



February 29, 2024

Via Certified U.S. Mail

Bill McEntaffer
South Dakota Rapid Response/Dislocated Workers Services
700 Governors Drive
Pierre, SD 57501-2291

Dear Mr. McEntaffer,

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification (WARN) Act.

Pursuant to the WARN Act, this is to advise you that on December 31, 2024, Banner Engineering, headquartered in Minneapolis, MN, will permanently close its Aberdeen facility, located at 715 North County Road 19, Aberdeen, SD 57401. We will be moving product lines out of Aberdeen beginning now and expect it will take until the end of the year to complete.

A total of three hundred eleven (311) employees will be affected by this plant closing as follows:

- o Administrative Assistant 1
- o Associate Industrial Engineer 1
- o Associate Production Control Analyst 3
- o Design Support Specialist II 1
- o Director of Human Resources 1
- o Electrical Design Engineer 1
- o Electrical Technician I 2
- o Electrical Technician II 5
- o Electrical Technician III 4
- o Electrical/Facilities Technician II 1
- o Electronic Assembler 37
- o Electronic Assembler I 49
- o Electronic Assembler II 74
- o Electronic Assembler III 49
- o Group Leader 13
- o HR Generalist 1
- o Inventory Control Analyst 3
- o Intern 1
- o Manufacturing Design Engineer 4
- o Machine Operator 4
- o Machine Operator I 7
- o Machine Operator II 9
- o Machine Operator III 8
- o Materials Handler II 3
- o Materials Handler III 1
- o Operations Support Technician 1
- o Plant Manager 1
- o Production Control Analyst 3
- o Product Move Coordinator 1
- o Production Supervisor 2

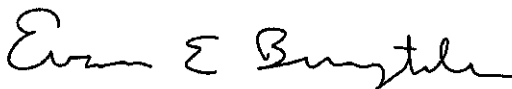
- o Production Manager 5
- o Production Technician I 4
- o Production Technician II 1
- o Production Technician III 1
- o Senior CNC Machinist 1
- o Senior Maintenance Custodian 1
- o Sr. Process Design Engineer 1
- o Sr. Operations Engineering Manager 1
- o Senior Operations Manager 1
- o Technical Manager 1
- o Quality Control Inspector II 2
- o Warehouse Supervisor 1

While the exact termination dates of each impacted employee has not yet been determined, it is anticipated that layoffs will be implemented on a rolling basis over the next ten (10) ten months, the first round of which will commence on or within a 14-day period following April 29, 2024. Various factors may still impact the timing of employee terminations. To the extent that an employee's position is terminated later than the foregoing planned termination date range, the employee will be separately notified in writing as soon as practicable of such subsequent termination date or range.

Employees slated for termination do not have bumping rights under the Company's employee handbook or policies. Employees are not represented by a union. All affected employees have been notified.

Should you have any questions regarding this notice of the plant closure, please call me at (763) 512-3426.

Sincerely,



Evan Burgstaler
Executive Vice President of Operations