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FEB 27 2020
BY:

February 26, 2020

VIA UPS GROUND DELIVERY ✓

The Wisconsin Department of
Workforce Development
Dislocated Worker Unit
201 E. Washington Ave
Madison, WI 53707

VIA UPS GROUND DELIVERY

Mr. Steve Bierce
City Mayor
W240 N3065 Pewaukee Road
Pewaukee, WI 53072

RE: CORRECTION: Notice of Mass Layoff

Dear Sir/Madam:

On Friday, February 21, 2020, Black Horse Carriers submitted notice that it was permanently closing its terminal located at 1270 Hickory Street, Pewaukee, WI 53072. This notice was prompted by a decision from our customer during the week of February 17, 2020 to discontinue providing sufficient business activity to support the employee base at this location. On February 21, 2020, Black Horse Carriers met with the customer to discuss the decrease in business volume and learned that it would need to lay-off employees in response. In an effort to provide immediate notice, incorrect information was given.

We are correcting the Notice of Business Closure (dated February 21, 2020,) and submit this Notice of Mass Layoff in its place. The location at 1270 Hickory Street, Pewaukee, WI 53072 will remain open with a reduced workforce. The mass layoff will become effective Saturday, March 7, 2020, which will result in a permanent elimination of up to 38 employees' positions – 5 salaried, 1 hourly and 32 interstate-exempt CDL A Drivers, not counting "new employees" who have worked fewer than six of the last twelve months. Black Horse Carriers is in the process of attempting to transfer as many employees as possible to open positions within the Company. The number of employees who suffer a job loss may decrease. A union does not represent the employees. This layoff is due to a customer at this site abruptly discontinuing to provide sufficient activity to support the employee base.

Attached is a list of job titles, number affected within in each job title and the layoff date for the exempt and non-exempt workers. We are attempting to transfer as many employees as possible that have an interest in remaining with the Company, to other existing operations in the area. We are also working with other employers in the area to assist in transitioning these employees to new opportunities.

If you need additional information, please do not hesitate to contact me.

Sincerely,

Nancy AB Brooks
Director, Human Resources
Office (630) 690-8900 ext.1130
Fax (630) 690-8882
455 Kehoe Blvd., Suite 105
Carol Stream, IL 60188

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Black Horse Carriers – Pewaukee Terminal Closure

| <u>Position</u> | <u>No. of Employees</u> | <u>Status</u> | <u>Layoff Date</u> |
|----------------------------|-------------------------|---------------|--------------------|
| Terminal Manager | 1 | Salaried | 3/7/2020 |
| Assistant Terminal Manager | 4 | Salaried | 3/7/2020 |
| Administrator | 1 | Hourly | 3/7/2020 |
| Interstate CDL Drivers | 32 | Exempt | 3/7/2020 |
| Total Headcount | 38 | | |