



March 21, 2019

2019 MAR 26 AM 11:03

VIA FEDERAL EXPRESS

Wisconsin Department of Workforce Development
Dislocated Worker Unit
201 East Washington Ave.
Room E100
Madison, WI 53707

Re: Notification of Closure of Radial's Facility Located at 1435 International Drive, Eau Claire, Wisconsin, 54701

Dear Sir / Madam:

This letter constitutes formal notice to you of a plant closing under the Wisconsin State and Federal Worker Adjustment and Retraining Notification Acts (collectively, "WARN"). Please be advised of the following pertinent information regarding the plant closure:

1. Radial's facility located at 435 International Drive, Eau Claire, Wisconsin ("Radial Facility") will close on June 1, 2019.
2. The closing of the Radial Facility will be permanent.
3. The first termination of employees due to this closure will occur between May 28, 2019 and June 1, 2019. Thereafter, terminations will proceed according to the needs of the business. All terminations will occur by June 1, 2019.
4. A listing of the job titles to be affected by this closure and the number of affected employees in each classification is attached as Exhibit A. It is difficult to predict with certainty at this point in time which employees will ultimately be affected because Radial has 124 openings for employees to work remotely from their homes. We do not yet know which employees will accept these positions.
5. Radial's state ID number for unemployment compensation is 232261-000 6.
6. There is no union at this facility.
7. Employees are not entitled to "bumping rights."

If you have any questions or need any additional information, please contact me at 321-537-8634. My office is located at 915 South Babcock Street, Melbourne, Florida 32901.

Sincerely,

Nancy Michael
Human Resources Manager Customer Care
Radial

Encl.

EXHIBIT A

AFFECTED EMPLOYEES BY CLASSIFICATION AND NUMBER

Classification	Number
Customer Service Rep 1	80
Customer Service Rep 2	26
Customer Service Rep 3	4
Customer Service Rep 4	6
Supervisor, Customer Service 1	12
Supervisor, Customer Service 2	1
Manager, Customer Service 2	3
Client Success Manager	2
Supervisor, Facility 1	1
Customer Service Analyst	1
Training Specialist 4	1
Learning Specialist	1
Designer 2	1
Technology Specialist 2	1
System Administrator 2	1
Manager, Information Technology 2	1
Grand Total	142