



January 13, 2025

**Via E-mail**

Breeyn Handberg, Administrator  
Rapid Response Program  
Ohio Department of Job & Family Services  
rapdresp@jfs.ohio.gov

**Termination: WARN – Letter to Government Officials**

Dear Ms. Handberg:

This notice is being provided pursuant to regulations contained in the Worker Adjustment and Retraining Notification (“WARN”) Act of 1988, which requires affected employers to provide notice to certain government units or officials of a pending mass layoff or permanent closure.

On **June 17, 2024**, you received a letter (copy attached) (“Letter”), explaining that, in connection with its agreement for the sale of its assets (the “Transaction”) to Hikma Pharmaceuticals USA Inc. (“Hikma”), Xellia Pharmaceuticals USA LLC (“Xellia”) anticipated a mass layoff of approximately 247 U.S. employees (of which 214 worked in Xellia’s facility at 200 Northfield Rd., Bedford OH 44146). As explained in the Letter, the job losses began on August 17, 2024, and separations were made on October 31, 2024 and December 31, 2024.

We write to inform you that, in connection with the Transaction, Xellia anticipates a mass layoff of approximately five additional U.S. employees (of which three work in Xellia's Bedford OH location), starting on March 28, 2025. All additional affected employees have been notified of their expected separation dates and that their separation from employment is expected to be permanent.

The following is a list of job positions and the number of employees who will be affected by the mass layoff, along with the anticipated schedule for job losses:

<b>Job Title</b>	<b>Number of Employees in Job</b>	<b>Date of Termination</b>	<b>Work Location</b>
Customer Order Management Specialist	1	March 28, 2025	Bedford, Ohio



Operational Alliance Manager	1	May 26, 2025	Bedford, Ohio
Manager, Import/Export Compliance, NA	1	March 28, 2025	Bedford, Ohio

Affected employees do not have bumping rights. Xellia does not recognize strict seniority rights but may take seniority into consideration as a factor in determining which employees to lay off and the timing of each employee's layoff. Employees are not represented by a union.

For further information, please contact me at Kira Mondrup at [Kira.Mondrup@xellia.com](mailto:Kira.Mondrup@xellia.com).

Sincerely,

Kira Mondrup, Legal Manager, People & Organization, Xellia Pharmaceuticals  
Xellia Pharmaceuticals ApS  
Dalslandsgade 11  
2300 Copenhagen S Denmark



**September 23, 2024**

*Received: 9/23/2024 @ 11:19am*

**Via E-mail**

Breeyn Handberg, Administrator  
Rapid Response Program  
Ohio Department of Job & Family Services  
rapdresp@jfs.ohio.gov

**Termination: Extended WARN Notice – Letter to Government Officials**

Dear Ms. Handberg:

In accordance with the Worker Adjustment and Retraining Notification (“WARN”) Act of 1988, I am writing on behalf of Xellia Pharmaceuticals USA LLC (“Xellia”) to update our previous correspondence to you.

On June 17, 2024, you received a letter (copy attached) explaining that, in connection with its agreement for the sale of its assets (the “Transaction”) to Hikma Pharmaceuticals USA Inc. (“Hikma”), Xellia anticipated a permanent layoff of approximately 247 U.S. employees (of which 214 work in Xellia's facility located at 200 Northfield Rd., Bedford OH 44146 (“Bedford OH location”)).

We write to inform you that one who (i) works at the Bedford OH Location and (ii) was previously expected to be separated on October 31, 2024, is now expected to be separated on December 31, 2024. The affected employee has agreed to assist Xellia with transition services in connection with the Transaction.

The affected employee whose separation date has been impacted has been notified and has been provided with proper updated notifications in accordance with the notice requirements of the WARN Act. For your information, we have also enclosed a copy of the updated notice we provided to the affected employee.

For further information, please contact me at 440-999-0940.

