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FPM HEAT TREATING

January 29, 2020

Via FedEx Overnight Delivery

The Wisconsin Department of
Workforce Development,
Dislocated Workers Unit
P.O. Box 7972
Madison, WI 53707

Re: Notice of Business Closing Pursuant to Wisconsin and federal Worker Adjustment and Retraining Notification Act (“WARN Act”), 29 U.S.C. § 2101 *et seq.*, and Wis. Stat. § 109.07

Dear State Government Official:

FPM Heat Treating (“FPM”) (FEIN #364200213) will be closing its facility located at 11200 West Heather, Milwaukee, WI 53224. FPM will permanently cease all production operations at the Milwaukee facility between April 1 and April 15, 2020, with the final and permanent closure of the facility anticipated on or before May 12, 2020. To the extent that the closure of this facility may fall within the scope of the provisions of the Worker Adjustment Retraining and Notification Act (“WARN”), 29 U.S.C. § 2101 *et seq.*, or the Wisconsin Business Closing and Mass Layoff law, Wis. Stat. § 109.07, the purpose of this letter is to satisfy the requirements of those laws.

FPM plans to close its facility and terminate most remaining employees at its Milwaukee facility between April 1 and April 15, 2020, with all remaining production employees being terminated by May 12, 2020. The company expects to begin eliminating positions on April 1, 2020 and will continue in phases until ceasing production operations by April 15, 2020. The entire Milwaukee facility will be closing permanently on or before its lease expires on May 12, 2020. No bumping rights exist for the impacted employees. The employees at the Milwaukee facility are not represented by a union or collective bargaining representative. Terminated employees will be paid all earned compensation and accrued benefits owed through and including the employee’s termination date.

Attached to this letter is a list of the job titles of the positions that FPM expects will be impacted by the Milwaukee facility closure, along with the numbers of impacted employees working as of this date in each affected position. Please note that due to employees’ decisions to

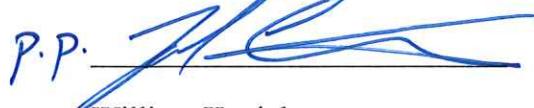


leave voluntarily prior to the scheduled closure, it is impossible to predict with certainty the exact order or date upon which individual employees will be separated.

Please contact Robert Knorre, Human Resources Director, 1501 South Lively, Elk Grove Village, IL 60007, rknorre@fpmht.com or 847-952-5291 with any questions.

Sincerely,

FPM Heat Treating



William Koziel
President & CEO

FPM HEAT TREATING
FEIN 364200213

POSITIONS IMPACTED AT MILWAUKEE, WI FACILITY

Job Titles	Number of Employees Impacted
Shift Production Supervisors	3
Production Leadman	1
Carbo Furnace Operator	4
Salt Line Operator	2
Maintenance Mechanic	2
Office Administrative Clerk	1
Quality Control Manager	1
Belt Furnace Operator	4
Lab Technician	5
Customer Service Supervisor	1
Shipping Clerk	1
Material Handler	2
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