

**UPDATE TO SECOND NOTICE  
OF BUSINESS CLOSING OR MASS LAYOFF  
AND THIRD NOTICE OF BUSINESS CLOSING OR MASS LAYOFF**

**RECEIVED**  
SEP 16 2019

**DATE:** September 13, 2019  
**TO:** All Employees of Flambeau River Papers, LLC ("FRP")  
**FROM:** Rebecca R. DeMarb, Receiver

**BY:** .....

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As you know, I am the Receiver for the assets of Flambeau River Papers, LLC ("FRP") under Chapter 128 of the Wisconsin Statutes. The address of FRP is 200 1<sup>st</sup> Ave. N, Park Falls, Wisconsin. Please take this Notice as an update to the Second Notice of Business Closing or Mass Layoff dated July 22, 2019. At that time, we explained that a business closing or mass layoff may occur on or prior to September 20, 2019. For reasons explained below, that date has been postponed to September 24, 2019.

Since that July 22, 2019 notice, you were sent a copy of the Joint Notice of Motion for Order (1) Approving Sale Pursuant to Auction or, in the Alternative, for Authority to Abandon Assets; and (2) Requiring Payment to FRP and Prohibiting Setoff (the "Notice of Motion"). The Notice of Motion states that I will hold an auction for the Assets of FRP on September 18, 2019 and asks the Court to approve that Auction at a hearing scheduled for September 19, 2019. Further, the Motion requests authority to abandon the Assets if a sale is not approved on September 19, 2019. Because the auction will not occur until September 18, 2019, and the hearing will not occur until September 19, 2019, we are postponing any employment separations to September 24, 2019.

If a sale is not approved on September 19, 2019, FRP will stop operating and will terminate most employees. Under such circumstances, the last day of operations and the final day of employment for all employees will be September 24, 2019.

Even if a sale is approved on September 19, 2019, it is likely that operations will be suspended, and most employees will be terminated by FRP on September 24, 2019. After closing on a sale to a buyer who intends to operate the business, if we are able to close on a sale to a buyer who intends to operate the business, it is likely that the buyer will rehire some employees of FRP. We cannot know how many employees such a buyer would rehire, or when a buyer would rehire employees. At this time, we do not even know the if we will have any such buyer.

The information provided in this Notice is the best information available to FRP on the date this Notice as of today.

***NO EMPLOYEE SHOULD COUNT ON THE BUSINESS REMAINING OPEN OR MASS LAYOFFS NOT TAKING PLACE. NO EMPLOYEE SHOULD COUNT ON BEING REHIRED BY A BUYER OF FRP'S ASSETS.***

Pursuant to Federal and Wisconsin law, we have the duty update you with information on when Flambeau River Papers, LLC, may be undergoing a business closing or a mass layoff. We expect (1) such business closing or mass layoff to occur on September 24, 2019, (2) the entire employment site may be closed; and (3) that your employment would also end on September 24, 2019.

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**You should consider any closing or layoff permanent.**

**BY: .....**

This is a notice required by the Wisconsin Business Closing and Mass Layoff Law and the Federal Worker Adjustment and Retraining Notification ("WARN") Act.

In addition, notice is hereby provided pursuant to Wisconsin Statutes § 109.175 that your health insurance and other benefits will cease at the time of your termination, except as may otherwise be extended under the law (COBRA) to continue those health insurance benefits at your own expense.

The Wisconsin Department of Workforce Development (DWD) and the 11 Workforce Development Boards (WDBs) throughout state work together in an effort to assist employees affected by business closings and layoffs. The services, programs, and benefits provided by DWD and the WDBs to dislocated workers are free of charge and intended to help you get back to work. The Workforce Development Board serving Park Falls, Wisconsin is the Northwest Wisconsin Workforce Investment Board, 422 3<sup>rd</sup> St. W, Suite 200, Ashland, WI 54806 (715) 682-9141. Job Centers are located in Ashland, Park Falls and Phillips.

Price County Workforce Development Center:  
Park Falls Job Center, City Hall  
400 South 4th Avenue  
Park Falls, WI 54552  
Telephone: 715-762-2477  
Fax: 715-762-4053

Job Center of Wisconsin Ashland Office:  
Ashland Office  
422 Third Street W, Suite 200  
Ashland, WI 54806  
Phone: (715)-682-9141

Job Center of Wisconsin Phillips Office:  
Phillips Office  
1408 Pine Ridge Road  
Phillips, WI 54555  
(715)-339-7255

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 as a laid off worker. For further information, please contact me.

If you are covered under Flambeau River Paper's collective bargaining agreement, the name and address of your collective bargaining representative is:

Mr. Heath Ver Bockel  
hverbockel@usw.org  
c/o United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial  
and Service Workers International Union (the "Union"), AFL-CIO-CLC, Local 2-0445  
1244A Midway Road

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Menasha, WI 54952

BY: .....

