

August 6, 2019

2019 AUG 12 AM 8:00

The Wisconsin Department of Workforce Development
Dislocated Worker Unit
Post Office Box 7972
Madison, WI 53707

Re: Notice of Layoff

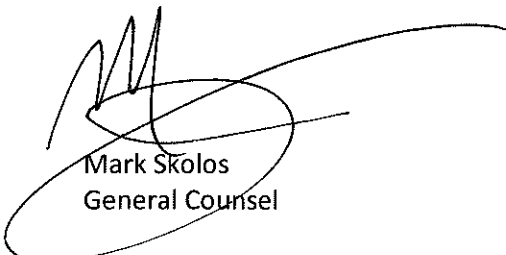
Dear Dislocated Worker Unit:

Hi-Crush Services LLC will be implementing a layoff of staff at its facility located at W20757 County Road Q in Whitehall, Wisconsin. The layoff is necessitated by unforeseeable business circumstances associated with decreased profitability in shipping sand from the Company's CN plants and the Company's responsibilities to its shareholders to operate cost effectively. Accordingly, the Company has no choice but to halt production at its Whitehall plant. We are hopeful that the layoff is temporary but the duration is presently unknown. The Company does not anticipate a change in conditions in the foreseeable future and expects the layoff to last through at least the end of 2019.

This action is expected to result in the layoff of approximately 35-40 employees, mostly hourly production employees. The Company notified affected employees and expects to layoff approximately 15 employees on August 30, 2019 and up to 20-25 employees on September 6, 2019. There are no employee bumping rights. The Company will ensure that employees will be paid all earned wages at the time of layoff. Enclosed is a confidential list of job titles, number affected within each job title, and the anticipated layoff date. Also attached is the notification that was delivered to employees on 8/6/2019.

If you have questions or need additional information, please contact Jami Kabus, Human Resources Manager at (715) 985-6430.

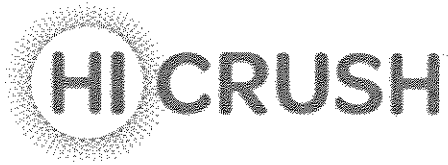
Sincerely,



Mark Skolos
General Counsel

Enclosure

cc: Ms. Jami Kabus (w/ enc.)
City of Whitehall, c/o Mayor & City Council (w/ enc.)
City of Independence, c/o Mayor & City Council (w/ enc.)

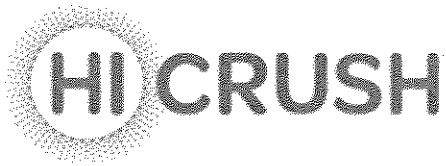


8/6/19

Decisional Unit Notice Requirement

Following lists the job titles, number affected within each job title, and the anticipated layoff date for the reduction in force in compliance with the decisional unit disclosure requirements:

Job Title	Number Affected within job title	Anticipated Layoff Date
Plant Operator II	8	8/30/2019
Plant Operator III	3	8/30/2019
Lead Plant Operator	3	8/30/2019
Wet Plant Manager	1	8/30/2019
Plant Operator I	1	9/6/2019
Plant Operator II	6	9/6/2019
Plant Operator III	1	9/6/2019
Lead Plant Operator	4	9/6/2019
Dry Plant Manager	1	9/6/2019
Loadout Coordinator I	1	9/6/2019
Loadout Coordinator II	1	9/6/2019
Maintenance Mechanic I	1	9/6/2019
Maintenance Mechanic II	3	9/6/2019
Sr. Electrician	1	9/6/2019
Maintenance Manager	1	9/6/2019
Administrative Assistant II	1	9/6/2019
Sr. Purchasing Specialist	1	9/6/2019
Warehouse Coordinator	1	9/6/2019



August 6, 2019

To: All Whitehall Employees

I regret to inform you that Hi-Crush Services LLC will be implementing a layoff at its facility located at W20757 County Road Q in Whitehall, Wisconsin. As a result of this action, your employment position and most other positions will be relieved of all duty over the next several weeks beginning on and after August 30th, 2019.

The layoff is necessitated by unforeseeable business circumstances associated with decreased profitability in shipping sand from our CN plants and the Company's responsibilities to its shareholders to operate cost effectively. We are hopeful that the layoff is temporary but the duration is presently unknown. The Company does not anticipate a change in conditions in the foreseeable future and expects the layoff to last through at least the end of 2019. Hi-Crush appreciates the dedication and loyalty of all its employees. Employees are welcome to explore current job openings the Company has in Wisconsin and Texas.

The Wisconsin Department of Workforce Development (DWD) and the local Workforce Development Board (WDB) will work together in an effort to assist employees affected by layoffs. The services, programs, and benefits provided by DWD and the WDB to dislocated workers are free of charge and intended to help you get back to work. Hi-Crush Services LLC will cooperate with the DWD and the local WDB in providing information about these services, programs, and benefits. The Workforce Development Board serving Whitehall is:

Western Wisconsin WDB:
2615 East Ave. South
La Crosse, WI 54601
Phone (608) 789-5499

Additionally, the DWD website, <http://dwd.wisconsin.gov/dislocatedworker/>, is a helpful resource that provides information about the types of programs, benefits, and services that may be available to you. You will also find information regarding filing unemployment at <http://dwd.wisconsin.gov/uiben/>. If you have questions or need additional information, please contact Jami Kabus, Human Resources Manager at (715) 985-6430.

Sincerely,

A handwritten signature in black ink, appearing to read "Jami Kabus", written over a horizontal line.

Jami Kabus
Manager, Human Resources

I acknowledge that I received this notice by hand-delivery on _____, 2019 (insert date received.)

Employee Name (please print)

Employee Signature