



P.O. Box 800 533 E. Tyrannena Park Road
Lake Mills, WI 53551

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MEMORANDUM

TO: Frank Sauter, Town Chair
fsauter@townofpalmyra.wi.gov

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

DATE: November 5, 2025

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 sixty-five employees at the Cold Spring Farm located at W 2024 Highway 59, Palmyra, WI 53156. The estimated duration of the layoffs is around four to six months. At this time, the Company anticipates employees in the following positions at the facility will be impacted animal caretakers, line workers, 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	24
BIO BUILDING ATTENDANT	7
LINE WORKER	10
MAINTENANCE TECH	1
MANURE TECH	5
MANURE TECH II	1
SANITATION TECH	17
Grand Total	65

The layoff of affected employees is anticipated to take place on or about November 7, 2025. We hope to be in a position to recall impacted employees in the future as we are able to repopulate birds at the facility and move towards returning to full operations, and we anticipate that the potential period of recall will be between March and May 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.



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This action is based on unforeseen business circumstances arising from the recent Avian flu outbreak at the facility and the United States Department of Agriculture's required depopulation of the Company's birds at this facility. 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 facility to support all of its current employees at the facility 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.