



August 8, 2023

VIA CERTIFIED MAIL AND EMAIL

Bureau of Workforce Training
Department of Workforce Development
201 East Washington Avenue
Madison, WI 53707
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Dislocated Worker Unit
Department of Workforce Development
PO Box 7972
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Mr. Kevin Lahner
City Manager
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Mr. Paul Benson
City Council President
City of Janesville
Janesville City Hall
PO Box 5005
Janesville, WI, 53547-5005
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Re: Notice of Workforce Reduction

To Whom It May Concern:

SHINE Technologies, LLC ("SHINE") is writing to provide you with notice of a mass layoff at its Janesville, Wisconsin facilities located at 3400 Innovation Court, Janesville, WI 53546 ("HQ"), 4021 US-51, Janesville, WI 53546 ("Construction Site"), 4027 S. US, US-51, Janesville, WI 53546 ("Building One"), and 1306 W. B R Townline Rd., Beloit, WI 53511 ("Townline") (collectively, the "Facilities"). While the Company does not believe notice under either the Wisconsin Business Closing and Mass Layoff Law, Wis. Stat. § 109.07 ("WBCL") or the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §§ 2101-2109 ("WARN") is required, it is providing such notice out of an abundance of caution.

As you may know, SHINE has been seeking additional investment in its business and Facilities. Unfortunately, due to cash flow issues because of the investment market and other factors, SHINE must take immediate action to reduce its workforce. As a result of these unforeseeable business circumstances and its inability to obtain other financing, SHINE is giving notice as soon as practicable.

This mass layoff will affect 59 individuals employed by SHINE at its Facilities. All layoffs will take place on August 8, 2023, with no additional dates scheduled at this time, and the affected employees will be laid off on a permanent basis. **Exhibit A**, which is attached, lists the job titles for the positions at the Facilities that are being affected and the number of affected employees at the Facilities in each job title.

As of today's date, SHINE has notified all employees who may be entitled to notice under the WBCL and WARN concerning these job eliminations. None of the employees are represented by a union and there are no bumping rights associated with any of the positions. SHINE intends to provide the employees who are being terminated without 60 days' notice with 60 days' pay and benefits in lieu of notice, even though it may not be required under the law.

If you have any questions or require any additional information, you may contact Ben Pratt, Chief People Officer, at (361) 350-5151.

Sincerely,



Ben Pratt, Chief People Officer
SHINE Technologies, LLC
3400 Innovation Ct.
Janesville, WI 53546

Encl.: Exhibit A

Exhibit A

List of Affected Job Titles at the Facilities and
Number of Job Titles Affected per Facility

Job Title	Location	Number
Vice President	HQ	1
VP Special Projects	HQ	1
Procurement Manager	HQ	1
Engineer III	Construction Site	2
Senior Quality Engin	HQ	1
Senior Engineer	Construction Site	1
Doc. Ctrl. and Rec. Mgmt. Lead	HQ	1
Lead Engineer	Construction Site	1
Lead Field Engineer	Construction Site	1
Sr Training Spec	HQ	1
Engineerg Analyst II	HQ	1
Doc Ctrl Spec II	HQ	1
Designer IV	HQ	2
Engineer II	HQ	6
Quality Auditor	HQ	1
Senior Engineer	HQ	1
Supply Chain Directr	HQ	1
Database Admin II	HQ	1
Sr Radio Tech	Building One	1
Senior Engineer	Construction Site	1
Operations Sprvsr	HQ	1
Field Engineer	Construction Site	1
Engineer III	HQ	2
Process Eng	HQ	1
Procurement Eng Tech	Townline	1
Document Control Spe	HQ	2
GCD Lab Tech	Townline	4
Maint Spvsr	Building One	1
Senior CAD Designer	HQ	1
EPC Coordinator	Construction Site	1
Tech Project Mgr	HQ	2
Engineer I	Construction Site	1
Engineering Manager	HQ	1
Security Officer II	HQ	2
Operator I	HQ	2
Administrative Assis	HQ	1
EM Tech II	Building One	1
Copywriter	HQ	1
Security Officer	HQ	1
EL Licensing Eng	HQ	1
Constr Coordinator	Construction Site	1
Mechanical Eng	HQ	1
QC Senior Inspector	HQ	1
Admin Assist SC	HQ	1