

# Mobilized Worker Unit

## SECOND NOTICE OF BUSINESS CLOSING OR MASS LAYOFF

2019 JUL 25 AM 9:53

DATE: July 22, 2019  
TO: All Employees of Flambeau River Papers, LLC (the "Company")  
FROM: Rebecca R. DeMarb, Receiver

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As you know, I am the Receiver for the assets of Flambeau River Papers, LLC ("FRP") under Chapter 128 of the Wisconsin Statutes. Further, as you know, while FRP had to lay off most employees in June, it was able to obtain the financing necessary to bring most employees back to work in July. As Receiver, I am focused on keeping FRP operating so that I can sell it as an operating entity. In doing so, the hope and goal remains to preserve as many jobs as possible through the sale of FRP's assets. Unfortunately, I cannot know for sure that I will be able to sell the assets of FRP as an operating entity.

FRP sent you a Notice of Business Closing or Mass Layoff in early May. Because 60-days has passed since that time, I am sending you an additional notice. The information provided below represents the best information available to FRP on the date this Notice as of today.

*No employee should count on the business remaining open or mass layoffs not taking place.*

Pursuant to Federal and Wisconsin law, we have the duty to inform you that Flambeau River Papers, LLC, may be undergoing a business closing or a mass layoff on or before sixty (60) days from the date of this Notice.

At this time, we do not know if FRP will close. If there will be a mass layoff, we do not know the date, or number of layoffs, or the positions that will be laid off. We do know that once such layoffs occur or the business closes, such layoffs or business closure is very likely to be permanent.

You should consider any closing or layoff permanent.

This is a notice required by the Wisconsin Business Closing and Mass Layoff Law and the Federal Worker Adjustment and Retraining Notification ("WARN") Act.

In addition, notice is hereby provided pursuant to Wisconsin Statutes § 109.175 that your health insurance and other benefits will cease at the time of your termination, except as may otherwise be extended under the law (COBRA) to continue those health insurance benefits at your own expense.

The Wisconsin Department of Workforce Development (DWD) and the 11 Workforce Development Boards (WDBs) throughout state work together in an effort to assist employees affected by business closings and layoffs. The services, programs,

and benefits provided by DWD and the WDBs to dislocated workers are free of charge and intended to help you get back to work. The Workforce Development Board serving Flambeau, Wisconsin is the Northwest Wisconsin Workforce Investment Board, 422 3<sup>rd</sup> St. W, Suite 200, Ashland, WI 54806 (715) 682-9141. Job Centers are located in Ashland, Park Falls and Phillips.

Price County Workforce Development Center:  
Park Falls Job Center  
City Hall  
400 South 4th Avenue  
Park Falls, WI 54552  
Telephone: 715-762-2477  
Fax: 715-762-4053

Job Center of Wisconsin Ashland Office:  
Ashland Office  
422 Third Street W, Suite 200  
Ashland, WI 54806  
Phone: (715)-682-9141

Job Center of Wisconsin Phillips Office:  
Phillips Office  
1408 Pine Ridge Road  
Phillips, WI 54555  
(715)-339-7255

The DWD website, <http://dwd.wisconsin.gov/dislocatedworker/>, is a helpful resource that provides information about the types of programs, benefits, and services that may be available to you as a laid off worker. For further information, please contact me.

If you are covered under Flambeau River Paper's collective bargaining agreement, the name and address of your collective bargaining representative is:

Mr. Heath Ver Bockel  
hverbockel@usw.org  
c/o United Steel, Paper and Forestry, Rubber, Manufacturing, Energy,  
Allied Industrial and Service Workers International Union (the  
"Union"), AFL-CIO-CLC, Local 2-0445  
1244A Midway Road  
Menasha, WI 54952

For unionized employees, FRP's collective bargaining agreement (the "Agreement") with the Union recognizes strict seniority rights within departments.

If the business closes or mass layoffs take place, Flambeau River Papers will follow the Agreement and seniority within departments will be honored in determining which employees to lay off and the timing of each employee's layoff within a department. But, other factors, such as business necessity, expertise, and past performance, may also be considered in making decisions about which departments will be laid off.

For workers not covered by the Agreement, seniority will be taken into consideration as a major factor in determining which employees to lay off and the timing of each employee's layoff. Still, other factors, such as business necessity, expertise, and past performance, may also be considered in making decisions about which workers will be laid off.

Thank you for your dedicated service to the Flambeau River Papers. we regret the need to provide this notice. Please contact Cassie Schienebeck or me if you need additional information. I can be reached at [rdemarb@demarb-brophy.com](mailto:rdemarb@demarb-brophy.com) or 608.310.5500.



Rebecca R. DeMarb  
Solely as Receiver for  
Flambeau River Papers, LLC

*Copies Sent To:*

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

Micahel Bablick  
400 4<sup>th</sup> Ave. S.  
Park Falls, WI 54552

Mr. Heath Ver Bockel  
c/o United Steel, Paper and Forestry, Rubber, Manufacturing, Energy,  
Allied Industrial and Service Workers International Union (the  
"Union"), AFL-CIO-CLC, Local 2-0445  
1244A Midway Road  
Menasha, WI 54952

Park Falls Job Center  
400 South 4th Avenue  
Park Falls, WI 54552



Exhibit B

Dislocated Worker Unit  
P.O. Box 7972  
Madison, WI 53707

Mayor of Park Falls, WI  
Mayor Michael Bablick  
City of Park Falls  
400 South 4<sup>th</sup> Ave  
Park Falls, WI. 54552

United Steel Workers Representative  
Heath Ver Bockel  
1244A Midway Road  
Menasha, WI. 54952

Park Falls Job Center  
400 South 4<sup>th</sup> Ave  
Park Falls, WI. 54552

Flambeau River Papers  
P.O. Box 340  
Park Falls, WI. 54552