



10101 Science Drive
Sturtevant, Wisconsin 53177
United States

May 27th, 2020

VIA U.S. MAIL AND EMAIL

Adult & Dislocated Worker Section

201 East Washington Avenue
P.O Box 7946
Madison, WI 53707

WIOAtitle@dwd.wisconsin.gov
bwtdwering@dwd.wisconsin.gov

Mr. Jayme Hoffman

Village President

Village of Sturtevant

2801 89th Street
Sturtevant, WI 53177

HoffmanJ@sturtevant-wi.gov

Re: Notice of Workforce Reduction

To Whom It May Concern:

BRP US Inc. ("BRP") is writing to provide you with notice of a mass layoff at its Sturtevant, Wisconsin facility located at 10101 Science Dr, Sturtevant, WI 53177. This notice is provided in accordance with the Wisconsin Business Closing and Mass Layoff Law, Wis. Stat. § 109.07 ("WBCL") and the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §§ 2101-2109 ("WARN").

This layoff is the result of BRP and affiliated companies re-orienting and reorganizing global marine production, which will result, in the case of the Sturtevant facility, in the ceasing the production of Evinrude E-TEC and E-TEC G2 outboard engines. BRP's outboard engines business has faced some challenges over the last few years and the unprecedented effects of the COVID-19 pandemic on the economy accelerated the decision to stop the production of outboard engines. As a result of the unanticipated and unforeseeable need to consolidate operations and cease production of these engines, BRP is giving notice as soon as practicable.

At this time, the lay-off is affecting 387 individuals employed by BRP at the Sturtevant facility, including new and low-hour employees. Layoffs will begin today, May 27, 2020. 181 employees, who are presently on temporary furlough due to the safer in place order, will be permanently laid off today, May 27, 2020. The remaining affected employees will be recalled from temporary furlough, but will be gradually laid off on a permanent basis between now and the end of September 2020. Exhibit A, which is attached, shows the expected schedule of separations, with the date indicated being the first date in a possible fourteen-day window for termination. Exhibit A also lists the job titles for the positions at the Sturtevant facility which are being affected.

As of today, BRP has notified all employees who are entitled to notice under the WBCL and WARN concerning these job eliminations. None of the employees are represented by a union and there are no bumping rights associated with any of the positions. This reorganization was a difficult decision, and to the extent additional notice was required, BRP intends to provide the employees who are being terminated without notice with pay in lieu of notice, even though it may not be required under the law.

If you have any questions or require any additional information, you may contact Alexandre Borduas, *Senior Advisor, Public Affairs and Government Relations*, at 1-514-208-1288.

Sincerely,
BRP US INC.



Jerome Fradette
Vice-president HR, Marine Group

Encl.



Notice of Workforce Reduction – May 27, 2020 – Sturtevant, WI
Exhibit A

Position	Termination Date
1015-Analyst Financial	May 27, 2020
110-Technical Specialist - Quality	May 27, 2020
110-Technical Specialist - Quality	May 27, 2020
1250-Dir Information Systems and Technology	May 27, 2020
1256-Proj Lead Info Sys & Tech	May 27, 2020
1257-Sr Analyst Business Systems	May 27, 2020
147-Engineer Expert	May 27, 2020
1482-Engineer Level I - Quality	May 27, 2020
1482-Engineer Level I - Quality	May 27, 2020
1526-Engineer Level II	May 27, 2020
1529-Engineer Level I	May 27, 2020
1543-Sr Designer	May 27, 2020
154-Technical Specialist Ops	May 27, 2020
1563-Sr Technician Prototype	May 27, 2020
160-Inside Sales Rep Level 2	May 27, 2020
1760-Buyer	May 27, 2020
1760-Buyer	May 27, 2020
180-Sr Technician Quality	May 27, 2020
180-Sr Technician Quality	May 27, 2020
189-Technician Quality II	May 27, 2020
189-Technician Quality II	May 27, 2020
189-Technician Quality II	May 27, 2020
200-Machine Operator I	May 27, 2020
200-Machine Operator I	May 27, 2020
200-Machine Operator I	May 27, 2020
200-Machine Operator I	May 27, 2020
201-Machine Operator II	May 27, 2020
201-Machine Operator II	May 27, 2020
2900-Quality Tech	May 27, 2020
3751-Mgr Product - Marketing	May 27, 2020
4003-Regional Sales Coordinator 2	May 27, 2020
4003-Regional Sales Coordinator 2	May 27, 2020
4003-Regional Sales Coordinator 2	May 27, 2020



