

BLACK HILLS RECEIVER LLC
2601 Network Blvd., Suite 102
Frisco TX 73054

May 31, 2019

Via FedEx Standard Overnight

South Dakota Department of Labor & Regulation
Bill McEntaffer
Rapid Response Coordinator
700 Governors Drive
Pierre, South Dakota 57501-2291

Re: Closure of Covington Care and Rehabilitation Center

Dear Bill McEntaffer:

Pursuant to the Federal Worker Adjustment and Retraining Notification Act (WARN), you are hereby notified that effective August 5, 2019, Covington Care and Rehabilitation Center, LLC d/b/a Covington Care and Rehabilitation Center located at 3900 South Cathy Avenue, Sioux Falls, SD 57106 ("Covington") plans to close. This termination of all operations by Covington is permanent and involves the entire facility and all employees.

The closure will result in the layoffs of all employees who work at this location. There is no union, and there are no bumping rights. Affected employees will be officially separated by Covington around August 1st. The exact date is difficult to determine due to the transition of patient care needs.

Covington appreciates the dedication and loyalty that its employees have shown and regret any hardship this situation creates. However, Covington intends to work with them during this transition period to make it as smooth as possible.

A list of the names and positions of affected employees is attached hereto.

If you have any questions regarding this termination of operations or affected employees, please contact SVP Wanda Prince, telephone (479) 201-2000.

Very truly yours,

Patricia A. Powell
Vice President, Human Resources

Enclosure

cc: Paul TenHaken, Sioux Falls Mayor, 224 W. 9th Street, Sioux Falls, SD 57104
Dan Thielsen, Manager State Dislocated Worker Unit, 420 S. Roosevelt St.
Aberdeen, SD 57401