



April 23, 2020

VIA FIRST-CLASS MAIL & EMAIL

State of Wisconsin
Department of Workforce Development
Dislocated Worker Unit
PO Box 7972
Madison, WI 53707
WIOATitlel@dwd.wisconsin.gov

City of Whitehall
Mayor Jeff Hauser
PO Box 155
Whitehall, WI 54773
whitehall@wppienergy.org

CITY OF INDEPENDENCE
Mayor Robert (Ottie) Baecker
23688 Adams St., P.O. Box 189
Independence, WI 54747
Otti41@hotmail.com

RE: Hi-Crush Inc./Layoff Notice

Ladies & Gentlemen:

The purpose of this letter is to inform you that Hi-Crush Inc. is permanently laying off staff at its facility located at W20757 County Road Q, Whitehall, WI 54773. The layoff is in response to unforeseen business circumstances related to the acute and precipitous downturn in oil and gas prices driven by the Saudi/Russia oil price war and the related impacts of COVID-19 on the demand for the Company's sand product. This layoff will affect 35 employees. An initial round of 6 layoffs occurred between March 30 and April 1, 2020. Unfortunately, we were not able to avoid a further reduction including permanent layoffs of 28 employees on April 20-21, 2020 and one employee on 5/11/20. 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 these unforeseeable events. We have given appropriate notice to the affected workers.

If circumstances necessitate a permanent closing of the entire facility, we will notify you in writing. There are no applicable bumping rights. Enclosed is a list of affected employment positions and the number of affected employees in each affected position.

Please let us know if there is anything we can do to assist the State of WI, the City of Whitehall or the City of Independence share information with our affected employees concerning any federal, state, or local government benefits or resources that may be available to them. If you have questions or need additional information, please contact Hi-Crush Human Resources Director Jami Kabus at (715) 985-6430.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark Skolos", with a long horizontal line extending to the right.

Mark Skolos
General Counsel
HI-CRUSH INC.

Enclosure



cc: Ms. Jami Kabus (w/ enc.)

**HI-CRUSH INC.
Enclosure to WARN Layoff Notice
April 23, 2020**

AFFECTED EMPLOYMENT POSITIONS AND EMPLOYMENT NUMBERS

Job Title	Number of Affected Employees in Job
Dry Plant Manager	2
Lab Technician	3
Lead Plant Operator	3
Loadout Coordinator	3
Loadout Operator	1
Plant Operator	21
Shipping Manager	1
Warehouse Coordinator	1