



August 6, 2020

VIA FIRST CLASS MAIL AND FACSIMILE (608.267.2392)

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

Re: Notice of Layoffs

Dear Members of the Dislocated Workers Unit:

This letter is notice that Wacker Neuson Corporation, Wacker Neuson Production Americas, LLC, and Wacker Neuson Sales Americas, LLC (the "Company") are taking job actions in relation to employees who work at the Company's operations located at N92W15000 Anthony Ave, Menomonee Falls, WI 53051 (the "Facility"). There are 186 employees being permanently laid off at this Facility. The first of these layoffs at this Facility occurred on March 23, 2020. Initially, 63 employees were placed on a temporary layoff on March 23, 2020. Subsequently, 115 employees were placed on a temporary layoff on April 6, 2020, one employee was placed on a temporary layoff on May 29, 2020, and one employee was placed on a temporary layoff on July 6, 2020. The Company expected these layoffs to be temporary and to last less than six months, but unfortunately, as outlined in more detail below, unforeseen business circumstances have now rendered them permanent layoffs. In connection with these plans, the Company also expects that the employment of an additional 6 employees working at the Facility will cease on or about October 6, 2020, or during the 14-day period beginning on that date.

Whether or not these actions trigger the requirements of the Worker Adjustment and Retraining Notification Act or applicable state law, we thought it appropriate to give you this notice. In the event these plans may be covered by or subject to federal, state, or local advance notice requirements, this letter is intended to fulfill those requirements with respect to notice to the addressees. We do not concede or admit by providing this letter that notice is required.

We are taking these actions because of the COVID-19 natural disaster and national emergency, and COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given you more notice of this action, but were unable to do so because of how quickly and unexpectedly our operations were affected by the unanticipated expansive impact of the COVID-19 pandemic, as illustrated, for example, by the July 30, 2020, announcement by the U.S. Department of Commerce that real gross domestic product (GDP) decreased at an annual rate of 32.9 percent in the second quarter of 2020 following a decrease of 5.0 percent in the first quarter of 2020.

Approximately 142 of the affected employees are represented by the United Steel-workers, Local 2-369. The contact information for the union is as follows:

Thomas Conway, International President
United Steel-workers
60 Boulevard of the Allies
Pittsburgh, PA 15222

Brad Dorff, Bargaining Agent
United Steel-workers, Local 2-369
1126 South 70th Street, Suite N509A
West Allis, WI 53214

Dale Prout, Local President
United Steel-workers, Local 2-369
1126 South 70th Street, Suite N509A,
West Allis, WI 53214

There are no "bumping rights" available for affected non-union employees. There are "bumping rights" for affected union-represented employees governed by Company and union agreements. A list of the affected job titles and the number of employees in each position affected is being provided as **Attachment A**.

We are providing this letter based on information that is currently available to the Company. Should any of the information above change, we will update this notice as soon as practicable. If you would like additional information, please do not hesitate to contact Stephanie Steinbach at 262.257.4026.

Sincerely,

WACKER NEUSON CORPORATION

Stephanie Steinbach
Director of Human Resources

Attachment A

Job Title	Number Affected
Aftermarket Sales & Support Agent II	1
Assembler A	26
Assembler A Lead	5
Assembler B	36
Assembler B Lead	3
Assembler C	25
Business Developer Industrial	2
Buyer	1
CNC Specialist	1
CNC Specialist Lead	1
Customer Quality Auditor	1
Design Engineer II	1
Engineering Services Coordinator	1
General Worker Tier 2	1
Industrial Engineering Technician	2
Inspector A	1
Logistics Engineer II	1
Maintenance A	1
Maintenance A Lead	1
Maintenance B	1
Manufacturing Engineer	2
Manufacturing Engineer II	1
Manufacturing Engineer III	1
Manufacturing Engineer Supervisor	1
Material Handler A	11
Material Handler B	15
Material Handling Supervisor	2
Painter A	6
Painter A Lead	1
Painter B	5
Planner/Scheduler I	1
Planner/Scheduler II	2
Product App & Training Specialist	1
Product Manager - SSL	1
Production Administrative Coordinator	1
Production Supervisor	5
Project Engineer II Skid Steers	1
Project Manager	1
Project Manager I-Manufacturing	1
Quality Engineer I	1
Sales and Operation Mgr-Latin America	1
Sales Manager-Key Accounts	1
Sales Support Specialist	2
Senior R&D Technician	1
Senior Tool & Jig Maker	2
Strategic Buyer	1
Supplier Qualification II	1
Supplier Quality Engineer II	1
Technical Service Specialist II	2
Telematics Product Specialist	1
Warehouse Inventory Coordinator	1