Sincerely,

Chris Eckerle, Vice President, Manufacturing Operations North America  
Xellia Pharmaceuticals USA LLC  
200 Northfield Road  
Bedford OH USA 44146



Enclosures

1. June 17, 2024, Letter
2. Updated employee Notice



Updated: 8/2/2024 @ 4:56pm

**August 2, 2024**

**Via E-mail**

Breeyn Handberg, Administrator  
Rapid Response Program  
Ohio Department of Job & Family Services  
rapdresp@jfs.ohio.gov

**Termination: Extended WARN Notice – Letter to Government Officials**

Dear Ms. Handberg:

In accordance with the Worker Adjustment and Retraining Notification (“WARN”) Act of 1988, I am writing on behalf of Xellia Pharmaceuticals USA LLC (“Xellia”) to update our previous correspondence to you.

On June 17, 2024, you received a letter (copy attached) explaining that, in connection with its agreement for the sale of its assets (the “Transaction”) to Hikma Pharmaceuticals USA Inc. (“Hikma”), Xellia anticipated a permanent layoff of approximately 247 U.S. employees (of which 214 work in Xellia's facility located at 200 Northfield Rd., Bedford OH 44146 (“Bedford OH location”)).

We write to inform you that two who (i) work at the Bedford OH Location and (ii) were previously expected to be separated on August 17, 2024, are now expected to be separated on October 31, 2024. The affected employees have agreed to assist Xellia with transition services related to decommissioning in connection with the Transaction.

The affected employees whose separation date have been impacted have been notified and have been provided with proper updated notifications in accordance with the notice requirements of the WARN Act. For your information, we have also enclosed a copy of the updated notice we provided to the affected employees.

For further information, please contact me at 440-999-0940.

Sincerely,

Chris Eckerle, Vice President, Manufacturing Operations North America  
Xellia Pharmaceuticals USA LLC  
200 Northfield Road  
Bedford OH USA 44146



Enclosures

1. June 17, 2024, Letter
2. Updated employee Notice



Received: 6/17/2024 @ 3:18pm

June 17, 2024

**Via E-mail**

Breeyn Handberg, Administrator  
Rapid Response Program  
Ohio Department of Job & Family Services  
rapdresp@jfs.ohio.gov

**Termination: WARN – Letter to Government Officials**

Dear Ms. Handberg:

This notice is being provided pursuant to regulations contained in the Worker Adjustment and Retraining Notification (“WARN”) Act of 1988, which requires affected employers to provide notice to certain government units or officials of a pending mass layoff or permanent closure.

Xellia Pharmaceuticals USA LLC (“Xellia”), which has a facility at 200 Northfield Rd., Bedford OH 44146, recently announced its agreement for the sale of its assets (the “Transaction”) to Hikma Pharmaceuticals USA Inc. (“Hikma”). In connection with the Transaction, Xellia anticipates a permanent layoff of approximately **247** U.S. employees (of which **214** work in Xellia's Bedford OH location).

All affected employees have been notified of their expected separation dates and that their separation from employment is expected to be permanent.

The following is a list of job positions and number of individuals who will be affected by the mass layoff, along with the anticipated schedule for job losses:

Job Title	Number of Affected Individuals	Anticipated Date of Termination	Location
Analytical Chemist I, Quality Control	2	8/17/2024	Bedford, OH
Analytical Chemist II, Quality Control	2	8/17/2024	Bedford, OH
Aseptic Operator I	9	8/17/2024	Bedford, OH
Aseptic Operator II	7	8/17/2024	Bedford, OH
Aseptic Operator II	1	10/31/2024	Bedford, OH
Aseptic Operator III	6	8/17/2024	Bedford, OH
Automation Engineer	2	8/17/2024	Bedford, OH
Automation Engineer	1	10/31/2024	Bedford, OH

