



January 27, 2026

Via OVERNIGHT CARRIER and Email (mayor@kenosha.org)

David Bogdala
Mayor, City of Kenosha
625 52nd Street, Room 300
Kenosha, WI 53140

Via Email (WIOATitle1@dwd.wisconsin.gov)

Wisconsin Department of Workforce Development
201 E. Washington Avenue
Madison, WI 53703

Re: Notice of Layoffs

Dear Sir or Madam:

This notice is being submitted as may be required pursuant to the federal WARN Adjustment and Retraining Notification Act of 1988 and Wisconsin law. Fresenius USA Manufacturing, Inc. (the “Company”) has decided to divest certain logistics business to Ryder System, Inc. or its affiliated entity (“Ryder”) and as a result of this anticipated transaction, there will be a layoff at the Company’s facility located at **5300 95th Ave., Kenosha, WI 53144** (the “Distribution Center”). The layoff includes employees who work at cross-docks who report into and/or may be based from the Distribution Center. This action will not result in the closure of the Distribution Center, but rather is an elimination of a line of business.

Employees selected for layoff (“Affected Employees”) will be terminated from employment on April 10, 2026. The layoff is expected to be permanent, and no bumping rights exist. Employees are not members of a union and thus there is no employee representative. Attached as Exhibit A, please find a list of the job titles and number of Affected Employees in each job title.

If you have any questions or want additional information concerning this matter, please contact Heather Richins, Senior Director, Human Resources by email to heather.richins@freseniusmedicalcare.com or by phone at (801) 719-7425.

Sincerely,

A handwritten signature in black ink that reads 'Heather Richins'. The signature is written in a cursive style and is positioned above a horizontal line.

Heather Richins
Senior Director, Human Resources

Exhibit A

Job Title	Number of Affected Employees
CMV Safety Specialist	1
Driver II CDL	3
Driver III CDL	27
Driver Non CDL	4
Supervisor Supply Chain	2
Transportation Clerk	2
Transportation Router	2