



Bureau of Workforce Training, Program Administration Section

WIOATitleI@dwd.wisconsin.gov

201 East Washington Avenue
Madison, WI 53707

February 25, 2026

VIA FIRST-CLASS MAIL AND EMAIL

Re: Notice of Mass Layoff/Plant Closing

Dear Department of Workforce Development (“DWD”),

On February 5, 2026, via email, TJ Hale attempted to provide notice of the information contained herein to the DWD. See February 5, 2026 Email to DWD, attached as **Exhibit A**. However, to date, the DWD website has not been updated to reflect the same. Out of an abundance of caution, TJ Hale Company, LLC (the “Company”) is providing this additional document for the DWD’s records and publication on its website.

Due to unforeseeable business circumstances, the Company has made the difficult decision to begin winddown of all operations effective at the close of business on Thursday, February 5, 2026. Following a review of January finances, the Company discovered that, because of multiple shifts in order timing by customers, loss of an expected major contract due to these shifts and their effect on the Company’s finances, and corresponding reductions in cash flow, the Company had insufficient funds to continue to fund payroll and other financial obligations in the short term. The Company explored alternative financing options; however, none were sufficient to continue to allow the Company to fund the short-term financial obligations, including payroll, and did not guarantee that the Company could ever again pay all its obligations. This notice is being sent as soon as possible after management concluded that it could not continue to lawfully operate.

Accordingly, the entirety of the Company’s Headquarters at W139 N9499 Highway 145, Menomonee Falls, WI 53051 will permanently close at the close of business on Thursday, February 5, 2026. The winddown of the Company and closure of the Company’s Headquarters will result in the discharge of 64 employees in the State of Wisconsin. The discharges will be permanent. Bumping rights do not exist.

This notice is intended to comply with the notice obligations, if any, of the Company under the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 *et seq.*, (the “WARN Act”) and Wisconsin’s Business Closing and Mass Layoff Law, Wis. Stat. § 109.07, *et seq.*, (the “WBCMLL”). However, the giving of this notice shall not constitute an acknowledgement by the Company of any obligations under the WARN Act or the WBCMLL in the event the effects of the layoff are such that the requirements of the WARN Act or WBCMLL do not apply.

Any questions can be directed to Paula Nelson — VP Human Resources at tjhaleinfo@gmail.com or by calling 262-894-4499.

Sincerely,

Michael Sharp
Chief Executive Officer
TJ Hale Company, LLC

EXHIBIT A

From: [Michael Sharp](#)
To: WIOATitle@dwd.wisconsin.com
Subject: Wisconsin DWD WARN Filing
Date: Thursday, February 5, 2026 8:30:28 PM
Attachments: [image001.png](#)

[EXTERNAL EMAIL]

To: WIOATitle@dwd.wisconsin.com

Employer Name:

TJ Hale Company, LLC

FEIN:

46-3954205

Business Address:

W139 N9499 Hwy 145

Menomonee Falls, WI 53051

Employment Site Address:

W139 N9499 Hwy 145

Menomonee Falls, WI 53051

Contact Person:

Paula Nelson – VP Human Resources

Phone: 262-894-4499

Email: tjhaleinfo@gmail.com

Type of Action:

Business Closing / Permanent Cessation of Operations

Date of First Separation:

February 5, 2026

Number of Affected Employees at Site:

64 Wisconsin employees

Union Representation:

None

Is this action expected to be permanent?

Yes

Is this action the result of unforeseeable business circumstances?

Yes

Explanation:

Due to unforeseeable business circumstances, TJ Hale Company, LLC (the “Company”) has made the difficult decision to begin winddown of all operations effective at the close of business today, Thursday, February 5, 2026. Following a review of January finances, the Company discovered that, because of multiple shifts in order timing by customers, loss of an expected major contract due to these shifts and their effect on the Company’s finances, and corresponding reductions in cash flow, the Company had insufficient funds to continue to fund payroll and other financial obligations in the short term. The Company explored alternative financing options; however, none were sufficient to continue to allow the

Company to fund the short-term financial obligations, including payroll, and did not guarantee that the Company could ever again pay all its obligations. This notice is being sent as soon as possible after management concluded that it could not continue to lawfully operate.

Is additional information available?

Upon request.

Sincerely,

Michael Sharp

Chief Executive Officer