For unionized employees, FRP's collective bargaining agreement (the "Agreement") with the Union recognizes strict seniority rights within departments. If the business closes or mass layoffs take place, Flambeau River Papers will follow the Agreement and seniority within departments will be honored in determining which employees to lay off and the timing of each employee's layoff within a department. But, other factors, such as business necessity, expertise, and past performance, may also be considered in making decisions about which departments will be laid off.

For workers not covered by the Agreement, bumping rights do not exist. Seniority will be taken into consideration as a major factor in determining which employees to lay off and the timing of each employee's layoff. Still, other factors, such as business necessity, expertise, and past performance, may also be considered in making decisions about which workers will be laid off.

Thank you for your dedicated service to the Flambeau River Papers. we regret the need to provide this notice. Please contact Cassie Schienebeck at 715-762-5840 or me if you need additional information. I can be reached at \_\_\_\_\_ or 608.310.5500.

Rebecca R. DeMarb  
Solely as Receiver for  
Flambeau River Papers, LLC

**Copies Sent To:**

Wisconsin Department of Workforce Development  
Dislocated Worker Unit  
PO Box 7972  
Madison, WI 53707

Mayor Michael Bablick  
400 4<sup>th</sup> Ave. S.  
Park Falls, WI 54552

Mr. Heath Ver Bockel  
c/o United Steel, Paper  
Allied Industrial and Service Workers  
International Union (the "Union"), AFL-  
CIO-CLC, Local 2-0445  
1244A Midway Road  
Menasha, WI 54952

Park Falls Job Center  
400 South 4th Avenue  
Park Falls, WI 54552

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Attachment to Third Employee Notice

BY: .....

*The information contained in this attachment is based on the information currently available. Bumping rights may impact who is actually laid off or terminated for hourly employees so the actual identity of the hourly employees who may remain on for a period of time is not known. Those positions are set forth below. Bumping rights exist for union employees only.*

Hourly Employees

FRP currently has 87 hourly employees.

Hourly positions that will likely be impacted by this Notice: 71

Hourly positions that may remain on for a period of time (not included in the 71, above): 16

- 4 Wastewater Treatment Plant Operators
- 4 Utilities Head Operators
- 4 Pulp Mill Head Operators
- 4 Paper Production Machine Tenders

Salaried Employees

FRP currently has 21 salaried employees.

Salaried positions that will likely be impacted by this Notice: 16

Salaried positions that may remain for a period of time (not included in the 16, above): 5

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<b>Positions Affected/Potentially Affected</b>			
MAINT	MAINT/MECH	PM/W.L RES	MR/4TH HAND
MPO	PM/W.L RES	SALARY	MAINT/MECH
PM OPER	WWTP OPER	SALARY	FR/BENCH TRCK
MAINT/E&i	UTL/AUX OP	SALARY	MAIN/MECH
PM OPER	FR/REWINDER	SALARY	MR/M.T.
WWTP OPER	PM/W.L RES	SALARY	MAINT/E&I DRIVE
MR RES	MAINT/TRAIN	SALARY	MAINT/MECH/ LEAD
MR RES	MPO	SALARY	UTL/OPER
MAINT/E&i	PM/OPER	SALARY	MAINT/MECH
PM OPER	MR/3RD HAND	SALARY	PM/OPER LEAD
MR/M.T.	PM/W.L OPER	SALARY	MAINT/E&I
MR/3RD HAND	PM/STEP UP	SALARY	MR/M.T.
MR/3RD HAND	MPO	SALARY	PM/OPER
PM OPER/LEAD	PM/LL	SALARY	PM/ OPER LEAD
WWTP OPER	MR/M.T.	SALARY	PM/OPER
FR/LOADER	UTL/OPER	SALARY	MR/3RD HAND
PM/OPER	MPO	SALARY	MR/RESERVE
UTL/OPER	UTL/AUX OP	SALARY	PM/LL
MR/RES	UTL/AUX OP	SALARY	MAINT/MECH
CREW LEAD	COLOR TECH	SALARY	WWTP OPER
MR RES	WWTP OPER	SALARY	MAINT/MECH LEAD
MAIN/MECH	PM-STEP-OPER	SALARY	PM/OPER
UTL/OPER	reserve	SALARY	MAINT/E&I
MAINT/MECH	4th hand	SALARY	PM/W.L OPER
PM/STEP UP	PM/W.L RES	SALARY	
MR/B.T.	MAINT/MECH	SALARY	
FR/BENCH TRCK	MR/RES	SALARY	
COLOR TECH	PM/OPER LEAD	SALARY	
MAIN/MECH	UTL/AUX OP		
MAINT/E&I	COLOR TECH		
COLOR TECH	MAINT/MECH		
MR/B.T.	MR/CT SPARE		
	MAINT/MECH		