



Chris Hoffmann

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VIA FIRST CLASS U.S. MAIL and ELECTRONIC MAIL

April 28, 2026

Lindsay Kurrle, Secretary of Commerce
Agency of Commerce and Comm. Development
One National Life Drive
Deane C. Davis Building, 6th Floor
Montpelier, VT 05620-0501
lindsay.kurrle@vermont.gov

Kendal Smith, Commissioner of Labor
Department of Labor
5 Green Mountain Drive
P.O. Box 488
Montpelier, VT 05601-0488
kendal.smith@vermont.gov

Stacy Katon, Town Administrator
Town of Georgia
47 Town Common Road No.
St. Albans, VT 05478
administrator@townofgeorgia.com

Vermont Department of Labor
Commissioner's Office
5 Green Mountain Drive
P.O. Box 488
Montpelier, VT 05601-0488
labor.commissioner@vermont.gov

Re: Notification Pursuant to the Worker Adjustment and Retraining Notification Act and the Vermont Notice of Potential Layoffs Act

Dear Sir or Madam:

This letter is to advise the Town of Georgia Selectboard, the Secretary of Commerce and Community Development, the Commissioner of Labor, and the Vermont Department of Labor Rapid Response Team that Perrigo Company plc ("Perrigo") plans to effectuate a "plant closing" under the Worker Adjustment and Retraining Notification Act of 1988 ("WARN") and a "business closing" under the Vermont Notice of Potential Layoffs Act (hereinafter "Plant Closing"). The Plant Closing will take place at Perrigo's Georgia, Vermont worksite located at: 147 Industrial Park Road, Georgia, Vermont. This information is based on the best information currently available to the Company but may change due to subsequent events.

At this time, it is anticipated that the terminations will be permanent and will commence effective June 30, 2026 through June 30, 2027 (as the approximate Plant Closing date, subject to business circumstances). The entire site will be closed.



It is anticipated that these terminations will affect a total of approximately 393 employees at this worksite. Of these employees, 162 employees will be notified on or around April 28, 2026 that their employment will terminate on June 30, 2026, or at least 60 days after their notification.

Appendix A, attached hereto, includes a list of all 162 employees' job titles, names, mailing address, telephone number, and email, if applicable. **Appendix B**, attached hereto, identifies the job titles of positions that will be affected and the number of affected employees in each job category. No other separation dates have been established at this time. We expect the terminations on June 30, 2026 to be permanent in nature. There are no unions representing the affected employees, and there are no bumping rights in existence for permanent layoffs.

Copies of this letter with the information required by WARN and the Vermont Notice of Potential Layoffs Act are being sent as of the date above to the Town of Georgia Selectboard, the Secretary of Commerce and Community Development, the Commissioner of Labor, and the Vermont Department of Labor State Rapid Response Team.

We also intend to give the affected employees a Notification to Affected Employees Pursuant to the Worker Adjustment and Retraining Notification Act and the Vermont Notice of Potential Layoffs Act on or around April 28, 2026 via personal delivery, first class mail, or electronic mail. A sample notice that will be provided to each affected employee is attached hereto as **Appendix C**.

Perrigo's liaison with the Department of Labor for the purpose of providing rapid response to the affected employees is Katy Cawley, Human Resources Manager. Ms. Cawley may be contacted by phone at 269-686-3367 or by email at Katy.DelGreco@perrigo.com.

The information provided in this notice is based on the best information currently available to the Perrigo, but may change due to subsequent events. If you have any questions or require any additional information at this time, please contact me or Nicole Case, Director of Human Resources, at (269) 420-4464.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Hoffmann", with a stylized flourish at the end.

Chris Hoffmann
Legal Counsel – U.S. Employment

cc: Nicole Case, Director Human Resources
Katy Cawley, Human Resources Manager
Anne Blake-Dreher, Vice President Legal
Annette Corcoran, Head of Gov't Affairs