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November 18, 2024

SENT VIA EMAIL

Mayor Jim Paine
Mayor of Superior, Wisconsin
1316 N. 14th Street
Superior, WI 54880
Email: mayor@ci.superior.wi.us ; painej@ci.superior.wi.us

Wisconsin Department of Workforce Development
201 East Washington Avenue
P.O. Box 7946
Madison, WI 53707
Email: WIOATitle@dwd.wisconsin.gov

Re: Barko Hydraulics, L.L.C. - Notice of Consolidation of Operations in Baraga, Michigan and Eventual Closing of Barko Hydraulics Facilities in Superior, Wisconsin

Dear Government Official:

This letter is to inform you that Barko Hydraulics, L.L.C. ("Barko" or the "Company") will be consolidating virtually all of its operations now being conducted at its facilities located at 1 Banks Avenue, Superior, Wisconsin 54880 (the "Barko Facilities"), including but not limited to its production, warehouse and maintenance operations, with those of Pettibone Traverse Lift ("PTL"), located in Baraga, MI. We anticipate these actions will be completed sometime within the next several months and the Barko Facilities will eventually close.

As of the date of this letter, there are 57 employees working at the Barko Facilities. Of this total, 41 of these employees are not represented by a union, and 16 of these employees are represented by the Local Lodge No. 117 of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (the "Union"). The Union represents production, warehouse and maintenance employees working at the Barko Facilities. The International representative of the Union is Stephen (JR) Bowen, 552 Georgia Street, Sturgeon Bay, WI 54235.

In relation to these actions, we want to further inform you that all production, warehouse and maintenance operations at the Barko Facilities have now been concluded and will not resume at that location with the possible exception of some very limited and intermittent work over the next few weeks. Accordingly, all of the Company's production, warehouse and maintenance employees working at the Barko Facilities, as well as some additional Barko employees who are not represented by the Union, will be separated from employment with the Company effective December 1, 2024, unless a later separation date is mutually agreed between the Union and the



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Company. Separating employees will receive full pay (based on 40 hours per week) and benefits until that date and will receive additional severance pay and benefits subject to certain conditions and, as for Union-represented employees, subject to bargaining with the Union.

The Company does not believe that this planned action triggers any notice requirements under federal or state plant closing laws because those laws apply only where the employer terminates at least 25 employees, and the Company here is terminating fewer than 25 employees at this time. However, as those laws encourage employers to provide notice even when not legally obligated to do so, the Company is voluntarily providing such notice to you even though the Company does not believe that such notice is legally required.

For further information, please feel free to contact me by email or phone as indicated below.

Sincerely,

Justin Ruper

Justin Ruper
President
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