



ZALK JOSEPHS FABRICATORS, L.L.C

400 Industrial Circle – Stoughton, Wisconsin 53589

608/873-6646 – Fax 608/873-1694

SPECIALISTS IN COMPLEX FABRICATION OF STRUCTURAL STEEL AND PLATEWORK

March 26th, 2019

RE: WARN and Mass Layoff Law, Wis Stat 109.07 (WBCML)

Dear Zalk Josephs Fabricators Employees:

This notice is to inform you that Zalk Josephs Fabricators LLC will be conducting a temporary layoff at its facility located at 400 Industrial Circle, Stoughton, WI 53589. The layoff has been prompted by the company's lack of fabrication work for the product line manufactured at this location.

This layoff will take place starting May 27th, 2019. All eligible employees will receive holiday pay for Monday, May 27th. Please inform your supervisor if you intend to use any vacation pay during this layoff. The company will ensure that employees will be paid all earned wages and agreed upon benefits within 7 days of the layoff (the following Friday pay date).

At this time, the duration of this lay-off is unknown. Zalk Josephs truly regrets that these actions are necessary. We deeply appreciate the loyalty of our employees and our foremost concern is securing new bookings. Ongoing updates as to backlog, new bookings and production work will be made available to employees as soon as we have any new information.

The representative of the collective bargaining union is Josh Dallman, District Representative, Shipmen's Local Union #811 (previously known as #665) International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. Mr. Dallman's office address is: PO Box 332, Mosinee, WI, 54455. The Zalk Josephs' employee representatives for this union are John Schlimgen and Alexander Kohel.

The Wisconsin Department of Workforce Development (DWD) and the 11 Workforce Development Boards (WDBs) throughout the State work in an effort to assist employees affected by business layoffs. The South-Central Wisconsin WDB is located at 3513 Anderson Street, Madison, WI 53704, or you may contact the closest WDB office in your area (<https://dwd.wisconsin.gov/dislocatedworker/wda>). Additional information will be made available to workers as we near the layoff date.

If you need any further information, please contact Nate Michael, (608) 877-4190.

Sincerely,

Joe Lammers, President



BY:

Nathan Michael
Operations Manager



ZALK JOSEPHS FABRICATORS, L.L.C.

400 Industrial Circle • Stoughton, Wisconsin 53589

DIRECT: 608/877-4190 • MAIN: 608/873-6646

CELL: 608/405-9418

Email: nathan.michael@zalkjosephs.com

AISC CERTIFIED BUILDING STRUCTURES