

FOSTER NEEDLE CO., INC.
PO Box 1027, 4343 Expo Drive
Manitowoc WI USA 54221-1027



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June 1, 2016

VIA FACSIMILE & OVERNIGHT MAIL

Mr. William Zillmer
Dislocated Worker Unit
Department of Workforce Development
P.O. Box 7972
Madison, WI 53707
Fax: (608) 267-2392

Mayor Justin Nickels
City of Manitowoc
900 Quay Street
Manitowoc, WI 54220
Fax: (920)686-6999

RECEIVED
JUN 01 2016
BY:

Re: Permanent Closing of 4343 Expo Drive Facility

Dear State and Local Officials:

We are giving you notice as of this date that Foster Needle Co., Inc. (the "Company") will be closing its facilities located at 4343 Expo Drive, Manitowoc, Wisconsin 54220. The last day of manufacturing operations will be July 31, 2016, with a complete shut-down occurring on or before June 30, 2017. As a result, the Company will be engaging in the separation of employees. The Company currently expects that all terminations associated with the shut-down will be permanent.

We anticipate that there will be a total of: (i) fifty-two (52) employees that will be terminated on July 31, 2016; (ii) ten (10) employees that will be terminated between July 31, 2016 and December 31, 2016; and (iii) two (2) employees that will be terminated between January 1, 2017 and June 30, 2017. The employees in each of these three groups have been notified of their pending terminations. Enclosed with this letter is a list of the job titles of positions to be affected by these terminations, as well as the number of affected employees in each such job classification.

All impacted employees will be offered severance packages in addition to their current wages/salaries and benefits for the period of June 1, 2016 through July 31, 2016. The employees of the Company are not represented by a union and do not have bumping rights.

Additional information concerning this matter can be obtained from Patrick C. Ryan, President, at (920) 686-1516. 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 that encourage employers who are not required to comply with the mass layoff notice statutes to nonetheless provide such notice. This letter should not be construed as an admission of coverage under these laws.

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Should you have any questions, please feel free to contact me.

Sincerely,

FOSTER NEEDLE CO., INC.



Patrick C. Ryan, President

Enclosure

List of Affected Positions

Position/Job/Title Affected	Number Affected In Each Position
- Inspection Mch Oper A (5)	2
- HT Utility Person (5/6)	5
- Inspection Mch Oper/Pack (6)	6
- Inspection Leadpcrson (8)	2
- Senior 100% Inspector (7)	3
- HT Supervisor (11)	1
- Sr Temper Wheel Oper (7)	1
- Shipping Assistant (7)	1
- Temper Wheel Leadperson (8)	1
- Maintenance Helper (3)	1
- Maintenance Specialist A (11)	2
- Maintenance Specialist B (9)	1
Point Machine Operator Assist (6)	2
PB Machine Operator (10)	2
Barb Machine Operator (9)	6
Point Machine Operator (8)	1
Specialty Machine Operator (9)	1
Machinist/Tool Maker/Lead (10)	1
PB Supervisor (11)	2
Sr Barb Machine Attendant (6)	1
- QC Inspector Trainee (6)	1
- Senior QC Inspector (9)	3
President	1
Operations Manager	1
Quality Systems Mgr	1
Maintenance Mgr	1
Mfg Engineer	1
Area Manager	3
Receptionist	1
Regional/Int'l Sales Mgr	1
Network Administrator	1
VP Human Resources	1
- Controller	1
Asst. Controller / Cost Accountant	1
Acct / Purchasing Clerk	1
Payroll/Benefits Administrator	1
International Services Administrator	1
Customer Service Coordinator	1