



SUB-ZERO GROUP, INC.

4717 Hammersley Road, Madison WI 53711-2798
P: 800.532.7820 P: 608.271.2233

Via Facsimile (608-267-2392) and U.S. Mail

To: Department of Workforce Development
Dislocated Workers Unit
202 E. Washington Ave.
PO Box 7972
Madison, WI 53707

From: Sub-Zero Group, Inc.

Re: WARN Notification from Sub-Zero, Inc. and Wolf Appliance, Inc.

Date: March 19, 2020

Given the vast ongoing developments with the spread of the COVID-19 virus across our country, and the resulting unanticipated economic impacts on our economy, this letter is to advise you that Sub-Zero, Inc. ("Sub-Zero") plans to cease all of Sub-Zero's facilities for regular production at Subzero, Inc. at 6061 Basswood Drive, Fitchburg, WI 53719 and Wolf Appliance, Inc. at 2866 Bud's Drive, Fitchburg, WI 53719 for at least until Monday, April 13, 2020. The cessation of operations will begin with third shift on Sunday, March 22, 2020. These 2020 business circumstances were not foreseeable, but we must react in a way that is designed to balance our duty to protect the health of our workforce as much as possible, minimize the spread of COVID-19 across our communities, and respond to the reality that demand for production has gone down and is forecast to remain down. Because of these factors, we have been unable to give you more notice than is being provided in this letter.

The entire plant closure and most layoffs are expected to last at least until at least Monday, April 13, 2020. It is anticipated that the Company will release employees on Sunday, March 22, 2020. We anticipate that most employees will be recalled to work on or after April 13, 2020. Some employees are anticipated to not be recalled. Some employees at the Subzero, Inc. and Wolf Appliance, Inc. facilities are represented by a union. The name of the Union Official is Jesse Buell, Business Manager SMART Local 565, 1602 South Park Street, Madison, WI 53715. Because this is a complete cessation of operations, no bumping will apply.

The job titles of the positions affected and the number of workers who hold affected jobs in each job classification are attached:



SUB-ZERO GROUP, INC.

4717 Hammersley Road, Madison WI 53711-2798
P: 800.532.7820 P: 608.271.2233

Subzero By Position	# of Employees	Anticipated Recall Date
Assembler	248	4/13/2020
Stockroom/Dist	33	4/13/2020
Fabrication B	22	4/13/2020
Fabrication A	60	4/13/2020
Maintenance Mechanic	2	4/13/2020
Utility	50	4/13/2020

Wolf By Position	# of Employees	Anticipated Recall Date
Assembler	208	4/13/2020
Material Handler	44	4/13/2020
Fabrication B	193	4/13/2020
Fabrication A	66	4/13/2020
Maintenance Assistant	1	4/13/2020
Maintenance Mechanic	4	4/13/2020

Subzero By Position	# of Employees	Anticipated Recall Date
Assembler	27	none
Stockroom/Dist	4	none
Fabrication B	7	none
Fabrication A	12	none
Maintenance Mechanic	0	none
Utility	4	none



SUB-ZERO GROUP, INC.

4717 Hammersley Road, Madison WI 53711-2798
P: 800.532.7820 P: 608.271.2233

Wolf By Position	# of Employees	Anticipated Recall Date
Assembler	43	None
Material Handler	13	None
Fabrication B	2	None
Fabrication A	0	None
Maintenance Assistant	0	None
Maintenance Mechanic	0	None

This letter shall serve as Sub-Zero's notice of layoffs and plant closing to the Department and to the local chief elected officials identified below, and is intended to satisfy any notice requirements.

For further information regarding this action, please contact Julie Sundby, Corporate Manager Human Resources, at 608-661-6567.

Cc:

(via Facsimile & US Mail)

Mayor Aaron Richardson
City of Fitchburg
5520 Lacy Rd.
Fitchburg, WI 53711
Fax: (608-270-4212)

(via Facsimile & US Mail)

Joe Parisi
Dane County Executive
City County Building, Room 421
210 Martin Luther King Jr. Blvd.
Madison, WI 53703
Fax: (608) 266-2643