



MEMORANDUM

TO: Wisconsin Department of Workforce Development
WIOATitle1@dwd.wisconsin.gov

FROM: Chris Fridsma, Vice President of Human Resources, Daybreak Foods

DATE: March 27, 2026

RE: Federal and WI WARN Notice

On behalf of Daybreak Foods, Inc. (the “Company”), I am writing to inform you that the Company plans to temporarily layoff around eighty-seven employees at the Cold Spring Farm located at W 2024 Highway 59, Palmyra, WI 53156, and S&R Farms located at N9416 Tamarack Road, Whitewater, WI 53190. The estimated duration of the layoffs is around five to seven months. At this time, the Company anticipates employees in the following positions at the facilities will be impacted animal caretakers, line workers, processing lead, dock attendant, quality, sanitation, maintenance and manure technicians along with bio building attendants. A complete list of the affected job titles and the number of affected employees is listed below.

Job Titles Impacted	Count of Impacted
ANIMAL CARETAKER	14
BIO BUILDING ATTENDANT	6
LINE WORKER	35
MAINTENANCE TECH	1
MANURE TECH	3
DOCK ATTENDANT	3
SANITATION TECH	22
PROCESSING LEAD	1
QUALITY TECH	2
Grand Total	87

The layoff of affected employees is anticipated to take place on or about April 1, 2026. We hope to be in a position to recall impacted employees in the future as we are able to repopulate birds at the facilities and move towards returning to full operations, and we anticipate that the potential period of recall will be between August and October 2026. We also may identify work opportunities at other Company facilities to offer impacted employees and, if so, we will notify impacted employees as applicable to explain any available opportunities.

This action is based on unforeseen business circumstances arising from the recent Avian flu

outbreak at the facilities and the United States Department of Agriculture's required depopulation of the Company's birds at these facilities. Due to the required depopulation of the birds, the fact that depopulation clean-up operations are nearing conclusion, and the estimated time it will take to obtain approval to repopulate the facility with new birds and complete the repopulation, it has recently become clear that the Company will not have sufficient work available at the facilities to support all of its current employees at this time. As such, we are providing as much notice of the layoffs as is practicable given the unforeseen business circumstances, pursuant to federal and Wisconsin state WARN laws.

Note that no bumping or transfer rights to other jobs or facilities exist, although, as noted, the Company may identify and share job opportunities at other locations with affected employees. None of the affected employees are represented by a collective bargaining representative.

If you have questions or need further information from the Company regarding this matter, please contact Chris Fridsma, Vice President of Human Resources at (920) 648-8341, or cfridsma@daybreakfoods.com.