Notice of Workforce Reduction – May 27, 2020 – Sturtevant, WI
Exhibit A

Position	Termination Date
4507-Jr Engineer Quality	May 27, 2020
5003-Sr Engineer Operations	May 27, 2020
5006-Engineer Level I - Operations	May 27, 2020
5006-Engineer Level I - Operations	May 27, 2020
5006-Engineer Level I - Operations	May 27, 2020
500-Material Handler	May 27, 2020
500-Material Handler	May 27, 2020
500-Material Handler	May 27, 2020
500-Material Handler	May 27, 2020
500-Material Handler	May 27, 2020
500-Material Handler	May 27, 2020
500-Material Handler	May 27, 2020
500-Material Handler	May 27, 2020
500-Material Handler	May 27, 2020
500-Material Handler	May 27, 2020
500-Material Handler	May 27, 2020
500-Material Handler	May 27, 2020
500-Material Handler	May 27, 2020
5014-Sr Associate Engineer	May 27, 2020
5016-Sr Assoc Engineer - Quality	May 27, 2020
5017-Engineering Specialist - Ops	May 27, 2020
5022-Associate Engineer	May 27, 2020
5249-Executive Assistant	May 27, 2020
5249-Executive Assistant	May 27, 2020
5250-Executive Assistant VP-GM	May 27, 2020
5253-Administrative Assistant	May 27, 2020
5253-Administrative Assistant	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020



Notice of Workforce Reduction – May 27, 2020 – Sturtevant, WI
Exhibit A

Position	Termination Date
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
548-Assembler	May 27, 2020
5500-Supv Manufacturing	May 27, 2020
5525-Sr Assoc Engineer Operations	May 27, 2020
565-Final Packer	May 27, 2020
565-Final Packer	May 27, 2020



Notice of Workforce Reduction – May 27, 2020 – Sturtevant, WI
Exhibit A

Position	Termination Date
5755-Sr Technical Writer	May 27, 2020
5760-Technical Writer	May 27, 2020
5762-Technical Writer II	May 27, 2020
69-Engineering Associate	May 27, 2020
70-Engineering Associate	May 27, 2020
7180-Planner Jr	May 27, 2020
7215-Leader Technical Team	May 27, 2020
7250-Instructor+ Instr Designer	May 27, 2020
7265-Sr Design Engineer	May 27, 2020
7350-Sr Technical Svc Rep&Appl Eng	May 27, 2020
7400-Sr Coord Network Development	May 27, 2020
745-Technician Prototype	May 27, 2020
745-Technician Prototype	May 27, 2020
745-Technician Prototype	May 27, 2020
7715-Manager Program	May 27, 2020
7795-Technical + Warranty Rep	May 27, 2020
7795-Technical + Warranty Rep	May 27, 2020
7795-Technical + Warranty Rep	May 27, 2020
7795-Technical + Warranty Rep	May 27, 2020
7796-Technical +Warranty Rep II	May 27, 2020
7796-Technical +Warranty Rep II	May 27, 2020
7796-Technical +Warranty Rep II	May 27, 2020
7796-Technical +Warranty Rep II	May 27, 2020
7797-Technical+Warranty Rep III	May 27, 2020
7797-Technical+Warranty Rep III	May 27, 2020
7900-Sales Coord Level III	May 27, 2020
7990-Sr Warranty Technician	May 27, 2020
7990-Sr Warranty Technician	May 27, 2020
8080-Talent Advisor	May 27, 2020
8081-Product Development Project Lead	May 27, 2020
8100-After Sales Proj & Warranty Coord	May 27, 2020
8101-Sales Analyst	May 27, 2020
8121-CNC Set Up	May 27, 2020



