

December 16, 2025

<p><u>VIA OVERNIGHT MAIL & EMAIL:</u></p> <p>Charles Bennett MassHire Rapid Response Coordinator III MassHire Metro North Career Center Cambridge 186 Alewife Brook Parkway Cambridge, MA 02138 charles.bennett@mass.gov With copy to warnnotice@mass.gov</p>	<p><u>VIA OVERNIGHT MAIL & EMAIL:</u></p> <p>Mr. Chris Albrizio-Lee, Executive Director MassHire Metro North Workforce Board 350 Main Street, Suite 620 Malden, MA 02148 clee@masshiremetronorth.org</p>
<p><u>VIA OVERNIGHT MAIL & EMAIL:</u></p> <p>Town Manager Eric. R. Slagle Wilmington Town Hall 121 Glen Road Room 11 Wilmington, MA 01887 eslagle@wilmingtonma.gov</p>	
<p><u>VIA OVERNIGHT MAIL & E-MAIL:</u></p> <p>Mr. Frank J. West, Select Board Chair Wilmington Town Hall 121 Glen Road Room 11 Wilmington, MA 01887 fwest@wilmingtonma.gov</p>	

Re: Reduction in Force

Dear Mr. Bennett, Mr. Albrizio-Lee and Town Manager Slagle, and Chair West:

This letter is in follow up to my November 10, 2025 communication. As you know, Charles River Laboratories, Inc. (the “Company”) has decided to partially cease operations at our Wilmington, MA site (251 Ballardvale Street, Wilmington, MA 01887) (the “Facility”). The Wilmington site’s Gnotobiotics, Foundation, and Humanized Models work is expected to be transferred to alternative sites. The partial Facility closure will be ongoing.

This closure will begin on January 9, 2026 with separations of employees occurring periodically after this date for a number of months as the Company works through the project.

The employment of three additional affected employees listed below will permanently end on the anticipated dates below.

Job Title	Number of Affected Employees in Job Title	Anticipated Schedule
Animal Care Technician	1	February 20, 2026
Director Isolator Operations	1	June 26, 2026
Human Resources Business Partner	1	June 26, 2026

Affected employees are eligible to apply for and be considered for any new or open positions.

As of December 16, 2025, the additional affected employees listed above have been notified of the planned partial closure of the Facility, their separation date and that their separation is permanent. The affected employees are not unionized and no bumping rights exist.

If you have questions or need additional information, please contact Michael F. Mikson, Mike.Mikson@crl.com or 1(781) 222-6354.

Sincerely,



Michael F. Mikson
Executive Director, Human Resources
Charles River Laboratories, Inc.