



"Excellence in Energetics"

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January 13, 2021

RE: Temporary or Permanent Closure

Dear Valued Stresau Employee:

As you are aware, we have been ordered by the Wisconsin Department of Natural Resources (DNR) to cease production at our Medley Road facility March 1, 2021. We are working hard to have that order revoked, modified, or delayed but the fact is, we will have to close down operations, at least temporarily. Accordingly, pursuant to Wis. Stat. § 109.07(1)(f) and the Federal Worker Assistance and Retraining Notification Act (WARN), be advised that we are required to provide you with 60 days' notice of a "mass layoff" or "business closing" as defined in those statutes. We regret having to close our operations (even temporarily) and we regret having to give you notice of the consequences of the DNR's order. But on or about February 24, we will be ceasing operations, at least temporarily, and a permanent closure is possible if not probable. Some of you will be laid off on the 24th (potentially over 25% of our workforce) and all 70 total employees potentially will follow.

Stresau will pay you in full for the time worked and for a minimum of 60 days from today's date on your first payroll date following the date you personally are laid off. This includes pay for all accrued but unused paid time off, such as vacation and paid leaves, as required by company policy. We also will provide you with COBRA notices regarding your health insurance options, as well as your options regarding any deferred compensation.

I certainly regret having to issue this notice and I would be remiss if I did not add that it has been my honor to work with each and every one of you. It remains my hope that it will not be necessary to close operations, even temporarily. However, a temporary cessation of operations is likely inevitable, and a permanent closure possible; and while I do not want you to leave Stresau, I recognize that you all have financial obligations and family commitments and must act accordingly.

If you have any follow-up questions, please contact Tasha Hagberg at 715-635-2777 or at thagberg@stresau.com.

Sincerely,

Wayne Hanson
President

cc: Thomas Mackie, Chairman of the Town of Casey
Jim LeDuc, Head of the Washburn County Department of Health and Human Services
Kristine Porter, Director of Region 7 of the Local Workforce Development Areas (WDA)
Amy Pechacek, Secretary of the Department of Workforce Development

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