Notice of Workforce Reduction – May 27, 2020 – Sturtevant, WI
Exhibit A

Position	Termination Date
8135-Maintenance Mechanic II	May 27, 2020
8135-Maintenance Mechanic II	May 27, 2020
8135-Maintenance Mechanic II	May 27, 2020
8136-Maintenance Mechanic III	May 27, 2020
8184-ECN Coordinator	May 27, 2020
8186-Sales Administration Support Analyst	May 27, 2020
8200-Continuous Improvement Fabricator	May 27, 2020
8207-Training Coordinator	May 27, 2020
8225-Inside Sales Representative 3	May 27, 2020
8225-Inside Sales Representative 3	May 27, 2020
8233-Environmental Specialist	May 27, 2020
8234-Retail Marketing Specialist	May 27, 2020
8242-Regional Sales Coordinator Level I	May 27, 2020
8245-Media and Sponsorship Specialist	May 27, 2020
8247-Mgr Sales Projects and Transformation	May 27, 2020
8253-Designer Level I	May 27, 2020
8257-Emissions Compliance Technician	May 27, 2020
8261-Sr Technical Sales Representative	May 27, 2020
8267-Director Network Development	May 27, 2020
8272-Sr Tool and Die Maker	May 27, 2020
8272-Sr Tool and Die Maker	May 27, 2020
8278-Materials and Logistics Analyst	May 27, 2020
8280-Project Manager	May 27, 2020
8283-ENG_Sr PLM and Change Control Specialist	May 27, 2020
8302-Salesforce Business Analyst	May 27, 2020
8303-Inventory Accuracy Team Lead	May 27, 2020
8316-Tool Crib Attendant	May 27, 2020
8318-HRIS Payroll Technician	May 27, 2020
8320-Chemical Maintenance Technician	May 27, 2020
8321-Chemical Maintenance Technician	May 27, 2020
8326-Sr Volume Planning Analyst	May 27, 2020
8347-Team Lead Tech Writer	May 27, 2020
8362-Talent Acquisition Advisor	May 27, 2020



Notice of Workforce Reduction – May 27, 2020 – Sturtevant, WI
Exhibit A

Position	Termination Date
8368-Sr Buyer Production Development	May 27, 2020
8375-Bill of Materials Analyst	May 27, 2020
8383-Product Manager Alumacraft	May 27, 2020
8388-Supplier Quality Engineer	May 27, 2020
8390-Human Resources Business Partner	May 27, 2020
8399-Continuous Improvement Technical Expert	May 27, 2020
8399-Continuous Improvement Technical Expert	May 27, 2020
8405-Network Engineer	May 27, 2020
960-General Laborer	May 27, 2020
960-General Laborer	May 27, 2020
960-General Laborer	May 27, 2020
960-General Laborer	May 27, 2020
960-General Laborer	May 27, 2020
Associate Accounting	May 27, 2020
ES1340-District Sales Mgr	May 27, 2020
Project Lead - Info Systems	May 27, 2020
1068-Sr Analyst Financial	June 1, 2020
114-Support I - SVT	June 1, 2020
114-Support I - SVT	June 1, 2020
114-Support I - SVT	June 1, 2020
114-Support I - SVT	June 1, 2020
115-Support II - SVT	June 1, 2020
1256-Proj Lead Info Sys & Tech	June 1, 2020
1267-Field Market Specialist	June 1, 2020
1781-Sr Buyer	June 1, 2020
1781-Sr Buyer	June 1, 2020
1781-Sr Buyer	June 1, 2020
5263-Mgr Operations	June 1, 2020
548-Assembler	June 1, 2020
570-Sr. Coordinator Operations	June 1, 2020
7180-Planner Jr	June 1, 2020
7350-Sr Technical Svc Rep&Appl Eng	June 1, 2020
7350-Sr Technical Svc Rep&Appl Eng	June 1, 2020



