

August 3, 2020

Via Certified Mail
Email: WIOATitle1@dwd.wisconsin.gov

The Wisconsin Department of
Workforce Development
P.O. Box 7972
Madison, WI 53707

Via Certified Mail
Email: barlow@holmenwi.com
Fax: (608) 526-4357

Patrick Barlow
City Council President
421 S. Main Street
P.O. Box 158
Holmen, WI 54636

RE: WARN Act Notice
Northern Engraving Corporation (the "Company")
1400 Sand Lake Road
Holmen, WI 54636

Dear Dislocated Worker Unit/Rapid Response Team and City Council President Barlow:

This letter constitutes notice under the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §201 et seq. ("WARN"), related U.S. Department of Labor regulations and Wisconsin's Business Closing and Mass Layoff law ("WBCMLL"), that as a direct result of unforeseeable business circumstances the Company will be implementing layoffs at the above facility. Separations related to these layoffs may occur as early as during a fourteen (14) day period beginning on July 31, 2020. These layoffs are expected to be permanent.

Union represented employees affected by these layoffs are represented by the Plastic Workers' Union. The schedule for separations of union represented employees is currently anticipated to be based on seniority and pursuant to the collective bargaining agreement ("CBA").

The job titles of the positions to be affected and the number of affected employees in each job classification appear in the list attached hereto. (Attachment A). Any bumping rights available under the CBA may affect the order of layoffs. By letter of this date, the chief elected official of the affected represented employees has been notified:

Mark A. Spano
Servicing Director
Plastic Workers' Union, Local 18
245 Fencil Lane
Hillside, Illinois 60162-2001

Carl Whaling
Business Agent
Central States Joint Board
245 Fencil Lane
Hillside, Illinois 60162-2001

Unrepresented employees who will be affected have also been notified by letter of this date.

Each employee will be given a description of their benefits and the Company will ensure that employees will be paid all earned wages and benefits through the separation date.

For further information please contact Paulette Caylor, Director of Human Resources, at paulette.caylor@nbhx-trim.com or (608) 377-3619.

Sincerely,



Paulette Caylor
Director of Human Resources
803 S. Black River Street, Sparta, WI 54656

LIST OF AFFECTED POSITIONS

Job Title	Number of Affected Employees
Screen Operator	6
Helper	4
Feeder	4
Inspection	15
Shears/Adhesive	2
Screen Maker	1
Quality	2
Shipping	1
Punch Press	11
Die Setters-Production Cell Associate	8
Production Supervisor-Screen	1
Production Supervisor-Adhesive/Shears	1
Shipping Clerk	1
Production Scheduler	2
Production Supervisor-Punch Press	1
Process Document Specialist	1