

**TO:** All Employees  
**FROM:** Ironclad Athletics Communications Team  
**DATE:** April 9, 2026  
**SUBJECT:** Workforce Update and Company Communication

Over the past several weeks, internal discussions and speculation have circulated regarding potential workforce reductions at Ironclad Athletics. This memo is intended to address these concerns directly and provide clear, accurate information.

At this time, **no workforce reductions are planned.**

Athletic apparel and equipment revenue declined by 25%, primarily driven by weather-related delays in product delivery, not a decline in demand. These disruptions have been resolved, and all delayed shipments – approximately three weeks of orders have been successfully sent to customers.

Ironclad Athletics remains in a strong position:

- Staffing levels are at an all-time high
- Monthly sales goals have been consistently achieved over the past 18 months
- Annual revenue exceeds \$200,000, reflecting continued organizational growth

Leadership, in coordination with Finance, Operations, and Sales teams, is actively reviewing financial performance and implementing adjustments to stabilize operations and strengthen long-term growth. The company will continue normal operations, including expanding digital marketing efforts and strengthening partnerships with athletic programs and performance-focused organizations.

To improve transparency and eliminate misinformation, two internal communication initiatives will take effect this month:

- **Centralized communication via Slack** for real-time updates and direct leadership messaging
- **Multi-channel communication approach**, including email, and the employee portal to maintain consistent messaging across all departments

These initiatives are designed to maintain clarity, reduce speculation, and provide every employee with timely, accurate information.

Our employees remain the foundation of Ironclad Athletics. Your professionalism and commitment continue to drive our success as we move forward together.

**Ironclad Athletics**  
Greg Fontanilla  
Chief Executive Officer

