
ASST PRODUCT MANAGER	1
BID SPECIALIST	1
BIO PRESERVING MANAGER	1
BUYER	2
CHANNEL MANAGER	1
CHIEF MARKETING OFFICER	1
COPY MANAGER	1
Director, Product Strategy & Analytics	1
KIT DEV SPECIALIST	2
Kit Production	3
Manager of Infrastructure and Operations	1
Preserve Tech	2
Product Manager	1
PROGRAMMERANALYST	1
SR GRAPHIC DESIGNER	1
SR PREPRESS OPERATOR	1
WAREHOUSE 1	6
WAREHOUSE DRIVER	1

Total Employees Impacted: 30

