



2019 FEB 11 AM 10:15

January 31, 2019

VIA EMAIL: Gesina.mentink@dwd.wi.gov

The Wisconsin Department of Workforce Development
Dislocated Worker Unit
P.O. Box 7972
Madison, WI 53707

Re: Notice of Mass Layoff

Dear Members of the Dislocated Worker Unit,

Covia Corporation will be conducting a mass layoff at the following facility:

Tunnel City Plant
20319 State Hwy 21
Tomah, WI 54660

The layoff has been prompted by organizational restructuring and a reduction in business operations. Unfortunately, we are unsure of the duration of this layoff and it may be permanent.

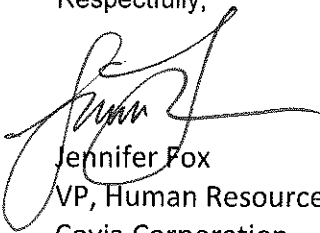
This action is expected to result in the layoff of 29 employees –29 hourly positions. The Company will give notice to the employees on February 7, 2019. The hourly employees will not report back to work after February 7, 2019, however, will continue to receive wages and benefits owed them through April 8, 2019.

Attached is a census listing of those affected by location and job title.

The Company will ensure that employees will be paid all earned wages and agreed upon benefits at the time of their separation of April 8, 2019.

If you have questions or need additional information at this time, please contact Amy Mathias, Director, Employee Relations, at 815-313-0427.

Respectfully,



Jennifer Fox
VP, Human Resources
Covia Corporation



| Location | Job Title | Numbe of Postions per Title |
|-------------|---------------------------|-----------------------------|
| Tunnel City | Laborer | 17 |
| Tunnel City | Maintenance 3 | 1 |
| Tunnel City | Mobile Equipment Operator | 11 |