

April 6, 2020



VIA EMAIL AND U.S. POSTAL SERVICE

WARN Coordinator
Missouri Department of Higher Education &
Workforce Development
Office of Workforce Development
PO Box 1087
Jefferson City, MO 65102
ETT.DWD@dhewd.mo.gov

Dear WARN Coordinator:

As a result of unforeseen business circumstances resulting from the sudden and unprecedented effects of the novel coronavirus (“COVID-19”) outbreak on our business, Red Wing Shoe Company, Inc. (“Red Wing Shoe”) will conduct a mass layoff at its manufacturing facility located at One Red Wing Drive in Potosi, MO. This mass layoff will be a partial closure of the facility; not all employees at the facility will be affected. Accordingly, we regret to inform you that we must furlough the employment of the job titles and number of employees listed on **Appendix A** as of April 7, 2020. We anticipate further furloughs to be effective on or about April 13, 2020. The job titles and number of employees to be furloughed on or about April 13, 2020 are listed on **Appendix B**.

At this time and based on the information currently available, we anticipate the furloughs will be temporary. We will ensure that employees will be paid all earned wages and agreed upon benefits through their last day worked. There are no bumping rights for affected employees.

We apologize that we were unable to provide more advance notice of the action. We are providing this notice as soon as possible in light of the rapidly-developing events surrounding COVID-19, which is now recognized as a global pandemic, natural disaster, and physical calamity. There are numerous government and health directives impacting our business and making it impossible to continue operations for the time being. The speed and vast impact of the coronavirus outbreak has been unprecedented. After reviewing our staffing and business needs, we are providing this notice at the earliest possible time.

We truly regret that these actions are necessary. We deeply appreciate the loyalty of our employees. You may contact me at the phone number or address listed below if you have questions or want additional information.

Enclosures:

Appendix A listing all job titles impacted and the number employees impacted on April 7, 2020.

Appendix B listing all job titles impacted and the number employees impacted on April 13, 2020.

APPENDIX A

EMPLOYEES IMPACTED ON APRIL 7, 2020

Job Title	Number of Employees
Equipment Maint	8
Fork Lift Operator	2
Maintenance	1
Materials Handler	2
Prod Oper Team LeadBackup	4
Prod Team Leader	9
Production Operator	156
Quality Team Leader	1
Tool Crib Admin	1

APPENDIX B
EMPLOYEES IMPACTED ON APRIL 13, 2020

Job Title	Number of Employees
BuyPlanSch	1
Comm Spec	1
Eng ISO Support Spec	1
Human Resource Administra	1
IndEng Tec	1
Mfg Process Engineer	1
Mfg Sup-Potosi	6
Quality Assurance Supv	1
Sr Process Eng	1