Notice of Workforce Reduction – May 27, 2020 – Sturtevant, WI
Exhibit A

Position	Termination Date
7350-Sr Technical Svc Rep&Appl Eng	June 1, 2020
7350-Sr Technical Svc Rep&Appl Eng	June 1, 2020
7350-Sr Technical Svc Rep&Appl Eng	June 1, 2020
7350-Sr Technical Svc Rep&Appl Eng	June 1, 2020
7350-Sr Technical Svc Rep&Appl Eng	June 1, 2020
7695-Specialist PAC Mktg Communicn	June 1, 2020
7750-Director Advanced Engg PRT	June 1, 2020
7796-Technical +Warranty Rep II	June 1, 2020
7815-Manager Quality	June 1, 2020
8122-Technical Sales Representative AE	June 1, 2020
8136-Maintenance Mechanic III	June 1, 2020
8179-Information Technology Specialist II	June 1, 2020
8226-Applications Engineer	June 1, 2020
8226-Applications Engineer	June 1, 2020
8261-Sr Technical Sales Representative	June 1, 2020
8294-OEM Applications Team Lead	June 1, 2020
8295-Technical Service Rep Team Lead	June 1, 2020
8370-Network Communication Specialist	June 1, 2020
8379-Product Manager Evinrude	June 1, 2020
8389-Business Development Manager	June 1, 2020
ES1340-District Sales Mgr	June 1, 2020
ES1340-District Sales Mgr	June 1, 2020
ES1340-District Sales Mgr	June 1, 2020
ES1340-District Sales Mgr	June 1, 2020
ES1340-District Sales Mgr	June 1, 2020
ES1340-District Sales Mgr	June 1, 2020
ES1340-District Sales Mgr	June 1, 2020
ES1540-District Sales Manager	June 1, 2020
ES1540-District Sales Manager	June 1, 2020
114-Support I - SVT	June 8, 2020
114-Support I - SVT	June 8, 2020
114-Support I - SVT	June 8, 2020
114-Support I - SVT	June 8, 2020



Notice of Workforce Reduction – May 27, 2020 – Sturtevant, WI
Exhibit A

Position	Termination Date
115-Support II - SVT	June 8, 2020
500-Material Handler	June 8, 2020
500-Material Handler	June 8, 2020
500-Material Handler	June 8, 2020
500-Material Handler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
548-Assembler	June 8, 2020
7190-EC2 Operator	June 8, 2020
7190-EC2 Operator	June 8, 2020
7190-EC2 Operator	June 8, 2020
747-Painter	June 8, 2020
747-Painter	June 8, 2020
747-Painter	June 8, 2020
747-Painter	June 8, 2020
747-Painter	June 8, 2020
747-Painter	June 8, 2020
747-Painter	June 8, 2020
747-Painter	June 8, 2020



Notice of Workforce Reduction – May 27, 2020 – Sturtevant, WI
Exhibit A

Position	Termination Date
747-Painter	June 8, 2020
960-General Laborer	June 8, 2020
114-Support I - SVT	June 18, 2020
548-Assembler	June 18, 2020
548-Assembler	June 18, 2020
548-Assembler	June 18, 2020
548-Assembler	June 18, 2020
548-Assembler	June 18, 2020
1498-Sr Technician Engineering	June 30, 2020
1049-Rep Credit + Collections	July 1, 2020
114-Support I - SVT	July 2, 2020
115-Support II - SVT	July 2, 2020
500-Material Handler	July 2, 2020
500-Material Handler	July 2, 2020
500-Material Handler	July 2, 2020
548-Assembler	July 2, 2020
548-Assembler	July 2, 2020
548-Assembler	July 2, 2020
548-Assembler	July 2, 2020
548-Assembler	July 2, 2020
548-Assembler	July 2, 2020
7190-EC2 Operator	July 2, 2020
7190-EC2 Operator	July 2, 2020
7190-EC2 Operator	July 2, 2020
1078-Engine Tester	July 16, 2020
1078-Engine Tester	July 16, 2020
114-Support I - SVT	July 16, 2020
115-Support II - SVT	July 16, 2020
500-Material Handler	July 16, 2020
500-Material Handler	July 16, 2020
548-Assembler	July 16, 2020
548-Assembler	July 16, 2020
548-Assembler	July 16, 2020



