

June 2, 2021

BY CERTIFIED MAIL, RRR AND EMAIL

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| <p>Wisconsin Department of Workforce Development, Dislocated Worker Unit 201 E. Washington Ave P.O. Box 7946 Madison, WI 53707 Email: WIOATitleI@dwd.wisconsin.gov</p> | <p>Sue Conley, City Counsel President Mark Freitag, City Manager c/o City Hall P.O. Box 5005 Janesville, WI 53547 Email: citycouncil@ci.janesville.wi.us</p> |
| <p>Southwest Wisconsin Workforce Development Board 1370 N. Water Street, P.O. Box 656 Platteville, WI 53818 Email: r.suda@swwdb.org</p> | <p>Mike Mulligan Supervisor, Rock County Board of Supervisors 1318 S Jones Road Janesville, WI 53546 Email: mike.mulligan@co.rock.wi.us</p> |

Re: *Worker Adjustment and Retraining Notification Act (WARN) Notice of Layoff at Hufcor Inc. – 2101 Kennedy Road, Janesville, Wisconsin 53545*

Dear Government Officials:

This letter is notice that Hufcor Inc. (“Hufcor” or the “Company”) is implementing a reduction in force and ceasing manufacturing operations/production at the Company’s facility located at 2101 Kennedy Road, Janesville, Wisconsin 53545. As a consequence, a total of 166 employees at that location will be involuntarily terminated.

While no exact date of discontinuance of manufacturing/production operations has been established, the Company expects that the first layoffs related to the facility will commence on Tuesday, August 3, 2021 (or within the 14-day period following that date). The terminations are expected to be permanent, but the facility will remain open for limited, non-production work.

There are 156 employees who will be discharged who are represented by IUE-CWA, the Industrial Division of the Communications Workers of America (“CWA”), AFL-CIO on behalf of itself and its Local 84811 (the “Union”). Bumping rights for affected Union-represented employees would be governed by the applicable collective bargaining agreement. The Union has been informed of these plans. Contact information for the chief elected officer of the Union representing the affected represented employees is as follows: Chris Shelton, President of CWA, ph.: (202) 434-1100; 501 3rd Street NW, Washington DC 20001. Contact information for the local collective bargaining representative is: Thomas Casey, ph.: 608-728-0788; email: coidfacts@aol.com; work address: 2101 Kennedy Road, Janesville, Wisconsin 53545.

There are an additional 10 employees who will be discharged who are not represented by a union. These employees have no bumping rights.



Attached as Exhibit 1 is the anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification.

The information contained in this letter is based on the best information available to the Company at this time. If you have any questions or need additional information, please contact Kenneth Schappert, ph.: (469)790-6555; email: kschappert@hufcor.com; work address: 4300 Sigma Road, Suite 130, Dallas, TX 75244.

If there is any change in this information, we will update you as soon as practicable.

Very truly yours,

Kenneth Schappert

Kenneth Schappert
Vice President, Human Resources

Enclosure: Exhibit 1

Exhibit 1

As explained in the accompanying letter, the job titles and numbers of employees holding affected job titles are as follows. The employment separations will take place on Tuesday, August 3, 2021 (or during the 14-day period beginning on that date).

| Job Title | Number of Employees in Job Title |
|--------------------------------------|-----------------------------------------|
| Flatwall Assembler | 15 |
| Assembly Packer | 5 |
| Mill Operator A | 2 |
| Final Cut & Punch | 10 |
| Maintenance Technician A | 4 |
| Assembler 6000 Line | 9 |
| Electrical Assembler | 2 |
| Brake Press Operator 105 | 2 |
| Shipping Handler Packer | 8 |
| Shipping Clerk | 1 |
| Curve Track/Glasswall Spec | 6 |
| Inspection Wrapper | 7 |
| Operator Helper | 4 |
| Specialist Pre-Cut & Post-Cut Punch | 2 |
| Steel Frame Welder/Mecher | 5 |
| Passdoor Builder | 8 |
| Receiving Clerk | 4 |
| Equipment Operator | 4 |
| Machine Operator | 6 |
| Coord Assembler Metals | 5 |
| Setup Metals | 3 |
| Closures | 3 |
| Carrier Assembly | 3 |
| Acoustic Ultra Wall Assembler | 3 |
| Maintenance Technician Aa | 2 |
| Steel Panel Former Oper | 3 |
| Stock Clerk Materials 206 | 6 |
| Accordion Operator | 2 |
| Pre-Cut & Punch | 5 |
| Maintenance Helper 304 | 1 |
| Paint Sprayer Metals | 1 |
| Structural Welder A | 3 |
| Roll Former Operator | 2 |
| Track/Access Mech & Turn Mach Op 117 | 1 |



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|--------------------------------------------|------------|
| Specialist Stockroom Receiving (Dept 5190) | 1 |
| Journey Person | 1 |
| Machine Operator Metals | 1 |
| Frame Weld/Mech & Pocket Door Const 218 | 4 |
| Shipping Handler Packer Driver | 1 |
| Specialist 600/603 | 1 |
| RVTC Drivers | 5 |
| Inventory Control Coordinator | 1 |
| Quality Engineer | 1 |
| Buyer/Planner | 1 |
| Production Supervisor 1 st | 1 |
| Senior Production Supervisor | 1 |
| Grand Total | 166 |