



April 16, 2020

**Via email to: [WIOATitleI@dwd.wisconsin.gov](mailto:WIOATitleI@dwd.wisconsin.gov)**  
**State of Wisconsin**  
**Department of Workforce Development**  
Dislocated Worker Unit  
PO Box 7972  
Madison, WI 53707

**Mayor Jeff Hauser**  
City of Whitehall  
PO Box 155  
Whitehall, WI 54773

**RE: Ashley Furniture Industries, Inc.**

Due to the health concerns and the related economic impacts arising from the COVID-19 pandemic, as well as the highly unpredictable nature of this pandemic and its continuing negative impact on the economy, Ashley Furniture Industries, Inc. (“Company”) is consolidating its facility located at 19226 Ashley Way, Whitehall, WI 54773 (“Whitehall”) into its Arcadia, WI facility.

Even in these unprecedented times, however, we wanted to care for as many of our Whitehall employees as possible. As a result, One Hundred and Thirty-Four (134) employees will be offered transfers to our facility in Arcadia, Wisconsin; this facility is less than Sixteen (16) miles away, and these positions will have the same terms and conditions of employment as their positions in Whitehall.

Fifty-Eight (58) positions will be furloughed. Furloughed employees will be able to use any accrued, but unused vacation if they desire. And they will continue to receive currently-enrolled benefits, such as health, dental, and vision, and the Company will pay 100% of the cost of those benefits during the unpaid furlough; in other words, furloughed employees will be able to maintain their current coverage without having to share in the cost of the premiums. Twelve (12) individuals will have their positions eliminated. Terminated employees will be paid all earned wages and agreed upon fringe benefits upon termination. The list of the affected jobs, and the number affected in each position is attached.

Notice was provided on April 16, 2020, and the temporary furloughs commenced on April 16, 2020. The furloughs are intended to be temporary in duration and expected to last 60 – 90 days, however, the precise duration is uncertain due to unknown COVID-19 uncertainties. There are no bumping rights and no union.

Whether or not this action actually triggers the requirements of the Wisconsin Business Closing and Mass Layoff Law, Section 109.07 of the Wisconsin Statutes, or Chapter DWD 279 of the Wisconsin Administrative Code, we thought it appropriate to give you this notice. We are taking these

employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic.

We have given or are giving appropriate notice to the affected workers.

Should you wish further information, please contact me at the following phone number: 1-336-604-2092.

Sincerely,

*Deb Clohisey*

Debra Clohisey  
Sr. Director of Human Resources

**Ashley Furniture Industries, Inc.**

Listed of Impacted Jobs – Whitehall, WI

Position Eliminations:

<b>Job Position</b>	<b>Number Impacted</b>
Operations Mgr	1
UPH Assembler WI	5
UPH Parts Carrier	1
UPH Operator 8 WI	1
Heavy Machine Operator	1
Mechanical Tech	2
UPH Quality Auditor WI	1
	<b>12</b>

Furloughs:

<b>Job Position</b>	<b>Number Impacted</b>
Blowfill WI	3
Cushion Fill WI	7
Custodian	1
DC Shipper WI	3
Heavy Machine Operator	1
HR Administrator	1
Maint Admin Asst	1
Mechanical Tech	1
Operations Spv Uph	4
UPH Assembler WI	7
UPH Catcher	4
UPH Kit Unpacking WI	2
UPH Operator 7 WI	1
UPH Operator 8 WI	7
UPH Packer WI	4
UPH Parts Carrier	10
UPH Repair WI	1
	<b>58</b>