

**KOHLER.**

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APR 23 2020

BY: .....

April 21, 2020

**VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED**

**And EMAIL (WIOATitle@dwd.wisconsin.gov) and (bwtdwering@dwd.wisconsin.gov)**

Wisconsin Department of Workforce Development  
Attn: Adult & Dislocated Workers Section  
201 East Washington Avenue  
P.O. Box 7972  
Madison, WI 53707

Re Announcement of Planned Action at Kohler Co.

Dear Sir or Madam:

In November of 2019, the Company communicated the Engine Division pending closure in Kohler Wisconsin. At that time, it was anticipated that other campus jobs would be available. The Company has taken measures including limiting supplemental summer employment to internal associates to bid on, offering early retirement and weekly evaluating staffing needs to facilitate transfers out of Engines to other Divisions within the Kohler-Wisconsin Campus. In spite of those actions and due to the recent events around COVID-19, those other positions are now limited. As a result of the unforeseeable, dramatic downturn in business caused by the COVID-19 natural disaster, we are writing to inform you that there are not anticipated to be positions for every worker displaced as a result of the plant closing at the Kohler Co.'s Engine Division facility located at 444 Highland Drive Kohler, WI 53044 commencing on June 15, 2020, or within thirteen (13) days thereafter. We were unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

This plant closing is expected to be permanent. The expected date of the first separation will be May 3, 2020. This notice is supplemental to the notice provided on November 13, 2019. The remainder of Kohler Co.'s facilities at their campus listed above will remain operating.

All affected employees have been notified of their separation dates and that their separation from employment may be permanent. Those employees are expected to be separated from employment beginning on May 3, 2020 with all separations accomplished by June 26, 2020.

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Attached is a list of the job positions and number of individuals who will be affected by the plant closing along with the anticipated schedule for job losses.

The affected employees are members of the bargaining unit and are subject to a job bumping system pursuant to their Collective Bargaining Agreement. That is, in certain circumstances, they are able to displace more junior employees out of their job positions as a result of a layoff.

We have provided notice to the incumbent employees with the lowest Engines Division seniority, the highest elected official of the UAW International, Mr. Rory Gamble, Interim President, whose address is: 8000 E. Jefferson Avenue, Detroit, MI 48214, and Local 833, Mr. Timothy Tayloe, President, whose address is 5425 Superior Avenue, Sheboygan, WI 53083 and the highest elected official of the local government unit: Thomas Schnettler, President of the Kohler Village Board, 319 Highland Drive, Kohler, WI 53044, and Thomas Wegner, Sheboygan County Chairperson, 202 Daleview Drive, Plymouth, WI 53073.

I am the company official to contact regarding additional information, and I may be reached at the below address.

Sincerely,



Paul Avery  
Legal Director – Labor Relations  
Kohler Co.  
444 Highland Drive  
Kohler, Wisconsin 53044

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**EXHIBIT A  
(Incumbents)**

BY: .....

**Separation Date of May 3, 2020 or June 14 or within thirteen (13) days thereafter.**

JOB CLASSIFICATION	NUMBER OF AFFECTED EMPLOYEES
Engines Assembly/Setup Operator	19
Engine Inspector	1
Engine Machine Set-up/Operator – NRP	8
Engine Machine Set-up/Operator – RP	18
Engines Support	1
Global Power Material Handler-Serv Parts	23
Material Handler-Engines	5