

From: Richerson Jim <James.Richerson@kohler.com>

Date: March 8, 2017 at 11:03:25 AM CST

To: Undisclosed recipients;

Subject: KOHLER CO. REDUCES WETLAND IMPACT OF PROPOSED SHEBOYGAN COUNTY GOLF COURSE

Dear Community Leader,

In late August 2016, the Wisconsin Department of Natural Resources concluded its extended public comment period pertaining to the draft Environmental Impact Statement for Kohler Co.'s proposal to build a new, world-class, public golf course on company-owned land in Sheboygan County. We found that process valuable because it provided important feedback we've used to make our project even better.

Based on our further review and public input, Kohler Co. has presented the DNR with an updated site plan that further protects the natural environs, respects threatened and endangered species, removes invasive species and opens private land to public use. Additionally, we are able to limit direct wetland impacts to 3.69 acres and protect rare interdunal wetlands. These updates will reduce the amount of affected wetlands from about 25 acres to 3.69, a reduction of more than 85 percent from the original plan.

This adjusted plan helps demonstrate that we have been listening, and we remain firm in our commitment to complete this project the right way. We look forward to continuing to review our proposal with the DNR as the permitting process moves forward.

In addition, Kohler Co. is offering a wetland mitigation plan to restore and enhance additional ridge and swale wetlands beyond our project to increase protected wetlands in Sheboygan County.

Our company has always believed that good business and environmental sustainability go hand-in-hand. This two-pronged approach of reducing wetland impacts and helping preserve other area wetlands reflects our track record of respecting the environment.

Fact-based, community discussion of our proposal is important to us, and we've posted more information about our updated design and plan at www.ProposedGolfCourse.com. The website also includes information about how our plans would fit Kohler Co.'s commitment to sustainability and responsible operations, as well as create the equivalent of 227 new, full-time jobs and generate a \$20.6 million impact for Sheboygan County when fully operational. As always, you can email info@proposedgolfcourse.com with questions.

Thank you to everyone who has provided feedback as part of this process. Your input will continue to be significant in this effort.

Sincerely,

Jim Richerson
Group Director of Golf
Hospitality and Real Estate
Kohler Co.