Batch Release Specialist	1	8/17/2024	Bedford, OH
Compliance Quality Assurance Specialist	1	10/31/2024	Bedford, OH
Director, Business Excellence	1	12/31/2024	Bedford, OH
Director, IV Bag Operations	1	10/31/2024	Bedford, OH
Director, MS&T	1	10/31/2024	Bedford, OH
Director, People & Organization Operations & TA, North America	1	12/31/2024	Bedford, OH
Director, Quality Assurance	1	8/17/2024	Bedford, OH
Distribution Coordinator	2	8/17/2024	Bedford, OH
Distribution Manager	1	10/31/2024	Bedford, OH
EHS & Sustainability Specialist	1	8/17/2024	Bedford, OH
Electrical & Instrumentation Technician	1	8/17/2024	Bedford, OH
Engineering & Maintenance Director	1	10/31/2024	Bedford, OH
Global EHS & Sustainability Engineer	1	10/31/2024	Bedford, OH
Inspection and Packaging Operator	37	8/17/2024	Bedford, OH
Inspection and Packaging Engineer	1	8/17/2024	Bedford, OH
Inspection and Packaging Engineer	1	10/31/2024	Bedford, OH
Inspection and Packaging Lead	4	8/17/2024	Bedford, OH
IT Infrastructure Specialist	1	10/31/2024	Bedford, OH
IT Service Technician	1	10/31/2024	Bedford, OH
IT Support Engineer	1	8/17/2024	Bedford, OH
Lyo/Utility Mechanic	1	8/17/2024	Bedford, OH
Lyo/Utility Mechanic	2	10/31/2024	Bedford, OH
Lyo/Utility Supervisor	1	10/31/2024	Bedford, OH
Maintenance Mechanic, IV Bag Packaging	1	8/17/2024	Bedford, OH
Maintenance Mechanic, IV Bag Packaging	2	10/31/2024	Bedford, OH
Maintenance Mechanic, Packaging Technology	1	8/17/2024	Bedford, OH
Maintenance Mechanic-Electrician	1	10/31/2024	Bedford, OH
Manager Demand Planning and Product Launch, US Injectables	1	8/17/2024	Bedford, OH
Manager, Analytical Methods	1	10/31/2024	Bedford, OH
Manager, Automation Engineering	1	8/17/2024	Bedford, OH
Manager, Non-Sterile Operations	1	10/31/2024	Bedford, OH
Manager, People & Organization	1	8/17/2024	Bedford, OH
Manager, Procurement US	1	8/17/2024	Bedford, OH
Manager, Quality Control Microbiology	1	10/31/2024	Bedford, OH



Manager, Quality Engineering	1	10/31/2024	Bedford, OH
Manager, Technical Support	1	10/31/2024	Bedford, OH
Manager, Training Operations	1	10/31/2024	Bedford, OH
Manufacturing Quality Assurance Specialist I	5	8/17/2024	Bedford, OH
Manufacturing Quality Assurance Specialist II	1	8/17/2024	Bedford, OH
Manufacturing Quality Assurance Supervisor	1	8/17/2024	Bedford, OH
Manufacturing Quality Assurance Supervisor	1	10/31/2024	Bedford, OH
Manufacturing Quality Assurance Support Supervisor	1	8/17/2024	Bedford, OH
Manufacturing Shift Lead	1	8/17/2024	Bedford, OH
Manufacturing Shift Lead	2	10/31/2024	Bedford, OH
Metrologist	1	10/31/2024	Bedford, OH
Microbiologist	3	8/17/2024	Bedford, OH
Microbiologist II	1	8/17/2024	Bedford, OH
Microbiologist III	1	10/31/2024	Bedford, OH
MQA Incoming Specialist I	1	8/17/2024	Bedford, OH
MQA Incoming Specialist II	1	8/17/2024	Bedford, OH
Operations Technical Specialist	2	8/17/2024	Bedford, OH
Plant Engineer	1	8/17/2024	Bedford, OH
Plant Engineer	2	10/31/2024	Bedford, OH
Principal Engineer	1	8/17/2024	Bedford, OH
Principal Engineer	1	10/31/2024	Bedford, OH
Principal Investigator	1	8/17/2024	Bedford, OH
Principal Quality Engineer	1	8/17/2024	Bedford, OH
Principal Quality Specialist	1	8/17/2024	Bedford, OH
Process Engineer	1	8/17/2024	Bedford, OH
Process Specialist- Operations	1	8/17/2024	Bedford, OH
Process Support Lead	1	8/17/2024	Bedford, OH
Process Support Lead	2	10/31/2024	Bedford, OH
Process Support Mechanic	4	8/17/2024	Bedford, OH
Process Support Supervisor	1	8/17/2024	Bedford, OH
Process Support Supervisor	1	10/31/2024	Bedford, OH
Production Mechanic	1	8/17/2024	Bedford, OH
Production Operations Coordinator	3	8/17/2024	Bedford, OH
Project Engineer	2	8/17/2024	Bedford, OH
Project Manager	1	8/17/2024	Bedford, OH
Project Manager	1	10/31/2024	Bedford, OH