Notice of Workforce Reduction – May 27, 2020 – Sturtevant, WI
Exhibit A

Position	Termination Date
548-Assembler	July 16, 2020
548-Assembler	July 16, 2020
548-Assembler	July 16, 2020
548-Assembler	July 16, 2020
548-Assembler	July 16, 2020
548-Assembler	July 16, 2020
548-Assembler	July 16, 2020
548-Assembler	July 16, 2020
548-Assembler	July 16, 2020
548-Assembler	July 16, 2020
548-Assembler	July 16, 2020
548-Assembler	July 16, 2020
548-Assembler	July 16, 2020
548-Assembler	July 16, 2020
1078-Engine Tester	July 23, 2020
500-Material Handler	July 23, 2020
558-Assembly Line Repair	July 24, 2020
114-Support I - SVT	July 30, 2020
114-Support I - SVT	July 30, 2020
200-Machine Operator I	July 30, 2020
200-Machine Operator I	July 30, 2020
200-Machine Operator I	July 30, 2020
201-Machine Operator II	July 30, 2020
201-Machine Operator II	July 30, 2020
201-Machine Operator II	July 30, 2020
201-Machine Operator II	July 30, 2020
201-Machine Operator II	July 30, 2020
500-Material Handler	July 30, 2020
500-Material Handler	July 30, 2020
548-Assembler	July 30, 2020
548-Assembler	July 30, 2020
548-Assembler	July 30, 2020
548-Assembler	July 30, 2020



Notice of Workforce Reduction – May 27, 2020 – Sturtevant, WI
Exhibit A

Position	Termination Date
548-Assembler	July 30, 2020
548-Assembler	July 30, 2020
548-Assembler	July 30, 2020
548-Assembler	July 30, 2020
548-Assembler	July 30, 2020
548-Assembler	July 30, 2020
548-Assembler	July 30, 2020
548-Assembler	July 30, 2020
548-Assembler	July 30, 2020
8121-CNC Set Up	July 30, 2020
8171-Accounting Associate II	August 1, 2020
88-Sr Associate Accounting	August 1, 2020
1078-Engine Tester	August 14, 2020
1079-Final Repair	August 14, 2020
1079-Final Repair	August 14, 2020
114-Support I - SVT	August 14, 2020
114-Support I - SVT	August 14, 2020
114-Support I - SVT	August 14, 2020
115-Support II - SVT	August 14, 2020
115-Support II - SVT	August 14, 2020
548-Assembler	August 14, 2020
558-Assembly Line Repair	August 14, 2020
566-Rework	August 14, 2020
566-Rework	August 14, 2020
1526-Engineer Level II	September 1, 2020
189-Technician Quality II	September 1, 2020
2900-Quality Tech	September 1, 2020
2900-Quality Tech	September 1, 2020
4466-Scheduler	September 1, 2020
4504-Engineer Level II - Quality	September 1, 2020
4504-Engineer Level II - Quality	September 1, 2020
4757-Sr Analyst Materials	September 1, 2020
5500-Supv Manufacturing	September 1, 2020



Notice of Workforce Reduction – May 27, 2020 – Sturtevant, WI
Exhibit A

Position	Termination Date
5500-Supv Manufacturing	September 1, 2020
5500-Supv Manufacturing	September 1, 2020
5533-Supv Maintenance	September 1, 2020
570-Sr. Coordinator Operations	September 1, 2020
6922-Coord Govt Sales Level 2	September 1, 2020
7180-Planner Jr	September 1, 2020
7180-Planner Jr	September 1, 2020
7915-Quality Supervisor Assembly	September 1, 2020
7915-Quality Supervisor Assembly	September 1, 2020
8125-JPS Focus Area Coordinator	September 1, 2020
8136-Maintenance Mechanic III	September 1, 2020
8136-Maintenance Mechanic III	September 1, 2020
8136-Maintenance Mechanic III	September 1, 2020
8136-Maintenance Mechanic III	September 1, 2020
8145-OPS_Manufacturing Technician	September 1, 2020
8178-Chemical Lab Technician	September 1, 2020
8224-Electronics Technician	September 1, 2020
8291-BRPMS Coordinator	September 1, 2020
8316-Tool Crib Attendant	September 1, 2020
8319-Chemical Maintenance Tech Team Lead	September 1, 2020
8333-Maintenance Mechanic I	September 1, 2020
8358-Maintenance and Tech Support Coordinator	September 1, 2020
8359-Materials Control Specialist	September 1, 2020
558-Assembly Line Repair	September 7, 2020