



Received: 01/29/2026 @ 12:01pm

January 27, 2026

Via OVERNIGHT CARRIER

Breeyn Tarr
Rapid Response & WIOA Adult and Dislocated Worker Program Administrator
Office of Workforce Development
P.O. Box 182105
Columbus, OH 43218-2105

Matthew Damschroder
Director
Department of Jobs and Family Services
30 E Broad St.
Columbus, OH 43215

Mayor Steven R. Salander
5330 Seaman Road
Oregon, Ohio 43616

Jessica Ford
County Administrator
One Government Center, Suite 800
Toledo, OH 43604

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 Ohio 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 **555 Blue Heron Drive, Oregon, OH 43616** (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.

To assist with the transition, eligible employees will be offered severance, outplacement services, and other benefits, provided they sign a release of claims. Affected Employees will also be provided with information about applying for unemployment benefits. Attached as Exhibit B, please find a copy of the notice provided to Affected Employees. There are two versions of the notice attached as Exhibit B, and an employee will receive one of them, depending on their position and eligibility conditions for severance.

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	4
Driver III CDL	35
Driver Non CDL	4
Lead Driver CDL	3
Supervisor Supply Chain	3
Transportation Clerk	3
Transportation Router	1