

June 27, 2018

Sent by Certified Mail, Return Receipt Requested

Mr. Michael Vandersteen  
City of Sheboygan Mayor  
828 Center Avenue, Suite 301  
Sheboygan, WI 53081

Adam N. Payne  
Sheboygan County Administrator  
Administration Building  
3<sup>rd</sup> Floor, Room 311  
508 New York Ave  
Sheboygan, WI 53081



Wisconsin Department of Workforce Development

Dislocated Worker Unit  
PO Box 7972  
Madison, WI 53707

RE: WARN Notice – Business Closing

Dear Government Officials:

Safco Products Co. will be permanently closing its entire facilities located at:

- 619 and 705 N Commerce Street, Sheboygan, Wisconsin 53081;
- 1213A – 1310 Pennsylvania Avenue, Sheboygan, Wisconsin 53081; and
- 4350 Tower Drive, Sheboygan, Wisconsin 53081.

This action is expected to result in the permanent elimination of the employment of over 127 employees – approximately 48 salary and 79 hourly positions. The company expects to begin eliminating positions and to implement employment separations of office employees in two phases: 1) on September 4, 2018 or the 14 day period that begins on that date, and 2) on November 2, 2018 or the 14 day period that begins on that date. The company also expects to begin eliminating positions and to implement employment separations of production union-represented employees in two phases: 1) on October 5, 2018 or the 14 day period that begins on that date, and 2) on November 2, 2018 or the 14 day period that begins on that date.

The hourly production employees are represented by the IUE-CWA, Industrial Division of the Communications Workers of America Union. The representatives of this union are:

- Randy Tayloe, President of Local 800, located at 1104 Wisconsin Avenue, Sheboygan, Wisconsin 53081; and,
- James D. Clark, President, IUE-CWA, located at 2701 Dryden Road, Dayton, Ohio 45439.

Attached is a list of job titles, number affected within each job title, and the expected layoff date. Bumping arrangements are not available for non-union represented affected employees, and any such arrangements applicable to union-represented employees would be governed by the applicable collective bargaining agreements. Please note that due to interplant bumping rights, resignations, and/or early retirement elections, it is impossible to predict with certainty which represented employees will ultimately be affected or the exact order in which individual employees will be separated. This information is intended to meet the requirements of any state, local or federal notice laws that could apply. The union, all affected employees, and, by this letter, local government officials and the Wisconsin Department of Workforce Development have all been separately notified of these plans as provided under federal and state notice laws in the event that such laws may apply. If the dates of any layoffs are extended beyond the identified 14 day periods, additional notice will be provided in accordance with law.

The company will ensure that employees will be paid all earned wages and agreed upon benefits at the time of their termination, and/or in accordance with any agreements with the Union or individual agreement or arrangements with non-represented employees. If you need additional information, please contact Erin Hanson, Human Resources Manager, at 763.536.6881

Sincerely,



Byron Wieberdink  
Vice President

Attachment: Chart Showing Location/Job Title and Number of Affected Employees

## Attachment

As explained in the accompanying letter, the company anticipates the job titles and numbers of employees below will be affected by the planned closure of operations, with resulting terminations, layoffs and/or job position eliminations for employees planned to occur on September 4, 2018, October 5, 2018 or November 2, 2018 or during the 14-day period that begins on those dates:

<b>Layoffs to Occur on September 4, 2018 or the 14-day period beginning on that date</b>	
<b>Job Title</b>	<b>Number</b>
Accounting Supervisor	1
Accounts Payable Clerk	1
Associate Product Manager	1
Buyer	1
Buyer/Planner	1
Credit & Collections Clerk	1
Design Engineer	1
Design Engineer Manager	1
Financial Analyst	1
Graphic Design Specialist	2
Quality Engineer	1
Recruiter	1
Sales Operations Assistant	1
Sales Support Specialist, GSA	1
Senior Design Engineer	1

<b>Layoffs to Occur on October 5, 2018 or the 14-day period beginning on that date</b>	
<b>Job Title</b>	<b>Number</b>
Assembler	10
Fabricator	1
Material Handler	2
Metal Fabricator	1
Paint Material Handler	1
Shipping Material Handler	1

<b>Layoffs to Occur on November 2, 2018 or the 14-day period beginning on that date</b>	
<b>Job Title</b>	<b>Number</b>
Assembler	9
Bids & Quotes Manager	1
Business Software Analyst	1
CNC Programmer	1
Continuous Improvement Technician	1
Customer Care Representative	4
Customer Care Supervisor	1
Design Engineer	1
Design Engineer Assistant	1
Engineering Services Specialist	1
Fabricator	17
Finish Facilities Environmental Manager	1
Graphic Design Specialist	1
Help Desk Technician	1
Janitor	1
Lead person	8
Maintenance Technician Paint Support	1
Manufacturing Engineer	1
Master Scheduler	1
Material Handler	4
Metal Fabricator	1
Production Scheduler	1
Production Supervisor	4
Quality & Safety Manager	1
Quality Engineer	1
Quality Technician	1
Senior Business Analyst	1
Senior Design Engineer	1
Senior Product Strategy Manager	2
Set Up	2
Shipper	8

Shipping Material Handler	1
Source Development Manager	1
Space Design Specialist	1
Senior Space Design Specialist	1
Spray Painter	2
Temporary Electro Mechanic	1
Welder	8