



VIA E-MAIL AND USPS CERTIFIED MAIL

October 28, 2020

Wisconsin Department of Workforce Development
Dislocated Workers Unit
P.O. Box 7972
Madison, WI 53707-7972
WIOATitlel@dwd.wisconsin.gov

Jesse Thyges, Village Administrator
860 Badger Circle
Grafton, WI 53024
jthyges@village.grafton.wi.us

Dawn Wagner, Administrator
636 E. Green Bay Avenue
Saukville, WI 53080
dwagner@village.saukville.wi.us

Dear Sir or Madam,

Please accept this letter as notice that Calibre, Inc. (Calibre) will be permanently closing its facilities located at 2395 Dakota Drive, Grafton, WI 53024; 1889 HWY W, Grafton, WI 53024; 651 Dekora Woods Blvd., Saukville, WI 53080; and 655 Dekora Woods Blvd., Saukville, WI 53080. The decision to permanently close Calibre has been prompted by our principal customer's decision to no longer use our services.

Calibre will permanently close in its entirety on August 31, 2021, and 204 employees will be affected by this closing. Calibre expects to begin eliminating positions on December 31, 2020 and expects to complete closure by August 31, 2021. A list of 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. The affected employees are not represented by a union and do not have any bumping rights. The information provided in this letter is based upon the best information available to Calibre at this time. If you require further information, please contact me at (262) 375-4671 x403.

This letter is provided pursuant to the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq. (WARN), and the Wisconsin Business Closing and Mass Layoff Law, Wis. Stat. § 109.07 (WBCL). This letter should not be construed as an admission of coverage under WARN or the WBCL or that Calibre 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,

A handwritten signature in black ink, appearing to read "J. Wachowiak", is written over a faint, larger version of the same signature.

Jerry Wachowiak
President

Job Title	No. of Employees	Termination Date
Airbrusher	1	12/31/2020
Assembly/Packer	4	12/31/2020
Assembly/Packer	2	2/26/2021
Automation Engineer	1	12/31/2020
Automation Engineer	1	5/31/2021
Buffer	14	12/31/2020
Buffer	18	2/26/2021
CFO	1	8/31/2021
Database Analyst	1	2/26/2021
Engineering Manager	1	4/30/2021
Engineering Project Manager	1	12/31/2020
Engineering Technician	1	4/30/2021
Facilities Main	2	12/31/2020
Facilities Main	2	2/26/2021
Facilities Main	1	4/30/2021
Flexing Supervisor	2	12/31/2020
Forecasting Analyst - Sourcing	1	12/31/2020
Graphics Specialist	1	12/31/2020
Hand Graphics Applicator	1	12/31/2020
Hand Graphics Applicator	8	2/26/2021
Hand Striper	3	12/31/2020
Hand Striper	2	2/26/2021
HR Assistant	1	4/30/2021
HR Leader	1	5/31/2021
Industrial Project Engineer	1	12/31/2020
IT Leader	1	8/31/2021
Maintenance Manager	1	5/31/2021
Maintenance Technician	2	2/26/2021
Maintenance Technician	1	2/26/2021
Manufacturing Engineer	1	2/26/2021
Manufacturing Manager	1	2/26/2021
Manufacturing Superintendent	1	12/31/2020
Manufacturing Superintendent	1	2/26/2021
Masker	5	12/31/2020
Master Scheduler	1	2/26/2021
Material Handler	2	12/31/2020
Network Technician	1	2/26/2021
Offline Detailer	4	12/31/2020
Offline Detailer	1	2/26/2021
Paint Line Assistant	4	12/31/2020
Paint Line Assistant	1	2/26/2021
Painter	11	12/31/2020
Painter	24	2/26/2021
President	1	8/31/2021
Process Tech - Graphics	1	2/26/2021
Process Tech - Paint	1	2/26/2021
Production Control Assistant Manager	1	5/31/2021
Production Coordinator	1	2/26/2021
Production Supervisor	1	12/31/2020
Production Supervisor	2	2/26/2021
Programming Analyst	1	12/31/2020
Quality Manager	1	2/26/2021
Quality Technician	1	2/26/2021
Rework & Recovery Detailer	6	12/31/2020
Robot Operator	6	12/31/2020
Safety/Compliance Manager	1	4/30/2021
Sales & Business Development Manager	2	12/31/2020
Sander	1	2/26/2021
Screener	2	2/26/2021
Set up	2	12/31/2020
Set up	4	2/26/2021
Shipper/Receiver	8	2/26/2021
SR HR Generalist	1	2/26/2021

Sr. Quality Technician	2	12/31/2020
Staff Accountant	1	8/31/2021
System Technician	2	12/31/2020
System Technician	1	2/26/2021
Tool Striper	8	2/26/2021
Truck Driver	2	2/26/2021
Vinyl Mask Production	3	12/31/2020
Vinyl Mask Production	1	2/26/2021
Vinyl Striper	3	12/31/2020
Vinyl Striper	1	2/26/2021
VP of Operations	1	5/31/2021