



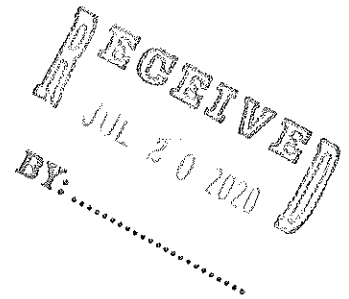
United Alloy
4100 Kennedy Road
Janesville, WI 53545

Phone (608) 758-4717
Fax (608) 758-1969

VIA CERTIFIED MAIL

Adult & Dislocated Worker Programs
Wisconsin Department of Workforce Development
PO Box 7972
Madison, WI 53707

Ms. Sue Conley, City Council President
Mr. Mark Freitag, City Manager
c/o City Hall
PO Box 5005
Janesville, WI, 53547-5005



Re: Layoff Notification

Dear Friends,

We are writing to inform you of our decision to furlough 108 employees temporarily at our production facility at 4100 Kennedy Road in Janesville. These furloughs have resulted from a recent unforeseeable and dramatic downturn in demand for our products which can be attributed to the lagging economic impacts of the COVID-19 pandemic on the worldwide economy.

To be clear, we do not expect or intend that these furloughs will be permanent. Our customers are indicating that they expect Q4 to be closer to 2019 levels. Because the lead time for our product orders is typically six weeks, we expect to have a good idea whether our business conditions are improving by the mid-September 2020. If demand increases as expected, then we fully intend to recall our affected personnel and return to existing staffing levels.

Because these layoffs have resulted solely from unforeseeable circumstances created by the tailing effects of the pandemic, and because we expect these layoffs to be temporary, United Alloy is not required to provide notice of a business closure under the Wisconsin Business Closing and Mass Layoff Law, Wis. Stat. § 109.07 (WBCL) or the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §§ 2101-2019 (WARN). We are providing this letter as such a notice to be safe, however, because the unpredictability of the COVID-19 pandemic creates at least a possibility that some or all of these layoffs may become permanent. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which business realities have developed. If demand does not increase as expected, the employment of any furloughed personnel who are not recalled by September 30, 2020, will be terminated as of that date.

United Alloy has notified all our affected employees of their furlough dates and that this action is expected to be temporary. The affected employees will be furloughed as of July 17, 2020, and have an anticipated return date of September 14, 2020, subject to the assumption that business conditions improve as we expect. A spreadsheet showing the job titles of the affected positions and the number of affected employees in each job



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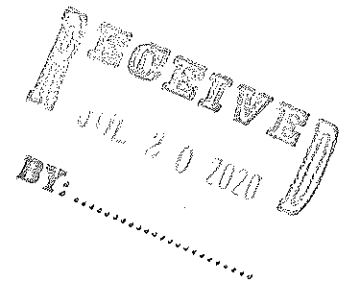
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title is enclosed with this letter. The affected employees are not represented by a union and have no bumping rights.

If you wish to have any other information about these layoffs, please contact Ben Lodahl, HR Manager at blodahl@unitedalloy.com or (608) 758-4717 ext 104.

Sincerely yours,

Luke Jaynes
President



Welder

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JUL 20 2020
BY:

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BY:

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JUL 29 2020
BY: