

4230 Clipper Dr.

Manitowoc, WI 54220

920 - 682 - 7796

www.dowco-inc.com

October 11, 2023

The Wisconsin Department of Workforce Development Dislocated Worker Unit PO Box 7972 Madison, WI 53707

RE: Notice of Mass Layoff

Dear Members of the Dislocated Worker Unit:

Dowco, Inc Company will be having a Mass Layoff of workers at its facility at 4230 Clipper Drive Manitowoc, WI 54220. The Mass Layoff has been prompted by the company's decision to consolidate their product line manufactured at that location to its Missouri and Indiana locations. This action is expected to result in the permanent elimination of 53 employees – 15 salary and 38 hourly positions. The company expects to begin eliminating positions on December 11, 2023 and will continue in phases until complete closure on December 22, 2023. Attached is a list of job titles, number affected within in each job title, and the anticipated layoff date for the salaried and hourly workers. Please note it is impossible to predict with certainty which represented employees will ultimately be affected or the exact order in which individual employees will be separated. The company will ensure that employees will be paid all earned wages and agreed upon benefits at the time of their termination. If you need additional information, please contact Patrick Blake at <a href="mailto:pblake@dowco-inc.com">pblake@dowco-inc.com</a> and/or his direct line (920) 482-3065

Sincerely,

Jamie Owens

Human Resource Director



BY: .....

Job Title	Hourly or Salary	Anticipated Layoff Date	Number Affected in job title
Design Engineering Lead	Salary	March 31, 2023	
Pattern Designer	Salary	March 31, 2023	
Business Unit Leader	Salary	March 31, 2023	
Human Resources Director	Salary	December 21, 2023	
HR Generalist	Salary	December 21, 2023	
Desinger	Salary	December 21, 2023	
Production Scheduler	Salary	December 21, 2023	
Plant Manager	Salary	December 21, 2023	
Director of Operations	Salary		
Manufacturing Engineer	Salary	December 21, 2023	13
Production Supervisor	Salary	December 21, 2023	13
Network Administrator	Salary	er 21,	.3
Sewing Machine Operators	Hourly	December 21, 2023	.3 22
Upholsterers	Hourly	December 21, 2023	14
Maintenance	Hourly	December 21, 2023	.3
Shipping/Receving	Hourly	December 21, 2023	13
Janitor	Hourly	December 21, 2023	13
Frame Cell Technician	Hourly	December 21, 2023	13
Screen Print	Hourly	December 21, 2023	13
Cutters	Hourly	December 21, 2023	
Final Finish	Hourly	December 21, 2023	
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