



October 13, 2025

Via FedEx and Email

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

Re: Notice of Permanent Employee Layoffs

In compliance with the Wisconsin Business Closing and Mass Layoff Law, this is to notify you that Xylem's Waukesha facility – located at N19W23993 Ridgeview Parkway, Suite 200, Waukesha, WI 53188 – will be permanently laying off employees as part of a reduction in force.

The layoffs are expected to occur on October 13-17, 2025. Xylem currently anticipates permanently laying off 40 employees. There is no union representing affected employees. The enclosed list provides the job classifications that will be affected and the number of employees in each classification. Xylem is notifying all affected employees of the layoffs and their separation date.

If you have any questions regarding the layoffs, please contact Melinda Carruthers at 203-450-8385.

Sincerely,

Melinda Carruthers

Melinda Carruthers
Director, Human Resources
Xylem, Inc.

LIST OF AFFECTED EMPLOYEES

<u>Job Classification</u>	<u>Number of Employees</u>
Administrative	3
Engineer	16
Designer	7
Technician	2
Inside Sales	3
Manager	1
Project Manager	2
Regional Sales Rep	4
Sales Process	1
Supervisor	1