



Monday, April 27, 2020

VIA EMAIL WIOATITLEI@DWD.WISCONSIN.GOV

Caleb Frostman, Secretary
Department of Labor and Workforce Development
Att: Adult & Dislocated Worker's Unit
201 East Washington Avenue
Madison, WI 53707

Re: Employee Layoffs

Dear Mr. Frostman:

On behalf of Smart Sand, Inc. ("Company"), we regret to inform you that we have decided to conduct layoffs at our facility, located at 29499 US-12, Tomah, WI 54660, effective May 1, 2020 due to the recent outbreak of COVID-19 ("Coronavirus"). We are hopeful that we will be able to recall these employees at a future date, but we cannot be certain that will occur.

We are providing your office with this notice in accordance with the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101, et seq. and Wisconsin's Business Closing and Mass Layoff Law, Section 109.07 of the Wisconsin Statutes and Chapter DWD 279 (collectively, referred to as "WARN"). In accordance with the requirements of WARN, the Company provides the following information:

1. The name and telephone number of the Company official to contact for further information about the layoffs at the Company's facility: Lindsey Ollanketo, Corporate Human Resources Manager at (715) 954-4623.
2. At this time, we are unsure whether the layoffs at the Company's facility located at 29499 US-12, Tomah, WI 54660 will be permanent or temporary, but they will commence on May 1, 2020. We are hopeful that we will be able to resume full operations as soon as possible.
3. There are 55 affected employees.

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4. The job titles of the positions to be affected and the number of employees in each job title that will be affected by the layoffs at the Company's facility located at 29499 US-12, Tomah, WI 54660, are attached hereto.
5. None of the affected employees have bumping rights and therefore the displaced employees are not permitted to exercise bumping rights in connection with the layoffs.
6. Because the recent outbreak of the Coronavirus is a natural disaster that was not reasonably foreseeable, is outside the Company's control, and is expanding rapidly, it is an unforeseen business circumstance, thereby requiring the Company to make this decision on short notice, the Company is providing this notice with as much notice as possible under these unique circumstances.

If there are any questions that I can answer for you, please do not hesitate to contact me at 715-954-4623.

Sincerely,



Lindsey Ollanketo
Human Resources Manager
Smart Sand, Inc.
o. 715.954.4623
lollanketo@smartsand.com

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| Job Title | Number of Affected Employees |
|-------------------------------|-------------------------------------|
| Environmental Specialist | 1 |
| Lab Technician | 3 |
| Logistics – Grounds | 2 |
| Logistics – Utility | 3 |
| Maintenance Technician | 2 |
| Heavy Equipment Mechanic | 1 |
| Equipment Operator | 10 |
| Vacuum Truck Operator | 2 |
| Loader Operator | 8 |
| Production – Grounds | 6 |
| Janitor | 1 |
| Plant Operator | 4 |
| Production - Shift Supervisor | 1 |
| Production – Utility | 9 |
| Locomotive Operator | 1 |
| Guard | 1 |
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