



**Emerson Commercial &
Residential Solutions**

Emerson Digital Cold Chain
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USA

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November 22, 2022

Rapid Response Unit
Connecticut Department of Labor
200 Folly Brook Boulevard
Wethersfield, CT 06109-1114

**NOTICE OF FACILITY CLOSURE PURSUANT TO THE WORKER ADJUSTMENT
AND RETRAINING NOTIFICATION (WARN) ACT**

After careful review, Emerson has made the difficult decision to close our Cooper-Atkins manufacturing and distribution facility located at 33 Reeds Gap Rd. Middlefield, CT 06455. These operations will be relocated to other existing Emerson facilities in North America.

This action will result in layoffs for approximately 68 hourly and salaried employees at our facility. Separations are planned to take place in three waves through February and March 2023. The facility is projected to permanently close on March 31, 2022. A few selected employees associated with the Middlefield site will be retained as remote (work-from-home) employees.

Please understand the decision to close this facility was not made lightly and is the result of our review of operations to manage costs, maintain competitiveness, and provide the best possible service to our customers.

All employees at the Middlefield facility have been informed verbally and those affected will receive written notice as to when their jobs will be eliminated. The company will provide severance packages based on each employee's length of service. Contents and conditions of the severance package, including insurance provisions, will also be communicated to each employee. I assure you that each employee will be paid wages for all hours worked, up to the time of separation.

We have also notified the local chief elected official according to requirements of the Worker Adjustment and Retraining Notification Act.

Emerson's Cooper-Atkins manufacturing facility has been a long-time fixture in the Middlefield community. We regret that this decision had to be made and are committed to treating the affected employees fairly and with dignity.

Please contact me at (860) 894-4429 to discuss any resources that may be available to assist our impacted employees.

Sincerely,

Sarah Minzes

Sarah Minzes
HR Manager