

June 4, 2026

**Via Overnight Delivery Mail**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Attn: Danielle Smith, Rapid Response Administrator

Mayor Liz Gibbons  
City of Kirkwood  
139 S. Kirkwood Road  
Kirkwood, MO 63122

Doctor Sam Page  
Saint Louis County Executive  
41 South Central  
Clayton, MO 63105

**Re: NOTICE PURSUANT TO THE FEDERAL WORKER ADJUSTMENT  
AND RETRAINING NOTIFICATION (WARN) ACT**

Dear Ms. Smith, Mayor Gibbons and Dr. Page:

Pursuant to the Federal Worker Adjustment and Retraining Notification Act (WARN Act), Bausch & Lomb Americas Inc. (“**Bausch**”) gives notice to you regarding a mass layoff that will occur at its 3365 Tree Court Industrial Blvd, Kirkwood, MO 63122 facility beginning on August 10, 2026. This mass layoff is expected to be permanent. The entire work facility is not being closed. The expected date of the first separation will be August 10, 2026.

The layoffs may come in stages, depending upon business need. There will not be any bumping rights for the affected employees. The impacted employees are not members of a union.

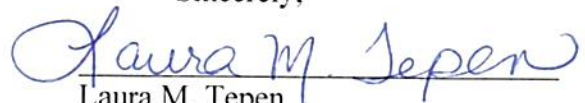
All affected employees have been notified of their separation dates and that their separation from employment will be permanent. Those employees are expected to be separated

from employment beginning on August 10, 2026, with all separations accomplished by December 17, 2026.

A list of the job titles affected by this closure and layoff, the number of affected employees in each job title, and a schedule of the separations is attached hereto as Exhibit I. The information contained in this letter, including Exhibit I, is based on the best information available to Bausch at this time.

If you have any question or require further information, please contact me at (636) 226-3023 or (314) 223-7837 or [laura.tepen@bausch.com](mailto:laura.tepen@bausch.com).

Sincerely,

  
Laura M. Tepen

**EXHIBIT I**

<b>Job Title</b>	<b>Number Of Affected Individuals</b>	<b>Expected Date of Separation</b>
Material Associate I	1	August 10, 2026
Shipping and Receiving Associate II	1	August 10, 2026
Manufacturing Associate I	34	August 10, 2026
Manufacturing Associate II	1	August 10, 2026
Manager, Manufacturing	1	August 10, 2026
Manufacturing Associate I	11	September 3, 2026
Manufacturing Associate II	4	September 3, 2026
Material Associate I	2	December 17, 2026
Material Associate II	2	December 17, 2026
Material Associate III	1	December 17, 2026
Manufacturing Technician V	1	December 17, 2026
Manufacturing Engineer III	2	December 17, 2026
Manufacturing Associate I	22	December 17, 2026
Manufacturing Associate II	11	December 17, 2026
Manufacturing Associate III	6	December 17, 2026
Manufacturing Associate IV	8	December 17, 2026
Production Trainer	1	December 17, 2026
Manufacturing Lead III	2	December 17, 2026
Quality Inspector II	3	December 17, 2026

Quality Technician	1	December 17, 2026
Supervisor, Team Leader	2	December 17, 2026
Supervisor, Senior Team Leader	2	December 17, 2026