



October 1, 2026

Department of Workforce Development
Dislocated Worker Unit
PO Box 7972
Madison, WI 53707
VIA MAIL and EMAIL:
WIOATitleI@dwd.wisconsin.gov

Mayor Doug Diny
Wausau Mayor and Chief Executive Officer
407 Grant St.
Wausau, WI 54403
VIA EMAIL: mayor@ci.wausau.wi.us

RE: Notice of Mass Layoff – Bank First, N.A.

To Whom It May Concern:

This letter is intended to comply with the notice provisions of the Wisconsin Business Closing and Mass Layoff law, Wis. Stat. § 109.07 (“Wisconsin WARN Act”). This letter is to inform you that Bank First, N.A. (“Bank First” or “Company”) is conducting an action that may be deemed a “mass layoff” under Wisconsin’s Business Closing and Mass Layoff law (“the Wisconsin WARN Act”).

Bank First will be permanently laying off employees at the following locations:

Location	Employees Retained	Employees Terminated
1905 Stewart Ave, Wausau, WI 54401	43	44
227212 Rib Mountain Dr, Wausau, WI 54401	4	2
1201 N 6th St, Wausau, WI 54403	5	1
TOTAL	52	47

These layoffs are based on a merger with Peoples State Bank (“PSB”) effective December 4, 2026, and the reduction of duplicative roles.

This action will require Bank First to permanently lay off 47 employees between December 4 and December 18, 2026. The affected employees are not represented by a union and bumping rights do not exist. All affected employees have been notified and will receive this notice on or before October 4, 2026. The Company will ensure that employees will be paid all earned wages and agreed-upon benefits in accordance with the law.

The following are the affected job titles and the number of employees within each job title:

Job Title	Employees Retained	Employees Terminated
Accountant I	0	1
AML Analyst I	0	1
Assistant Branch Manager	1	0
Branch Manager II	1	0
Business Systems Manager	1	0
Cash Management Specialist I	1	0
Cash Management Specialist II	2	0
Chief Credit Officer	1	0

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Chief Financial Officer	0	1
Chief Operating Officer	0	1
CIF Specialist II	0	2
Collections Assistant	1	0
Commercial Banker II	1	0
Commercial Banker III - Team Lead	1	0
Commercial Portfolio Manager	2	0
Commercial Portfolio Specialist I	0	1
Commercial Portfolio Specialist II	1	1
Commercial Portfolio Specialist Supervisor	1	0
Community Relations Coordinator	1	0
CRA & Fair Lending Officer	0	1
Credit Administration Specialist	1	0
Credit Analyst I	1	0
Credit Analyst II	1	0
Credit Officer	1	0
CSR - Student	0	0
CSR I	4	0
CSR II	3	0
CSR III/Lead	2	0
CSR Operations Administrator	0	1
Digital Contact Support Agent	0	2
Digital Contact Support Lead	0	1
Digital Experience Specialist	0	1
Digital Manager	0	1
Document Management Specialist II	0	2
Executive Assistant	0	1
Facilities Manager	1	0
Facilities Specialist	0	1
Financial Crimes Analyst	0	1
HR Director	0	1
Information Security Officer	1	0
Internal Auditor	0	1
Investment Representative	2	0
IT Intern	1	0
IT Specialist II	1	0
IT Systems Manager	0	1
Learning and Development Officer	0	1
Loan Servicing Lead	1	0
Loan Servicing Manager	1	0

Loan Servicing Specialist	0	3
Marketing Director	0	1
Mortgage Lender III	1	0
Operations Manager	0	1
Operations Specialist I	0	3
Operations Specialist II	0	1
Operations Supervisor	1	0
Personal Banker II	3	0
President and CEO	0	1
Private Banking Portfolio Manager	1	0
Project Manager	0	1
Retail Experience Leader	1	0
Retail Loan Closing & Funding Specialist II	0	1
Retail Loan Closing & Funding Specialist III	0	1
Retail Loan Fulfillment Manager	1	0
Retail Loan Underwriting Lead	1	0
Retail Loan Underwriting Supervisor	1	0
Retail Sales Manager	0	1
SBA Specialist	0	1
Senior Accountant	0	1
Senior Analyst - Business Systems Administrator	0	1
Senior Commercial Banker	1	0
Senior Commercial Portfolio Specialist	2	0
Senior Controller - Team Lead	0	1
Senior HR Generalist	0	1
Senior Loan Servicing Specialist	0	1
Senior Marketing Strategist	0	1
Talent Acquisition Manager	0	1
Treasury Management	1	0
Treasury Management Sales Representative	1	0
Wealth Management Operations Manager	0	1
Wealth Management Supervisor	1	0

If you need additional information, please contact Sharol Shroeder, SVP of Human Resources, at (920) 652-3288 or sschroeder@bankfirst.com

Sincerely,



Sharol Shroeder
SVP of Human Resources

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