



April 23, 2020

**VIA FIRST-CLASS MAIL & EMAIL**

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

City of Blair  
Mayor Ardell Knutson  
112 S. Urberg Avenue  
PO Box 147  
Blair WI 54616  
blairclerk@cityofblair.org

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 11203 South River Road, Taylor WI 54659. 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 32 employees. An initial round of 11 layoffs occurred between March 30 and April 1, 2020. Unfortunately, we were not able to avoid a further reduction including permanent layoffs of 18 employees on April 20-21, 2020 and 3 employees 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 is no union present and 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 or the City of Blair 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", written over a faint circular stamp or watermark.

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**

<b>Job Title</b>	<b>Number of Affected Employees in Job</b>
Administrative Assistant	1
Lead Plant Operator	3
Maintenance Manager	1
Maintenance Mechanic	7
Plant Manager	1
Plant Operator	14
Sr. Electrician	2
Sr. Environmental Specialist	1
Sr. Safety Specialist	1
Wet Plant Manager	1