

July 26, 2022

Via Overnight Delivery and Electronic Mail

Bureau of Workforce Training
Department of Workforce Development
201 E Washington Avenue
Madison, WI 53707
WIOATitleI@dwd.wisconsin.gov
DETWIOAAAnalysts@dwd.wisconsin.gov

David Ament
Mayor of New Berlin
3805 S Casper Drive
New Berlin, WI 53151
dament@newberlin.org

Re: Notice of Reduction in Force Pursuant to WARN

To the Bureau of Workforce Training and Mayor Ament:

This letter is to inform you, pursuant to any possible obligation under the federal Worker Adjustment and Retraining Notification Act and any applicable analogous state or local law (collectively, “WARN”), that on or about September 30, 2022, Schawk USA Inc. (the “Company”) will be ceasing operations at the Company facility located at 2650 South 166 St., New Berlin, Wisconsin 53151 (the “Facility”). As a result, we anticipate that 25 employees at or reporting to the Facility will be separated from the Company on September 30, 2022.

The entire Facility is expected to close as a result of this action. This action is expected to be permanent. Certain affected employees are represented by GCC-IBT District Council 1/Local 577-M (the “Union”); bumping rights for such employees, if any, are pursuant to the terms of their applicable collective bargaining agreement. The Company does not recognize bumping rights for affected non-union-represented employees, and so any such terminated employees are not permitted to displace remaining employees based on seniority or any other factor.

Affected employees will be paid all wages and other benefits to which they are entitled (if any) through their date of termination, provided they do not resign from their employment with the Company prior to that date. On or before the effective date of each employee’s termination, the Company will provide information concerning benefits available under separate cover to eligible affected employees. All affected employees and the Union are being and/or have been notified of the employment terminations at least 60 days before the terminations are scheduled to occur.

This notice is given based upon the best information available to the Company at this time. For further information, please contact me at 412.442.8241.

Sincerely,

/s/ Ron Awenowicz

Ron Awenowicz
VP - Regional HR

Job Title	Term Date
M404W01-Cylinder Maker	9/30/22
M404U01-Sr Cylinder Maker	9/30/22
M404U01-Sr Cylinder Maker	9/30/22
M404R03-Sr Layout & Programming Operator	9/30/22
M404U00-Sr Cylinder Finisher	9/30/22
M424S00-Sr Electronic Engraver	9/30/22
M404U01-Sr Cylinder Maker	9/30/22
M404U00-Sr Cylinder Finisher	9/30/22
M404U02-Sr Cylinder Proofer	9/30/22
M404U00-Sr Cylinder Finisher	9/30/22
M404R03-Sr Layout & Programming Operator	9/30/22
M424S00-Sr Electronic Engraver	9/30/22
M404W00-Cylinder Finisher	9/30/22
M404U01-Sr Cylinder Maker	9/30/22
M404U01-Sr Cylinder Maker	9/30/22
M404U01-Sr Cylinder Maker	9/30/22
M424O00-Supvr - Production	9/30/22
M422G04-Sr Mgr - Manufacturing	9/30/22
M427K00-Coordinator - Shipping	9/30/22
M416S02-Sr Maintenance Technician	9/30/22
M427I00-Master Scheduler	9/30/22
M125I00-Mgr - Customer Service	9/30/22
M930L00-Office Coordinator	9/30/22
M303I05-Sr Designer	9/30/22
M721G00-Regional Sales Director	9/30/22