



BADGER MINING CORPORATION

409 SOUTH CHURCH STREET, BERLIN, WI 54923
(920) 361-2388 • FAX (920) 361-2826
www.badgerminingcorp.com

May 14, 2020

VIA U.S. MAIL AND EMAIL

Adult & Dislocated Worker Section
201 East Washington Avenue
P.O. Box 7946
Madison, WI 53707
WIOATitleI@dwd.wisconsin.gov

Steven Roseth, President
Taylor Village Board of Trustees
420 2nd St, Taylor, WI 54659
villageoftaylor@triwest.net

Re: Notice of Workforce Reduction

To Whom It May Concern:

Badger Mining Corporation (“Badger Mining”) is writing to provide you with notice of a mass layoff at its Taylor, Wisconsin facilities located at the following addresses: (1) 315 Badger Drive; (2) N7532 County Road P; (3) N7530 County Road P; and (4) N7815 County Road P.

This layoff is the result of unforeseeable business circumstances -- including the drastic drop in oil prices and the COVID-19 pandemic -- which have severely and negatively impacted Badger Mining’s operations. The sudden drop in oil prices was further exacerbated by the abrupt drop in oil consumption which was caused by the various state, federal and worldwide restrictions on business operations, including all forms of travel. All of these factors caused a sudden and unforeseeable reduction in demand for Badger Mining’s products.

The number of affected employees is 38, some of whom were on temporary furlough with the expectation that when business conditions improved they would be returned to work. Unfortunately, due to the above unforeseeable business circumstances, Badger Mining has now concluded that all of these employment separations are expected to be permanent. The date of the employment separations for all affected employees is May 14, 2020.

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Badger Mining has notified all affected employees concerning these job eliminations, including those who were on furlough and those who were actively employed. Attached as Exhibit A is a list of the job titles for the positions which are being affected, the number of affected employees in each job title, and information regarding whether the employee was on furlough at the time Badger Mining provided the employee with notice of the job elimination.

Affected employees will receive all benefits and wages to which they are entitled. They are not represented by a union and there are no bumping rights associated with any of the positions.

This notice is provided in accordance with the Wisconsin Business Closing and Mass Layoff Law, Wis. Stat. § 109.07. Although the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §§ 2101-2109 ("WARN") is not applicable to this event, this Notice is consistent with WARN.

If you have any questions or require any additional information, please contact me at (920) 361-6223.

Sincerely,

A handwritten signature in black ink that reads "Jennifer Johnson". The signature is written in a cursive, flowing style.

Jennifer Johnson
Associate Development Leader