



EMERGE
energy services



March 21, 2016

The Wisconsin Department of Workforce Development
Dislocated Worker Unit
P.O. Box 7972
Madison, WI 53707

RECEIVED
MAR 24 2016

BY:

Re: Notice of Mass Layoff

Dear Members of the Dislocated Worker Unit:

In accordance with the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101, et seq. and Wis. Stat. § 109.07 (collectively referred to herein as the "WARN Act"), this letter serves as Superior Silica Sand's, a subsidiary of Emerge Energy Services (the "Company") Advance Notice of a mass layoff as defined under the WARN Act that will begin on or about March 21, 2016, and effect the Company's following facilities:

1. Barron facility
1058 US Hwy 8
Barron, WI 54812
2. FLS facility
650 7th Avenue
Clayton, WI 54004
3. LP facility
729 7th Avenue
Prairie Farm, WI 54762
4. Arland facility
617 8th Avenue
Clayton, WI 54004
5. Thompson Hills facility
126 21 ¼ Street
Chetek, WI 54728
6. CRM facility
674 8th Avenue
Clayton, WI 54004
7. New Auburn facility
140 West Pine Street
New Auburn, WI 54757.

This mass layoff is expected to be permanent, and 69 positions will be eliminated (all employees who were previously on temporary layoff status + additional permanent reductions). All affected employees have been notified of their separation date and that their separation from employment will be permanent. The Company does not have a job bumping system nor do we operate any unions.

The Company will ensure that employees will be paid all earned wages. The Company also ensures that employees will be paid 60-days wages in lieu of advanced notice, as applicable. In accordance with our regular bi-weekly

payroll schedule, said payments shall cease on the May 27th, 2016 (final payment will be prorated through May 20, 2016) payroll with active group benefits ceasing on May 31st, 2016.

Below is a list of job titles as well as the number affected within each job title:

<u>Job Title</u>	<u>Number of Affected Employees by Title</u>
Environmental, Health, Safety Manger	1
Maintenance	1
Electrician	1
Lead Wet Plant Operator	7
Wet Plant Operator	35
Dry Plant Operator	24
TOTAL Affected:	69

Enclosed for your information is a copy of the letters which are being mailed to the two groups of affected employees (active employees being laid off and temporarily laid off employees whose layoff will become permanent). In it, employees are apprised of the contact information for the Workforce Development Board which services our area.

Should you have any questions, please do not hesitate to reach out to Shelby Ferguson, HR Director, directly at 817-716-9537.

Sincerely,

Rick Shearer
CEO & President
Superior Silica Sands