



**Notice of Plant Closure Under
Worker Adjustment and Retraining Notification Act (WARN) and
WI Business Closing and Mass Layoff Law (WBCML)**

April 11, 2024

Via Certified Mail and Electronic Mail (where specified)

Jill Baker, President
Village of Hawkins
507 South Ave.
Hawkins, WI 54530
Email: bushmanbaker@gmail.com

Alan G. Rathsack
Rusk County Chairman of the Board
W3995 Townline Rd.
Glen Flora, WI 54526
(715)403-0703
Email: arathsack@ruskcountywi.us

Via Electronic Mail Only

Wisconsin Department of Workforce Development
Email: WIOATitleI@dwd.wisconsin.gov

Greetings,

Please be advised that on April 11, 2024, JELD-WEN Inc. will begin steps to close its Hawkins plant facility permanently which is located at 811 Factory St, Hawkins, WI 54530. Consistent with these plans, employees last day of employment will occur in waves as indicated in the enclosed attachment, which includes the affected job titles and number of employees in each category for the total number impacted. The first date of employment losses will occur on June 10, 2024, or within 14 days thereafter. The plant closure and resulting layoff will be permanent.

Bargaining unit employees are represented by the North Central Regional Council of Carpenters union. The chief elected official for this union is the Executive Secretary-Treasurer, Pat Nilsen, who may be reached at North Central Regional Council of Carpenters Headquarters, 700 Olive Street, Saint Paul, MN 55130-9825, or via email at dhaugum@ncsrc.org. There is a collective bargaining agreement that details the existing bumping rights for unionized employees. Employees who are not represented by a union do not have bumping rights.

Notably, the information provided in this notice is based on the best information available to us at this time. To the extent that the Company's actions constitute a covered action for purposes of the federal WARN Act or the state WBCML, this letter is intended to fulfill any notice requirements.

For further information regarding this matter, please contact Craig Sumner, VP of Human Resources at (704) 575-5890.



JELD-WEN, Inc.

2645 Silver Crescent Drive, Charlotte, NC 28273 USA

www.jeld-wen.com



Sincerely,

A handwritten signature in blue ink that reads "Wendy Livingston". The signature is fluid and cursive, with "Wendy" on the top line and "Livingston" on the bottom line.

Wendy Livingston, Executive Vice President Human Resources

Enclosure (Schedule of Job Actions)



SCHEDULE OF JOB ACTIONS
Hawkins Facility located at [INSERT ADDRESS]
as of [INSERT DATE OF THIS LETTER]

Affected Employees Due To Plant Closure:

Company is permanently terminating the employment of the following numbers of individuals.

Job Title	Number of Employees Affected	Expected Last Day of Employment
Production	163	6/10/2024
Administration	1	6/10/2024
Management	1	6/10/2024
Production	43	7/12/2024
Staff	2	7/12/2024
Production	63	8/9/2024
Management	4	8/9/2024
Administration	4	8/9/2024
Management	5	11/1/2024
Administration	3	11/1/2024
Production	28	11/1/2024
Management	7	3/8/2025
Production	14	3/8/2025