

W. D. HOARD & SONS Co.

28 MILWAUKEE AVENUE, WEST
P.O. BOX 801
FORT ATKINSON, WIS. 53538-0801

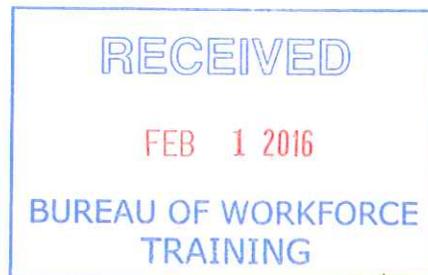
PUBLISHERS OF HOARD'S DAIRYMAN & DAILY JEFFERSON COUNTY UNION

TELEPHONE (920) 563-5551
FAX (920) 563-7298

January 29, 2016

VIA HAND DELIVERY

William Zillmer
Rapid Response Coordinator
Division of Employment and Training
Wisconsin Department of Workforce Development
201 East Washington Ave., Room E-100
Madison, WI 53703



Dear Mr. Zillmer:

On September 22, 2015, W. D. Hoard & Sons Company (the "Company") notified you that it was, effective November 21, 2015, or any date during the 14-day period thereafter, shutting down its Print Division as a result of the merger of the operations of its Print Division with those of Royle Printing Co. The Company subsequently postponed, until January 19, 2016, or any date during the 14-day period thereafter, the termination of five of the employees affected by the merger.

This letter is being provided to you because the Company has determined that it is now postponing, until March 18, 2016, or any date during the 14-day period thereafter, the terminations of three of the remaining employees affected by the merger. The postponements are a result of the Company's continuing need for assistance with the transition of operations necessitated by the merger, including the upcoming auction of its press and related items. The Company anticipates that this will be the final postponement of the terminations of these three remaining employees. The positions and number of employees affected by this additional postponement are as follows:

<u>Job Titles</u>	<u>Number of Employees</u>
Press Supervisor	1
Schedule/Production Manager	1
Bindery Supervisor	1

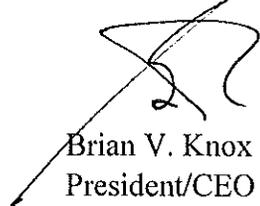
The Company has provided notice of these postponements to those employees affected by them. We have sent a copy of this letter to The Honorable Paul Kotz, Fort Atkinson City Council President, and The Honorable Matt Trebatoski, Fort Atkinson City Manager.

The information provided in this letter is based upon the best information available to the Company at this time. This letter is provided pursuant to state and federal laws which encourage employers who are not required to comply with the plant closing notice statutes to nonetheless provide such notice, and should not be construed as an admission of coverage under 29 U.S.C. 2101 *et seq.* or Wis. Stat. § 109.07.

Should you have any questions or need further information, please feel free to contact Greg Mode at 920-563-5551.

Sincerely,

W. D. HOARD & SONS COMPANY



Brian V. Knox
President/CEO

cc: The Honorable Paul Kotz (via hand delivery)
The Honorable Matt Trebatoski (via hand delivery)