



10/2/2023

Via Certified Mail, Return Receipt Requested, and Email: wioatitlei@dwd.wisconsin.gov

Bureau of Workforce Training, Program Administration Section
Wisconsin Department of Workforce Development
201 East Washington Avenue
Madison, WI 53707

Re: Notice of Plant Closing

Dear Bureau Director:

We are writing to give you notice that there will be a closure of the Energizer facility located at 100 Rayovac Court, Fennimore, Wisconsin. The entire facility will be closed and all employees at the facility will be impacted. As of the date of this letter, 172 of employees work at the plant. This closure is expected to be permanent.

All affected employees are aware of the plant closure and that their eventual separation from employment will be permanent. Affected employees will receive individual written notices that comply with the Worker Adjustment and Retraining Notification Act ("WARN Act") and the Wisconsin Business Closing and Mass Layoff Laws at least 60 days before they are separated. In addition, the only employee included in the first wave of separations has been notified of their separation date. The first employee is expected to be separated from employment on 12/1/2023. Additional separations are expected to occur in the following months until the plant ceases operations in September 2024.

A list of the job titles of the affected positions and the number of affected employees in each job classification will be maintained on site at the Fennimore facility and is available for your inspection.

Employees who are not members of the bargaining unit do not have bumping rights, that is, those employees will not be able to displace more junior employees out of their job positions as a result of this closure.

A significant portion of the employees are represented by Teamsters Local 695 and they do have bumping rights pursuant to their collective bargaining agreement which allows them to exercise seniority rights to seek another position for which they are qualified. However, employees with bumping rights may only bump other employees at the Fennimore location and they will eventually be impacted as the plant winds down operations. Larry Wedan, the Secretary-Treasurer and Principal Officer of Local 695, has been provided notice of this closure.



This notice is intended to comply with the notice obligations, if any, of Energizer under the WARN Act and the Wisconsin Business Closing and Mass Layoff Law. However, the giving of this notice shall not constitute an acknowledgement by Energizer of any obligations under the WARN Act or the Wisconsin Business Closing and Mass Layoff Law in the event the effects of the mass layoff or plant closing described in this notice are such that the requirements of the WARN Act and the Wisconsin Business Closing and Mass Layoff Law do not apply. Energizer provides this notice consistent with the recommendation of the WARN Act and the Wisconsin Business Closing and Mass Layoff Law that employers should provide notice of layoffs and plant closings even when not required by those laws.

If you have any questions or want additional information concerning this matter, please contact me at 608-822-8256.

Sincerely,

A handwritten signature in blue ink that reads "Dustin Mara".

Dustin Mara
Human Resources Manager

cc: Mayor Ryan Boebel
850 Lincoln Avenue
Fennimore, WI 53809
mayor@fennimore.com
(Via Certified Mail, Return Receipt Requested and Email)