

FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

October 21, 2025

Rec'd
11/13/2025
BRK

To:
Bureau of Workforce Training, Program Administration
WIOATitle@dwd.wisconsin.gov
201 East Washington Ave.
Madison, WI 53707

Mayor Jim Paine
1316 N. 14th St.
Superior, WI 54880

Re: Notice of Layoffs

To Whom it May Concern:

The Superior Douglas County Family YMCA (“Superior YMCA”) is integrating with the Duluth Area Family YMCA (“Duluth YMCA”). All employees of the Superior YMCA are expected to be hired by the Duluth YMCA as of January 1, 2026.

Therefore, these circumstances require the Superior YMCA to lay off employees of the Facility (as defined below) as of December 31, 2025. As required by federal and Wisconsin law, this letter provides 60 days’ advance notice of the layoffs.

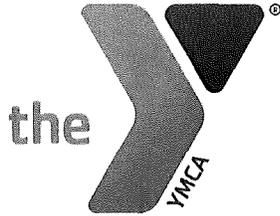
The layoffs will affect employees at the following site (“Facility”):

Superior Douglas County Family YMCA
9 N. 21st St.
Superior, WI 54880

Sara Cole, CEO, can be contacted regarding this matter at 302 W. 1st St., Duluth, MN 55802. Her phone number is 218-722-4745.

The layoffs will take place on December 31, 2025. The layoffs will be “permanent” in nature (due to the cessation of all operations of the Superior YMCA) but again, it is expected that the Duluth YMCA will hire all Superior YMCA employees effective the very next day, January 1, 2026.

For the departments, job titles, positions, and names of affected employees holding those positions, please see Exhibit A.



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Employees slated for layoff do not have “bumping rights”.

There are no collective bargaining agreements, unions or union representatives.

This notice complies with the WARN Act under 29 U.S.C. § 2101, 20 C.F.R. § 639, and the Wisconsin Business Closing and Mass Layoff law (WBCML) under Wis. Stat. § 109.07 and Wis. Admin. R. § 279.

Very Truly Yours,

Superior Douglas County Family YMCA
By: Sara Cole, CEO