

VIA U.S. MAIL and E-MAIL

WIOAtitel@dwd.wisconsin.gov

June 8, 2020

Wisconsin Department of Workforce Development
Dislocated Worker Unit
P.O. Box 7972
Madison, WI 53707

Re: Telsmith, Inc. - Notice of Business/Plant Closing

Dear Members of the Dislocated Worker Unit:

Astec Industries, Inc. and Telsmith, Inc.¹ (collectively, “Telsmith”) have made the decision to permanently close the Telsmith facility located at 10901 N. Industrial Drive, Mequon, Wisconsin, 53092 (the “Telsmith Facility”). The decision to permanently close the Telsmith Facility has been prompted by Astec Industries, Inc.’s desire to restructure its management model for its business units by transitioning from a decentralized management model to an Astec Industries, Inc. centric-based management model focused on maximizing efficiencies within its business units and driving a cohesive Astec Industries, Inc. culture.

The entire Telsmith Facility will permanently close on March 13th, 2021, and 135 employees will be affected by this closing. A list of the job titles that will be affected and the number of affected employees in each position, as well as their proposed termination dates, is included as **Exhibit A** to this letter. Telsmith expects to begin eliminating positions on August 14, 2020 and will continue in phases until complete closure occurs on March 31, 2021. Specifically, the phases of closure will occur resulting in loss of employment for affected employees during a two-week period commencing on August 14, 2020, a two-week period commencing on December 17, 2020, and a two-week period commencing March 17, 2021. The information provided in this letter is based upon the best information available to Telsmith at this time. This letter is provided pursuant to the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq., and the Wisconsin Business Closing and Mass Layoff law, Wis. Stat. § 109.07.

Some of the affected employees are represented by the United Steelworkers AFL-CIO-CLC on behalf of its Local 681 (the “Union”). The chief elected union official is Thomas M. Conway, International President, United Steelworkers AFL-CIO-CLC, 60 Boulevard of the Allies, Pittsburgh, PA 15222. The collective bargaining representative is Ross Winklbauer, Staff Representative, 1135 S. 70th Street, West Allis, WI 53214, who can be reached at (414) 475-4560. Pursuant to the Labor Agreement by and between the Union and Telsmith, Inc., bumping rights exist.

If you require further information, you may contact Paul Sanger, HR Manager, at 10901 N. Industrial Drive, Mequon, Wisconsin, 53092 or he may be reached by telephone at (262) 518-1250.

¹ Telsmith, Inc., is a wholly owned subsidiary of Astec Industries, Inc.



TELSMITH
AN ASTEC INDUSTRIES COMPANY

Telsmith, Inc.
10910 North Industrial Drive
Mequon, WI 53092, USA

262.242.6600 office
262.242.5812 fax
www.telsmith.com

The information provided in this letter is based upon the best information available to Telsmith at this time. This letter should not be construed as an admission of coverage under 29 U.S.C. § 2101 *et seq.* or Wis. Stat. §109.07 or that Telsmith is required to comply with the plant or business closing notice statutes, but rather, this letter is provided pursuant to state and federal laws that encourage employers to provide notices of anticipated business or plant closings.

Sincerely,

Paul Sanger

Paul Sanger
Human Resources Manager
Telsmith, Inc.



EXHIBIT A

Job Title	Proposed Termination Date	No. of Employees
ADMINISTRATIVE ASSISTANT	8/14/2020	1
ASSISTANT CONTROLLER	3/17/2021	1
CNC BORING BAR OPERATOR	8/14/2020	6
CNC LATHE OPERATOR	8/14/2020	2
CNC PUNCH PLASMA MACH OPER	8/14/2020	2
CNC/NC PROGRAMMER	8/14/2020	1
CNC/NC PROGRAMMER, SENIOR	12/17/2020	2
COST ACCOUNTING MANAGER	3/17/2021	1
DIRECTOR, FINANCE/ADMIN	3/17/2021	1
DIRECTOR, MANUFACTURING	12/17/2020	1
EHS MANAGER	8/14/2020	1
ELECTRICIAN	8/14/2020	2
ELECTRICIAN-A	8/14/2020	1
ERECTOR & ASSEMBLER-A	8/14/2020	6
ERECTOR & ASSEMBLER-B	8/14/2020	9
ERECTOR & ASSEMBLER-C	8/14/2020	2
FABRICATING MACH OPER	8/14/2020	2
FOREMAN, ASSEMBLY	8/14/2020	2
FOREMAN, F&W	8/14/2020	2
FOREMAN, MACHINE SHOP	12/17/2020	2
FOREMAN, MAINTENANCE	12/17/2020	1
FOREMAN, SHIPPING	8/14/2020	1
GAS CUTTING MACH OPER	8/14/2020	2
GENERAL ACCOUNTING CLERK	12/17/2020	1
HEAVY WELDER	8/14/2020	2
HUMAN RESOURCES GENERALIST	3/17/2021	1
I.E. TECHNICIAN	8/14/2020	1
INSPECTOR-A	8/14/2020	2
LEAN MANUFACTURING ENGINEER	8/14/2020	1



LIGHT WELDER	8/14/2020	4
MACHINING CENTER OPR	8/14/2020	3
MACHINING CENTER OPR-Pre	8/14/2020	1
MAINT ELECTR/ELECTRO	8/14/2020	1
MAINT ELECTR/ELECTRO-Pre	8/14/2020	1
MAINTENANCE MECHANIC-A	8/14/2020	2
MANAGER, HUMAN RESOURCES	3/17/2021	1
MANAGER-PRODUCTION & SCHED	12/17/2020	1
MANAGER-PURCHASING	8/14/2020	1
MANUAL MACHINE OPER	8/14/2020	1
MATERIAL BLASTER	8/14/2020	2
MATERIAL CONTROLLER	8/14/2020	5
MULTI AXIS MACH CTR OPR	8/14/2020	2
NETWORK ADMINISTRATOR-7	8/14/2020	1
PAINTER, SPRAY	8/14/2020	5
PRODUCTION COORDINATOR	8/14/2020	2
PRODUCTION MACHINIST	8/14/2020	1
RECEPTIONIST/ADMIN ASST	8/14/2020	1
REPAIR TECHNICIAN A	8/14/2020	1
REPAIR TECHNICIAN B	8/14/2020	1
RESERVE GAS CUTTING MACH OPER	8/14/2020	1
ROBOTIC WELD CELL OPERATOR	8/14/2020	1
SAW OPER F&W	8/14/2020	1
SENIOR BUYER	8/14/2020	1
SENIOR PROGRAMMER ANALYST	8/14/2020	1
SHIPPER	12/17/2020	7
SHIPPER B	8/14/2020	1
SHIPPER-A	12/17/2020	3
STAFF ACCOUNTANT II	12/17/2020	1
SUPPLY CHAIN MANAGER	12/17/2020	1
USED EQUIP-REBUILD EQUIP MGR	8/14/2020	1
VERTICAL MILL OPR	8/14/2020	1



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VERTICAL MILL OPR-LG	8/14/2020	2
VERTICAL MILL w/ PALLET	8/14/2020	4
WELD SETUP MAN-A	8/14/2020	6
WELD SETUP MAN-B	8/14/2020	5
WELD, SUB ARC	8/14/2020	1
WELDER, ERECTION FLOOR	8/14/2020	1