



Compass Minerals
9900 W. 109th Street, Suite 100
Overland Park, KS 66210
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913-344-9200



January 11, 2019

VIA FACSIMILE & OVERNIGHT MAIL
Dislocated Worker Unit
Department of Workforce Development
P.O. Box 7972
Madison, WI 53707
Fax: (608) 267-2392

VIA E-MAIL & OVERNIGHT MAIL
Mr. John Antaramian
Mayor, City of Kenosha
625 52nd Street
Room 300
Kenosha, WI 53140
mayor@kenosha.org

Dear State and Local Officials:

We are giving you notice as of this date that Compass Minerals America Inc. (the "Company") will be closing its facility located at 4500 13th Court, Kenosha, WI 53140. The Company has begun the process of closing operations at this facility and anticipates a complete closing will occur by April 11, 2019. As a result, the Company will be engaging in the separation of employees. The Company currently expects this closure will be permanent and will affect all 38 employees.

We anticipate that one employee will be terminated on February 1, 2019 and the remaining 37 employees will be terminated on February 22, 2019, which includes 31 employees who are represented by a union and who have bumping rights. All non-union employees will be offered severance packages and all union employees will be paid agreed upon severance benefits at the time of their termination, in accordance with the Collective Bargaining Agreement.

All impacted employees have been notified of their pending terminations and that these terminations will be permanent. Enclosed with this letter is a list of the job titles of positions affected by these terminations and the number of affected employees in each job classification.

The information provided in this letter is based upon the best information available to the Company at this time. This letter is provided pursuant to state and federal laws that encourage employers who are not required to comply with the mass layoff notice statutes to nonetheless provide such notice. This letter should not be construed as an admission of coverage under these laws.

Should you have any questions or require additional information, please feel free to contact me at 913-344-9202 or tomand@compassminerals.com.

Sincerely,

Diana C. Toman
Senior Vice President, General Counsel and Corporate Secretary

Attachment: Position List

Position List

Position/Job Title Affected	Number of Employees Affected
Non-Union Positions	
Plant Manager	1
Supervisor, Maintenance	1
Administrative Support	1
Administrative Coordinator	1
Supervisor, Plant	1
Lead Production	1
Coordinator Production/Activity	1
Union Positions	
Bag/Sealer	1
Dock Person	8
Forklift Operator	2
Machine Operator A	3
Machine Operator B	1
Machine Operator C	4
Maintenance B	1
Maintenance C	2
Operator Trainer	2
Tractor / Blender Operator	7