Visual Impressions, Inc.
6600 W. Calumet Road
Milwaukee, WI 53223
414-354-9190

March 20, 2020

<u>**VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED**</u>
<u>**And EMAIL (WIOATitleI@dwd.wisconsin.gov) and**</u>
<u>**(bwtdwerinq@dwd.wisconsin.gov)**</u>

Wisconsin Department of Workforce Development
Attn: Adult & Dislocated Workers Section
201 East Washington Avenue
P.O. Box 7972
Madison, WI 53707

Re:Announcement of Planned Action at Visual Impressions, Inc.

Dear Sir or Madame:

As a result of the unforeseeable, dramatic downturn in business caused by the coronavirus natural disaster, we are writing to inform you that there will be a mass layoff at the Visual Impressions, Inc. facility located at 6600 West Calumet Road in Milwaukee, WI on March 19, 2020. This mass layoff is expected to be temporary. The expected date of the first separation will be March 19, 2020

All affected employees have been notified of their separation dates and that their separation from employment will be temporary. Those employees are expected to be separated from employment beginning on March 20, 2020 with all separations accomplished by March 23, 2020

Attached is a list of the job positions and number of individuals who will be affected by the mass layoff along with the anticipated schedule for job losses.

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

If you have any questions or want additional information concerning this matter, please contact Martha Sanchez, HR at 414-586-5631.

Sincerely,

Todd Richheimer

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Mass Lay-Off List by Position

Position	Count
Coating (Screens)	1
Customer Service	2
Digital Printing	2
Digitizing	1
Floater	2
Ink Mixer	1
Lead Catcher Screening	1
Manual Printer	3
Marketing	2
Embroidery Operator	4
Packaging	2
Screen Printer	9
Puller Screening	2
Purchasing	1
Receiving	1
Reclaim Screening	1
Screening Supervisor	1
Embroider Trimmer	5
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20-Mar-20