



July 31, 2025

**VIA EMAIL**

Antoine Jones  
Acting Rapid Response Manager  
MassHire Department of Career Services  
warnnotice@mass.gov  
Antoine.Jones@mass.gov

**RE: Worker Adjustment and Retraining Notification Act (WARN) Notification  
Ayr Wellness Massachusetts (M3) Reduction-in-Force**

Dear Mr. Jones:

On July 30, 2025, Ayr Wellness (the “Company”) announced its decision to conduct a reduction-in-force for employees who work at its facility located at **5-7 Industrial Rd., Milford MA, 01757** (“Facility”). The Worker Adjustment and Retraining Notification Act (WARN) may apply. As a result, we are providing you the following information:

**1. Name and address of employment site:**

Ayr Wellness Massachusetts – M3  
5-7 Industrial Rd.  
Milford MA, 01757

**2. Name and telephone number of company official to contact for further information:**

Jennifer McClintock  
Vice President of People Operations  
AYR Wellness  
Tel: 725-246-2609

**3. Statement regarding status of planned action:** The employment losses that will occur are expected to be permanent and the entire Facility is expected to close.

**4. Expected date of separations:** On September 29, 2025, Ayr Wellness will begin terminating employees affected by the reduction-in-force and the employment losses related to this reduction in force will occur as indicated on the attached Exhibit A.

**5. Information on positions to be affected:** Please see Exhibit A for the job titles of positions affected, the number of affected employees in each job classification, and the anticipated scheduled for the same.

**6. Bumping Rights:** Any bumping rights afforded to bargaining unit employees are set forth in the Local 1445 collective bargaining agreement.



7. **Union Information:** The affected employees are represented by UFCW Local 1445. The chief elected officer of UFCW Local 1445 may be contacted at Stefanie Coronella; 30 Stergis Way, Dedham, MA 02026; scoronella@ufcwlocal1445.org.

If you have any further questions regarding the reduction-in-force, please contact me immediately.

Sincerely,

*/s/ Jennifer McClintock*

**Jennifer McClintock**  
Vice President of People Operations  
AYR Wellness