QA Compliance Manager	1	10/31/2024	Bedford, OH
QA Documentation Coordinator	1	10/31/2024	Bedford, OH
Quality Control Environmental Monitoring Specialist III	1	8/17/2024	Bedford, OH
Quality Control Environmental Monitoring Specialist III	1	10/31/2024	Bedford, OH
Quality Deviation Program Specialist	1	8/17/2024	Bedford, OH
Quality Engineer	1	8/17/2024	Bedford, OH
Quality Engineer III	1	10/31/2024	Bedford, OH
Reliability Specialist	1	10/31/2024	Bedford, OH
Scientist, New Products	1	8/17/2024	Bedford, OH
Senior Aseptic Operator	1	8/17/2024	Bedford, OH
Senior Aseptic Operator	1	10/31/2024	Bedford, OH
Senior Director, Global EHS and Sustainability	1	12/31/2024	Bedford, OH
Senior Director, People & Organization - USI	1	8/17/2024	Bedford, OH
Senior Engineer, Quality Control	1	10/31/2024	Bedford, OH
Senior Financial Analyst	1	10/31/2024	Bedford, OH
Senior Manager, Sterile Operations	1	8/17/2024	Bedford, OH
Senior Mechanic	2	10/31/2024	Bedford, OH
Senior Purchasing & Planning Specialist	1	8/17/2024	Bedford, OH
Specialist, Operational Excellence	1	8/17/2024	Bedford, OH
Specialist, People & Organization	1	8/17/2024	Bedford, OH
Specialist, Quality Control Tech Transfer	2	8/17/2024	Bedford, OH
Specialist, Quality Control Tech Transfer	1	10/31/2024	Bedford, OH
Sr. Director, Quality	1	12/31/2024	Bedford, OH
Sr. HVAC Mechanic	1	10/31/2024	Bedford, OH
Sr. Manager, Manufacturing Quality Assurance	1	10/31/2024	Bedford, OH
Sr. Manager, Supply Chain	1	10/31/2024	Bedford, OH
Sr. Plant Engineer	1	8/17/2024	Bedford, OH
Sr. Process Specialist, Sterile Manufacturing	1	8/17/2024	Bedford, OH
Sr. Process Specialist, Sterile Manufacturing	1	10/31/2024	Bedford, OH
Sr. Scientist, On Market Products	1	10/31/2024	Bedford, OH
Sr. Specialist, Compliance Quality Assurance	1	8/17/2024	Bedford, OH
Sr. Specialist, Quality Control	1	8/17/2024	Bedford, OH
Sr. Supervisor, Sterile Operations	1	8/17/2024	Bedford, OH



Sr. Validation Engineer	2	10/31/2024	Bedford, OH
Sterility Assurance Program Manager	1	10/31/2024	Bedford, OH
Supervisor, Engineering Programs	1	10/31/2024	Bedford, OH
Supervisor, Non-Sterile Operations	4	8/17/2024	Bedford, OH
Supervisor, Quality Control Microbiology	1	10/31/2024	Bedford, OH
Supervisor, Sterile Operations	3	8/17/2024	Bedford, OH
Training Program Manager	1	8/17/2024	Bedford, OH
Utilities & Facilities Maintenance Manager	1	8/17/2024	Bedford, OH
Validation Engineer	2	10/31/2024	Bedford, OH
Vice President, Manufacturing Operations North America	1	12/31/2024	Bedford, OH
Warehouse Material Handler	3	8/17/2024	Bedford, OH
Warehouse Supervisor	1	10/31/2024	Bedford, OH

Affected employees do not have bumping rights. Xellia does not recognize strict seniority rights but may take seniority into consideration as a factor in determining which employees to lay off and the timing of each employee's layoff. Employees are not represented by a union.

For further information, please contact me at 440-999-0940 or reach out to Xellia Corporate Communications and Branding at [ccb@xellia.com](mailto:ccb@xellia.com).

Sincerely,

Chris Eckerle, Vice President, Manufacturing Operations North America  
Xellia Pharmaceuticals USA LLC  
200 Northfield Road  
Bedford OH USA 44146