



April 10, 2024

Kendra Ringstmeyer  
Director of Workforce Development  
Department of Labor and Regulation  
Division of Workforce Development  
123 W. Missouri Ave.  
Pierre, SD 57501

John Senden  
Mayor of Spearfish  
Spearfish City Hall  
625 North 5th Street  
Spearfish, SD 57783

**Via Certified Mail and Regular US Mail**

**RE: NOTICE OF LAYOFFS**

Dear Director Ringstmeyer and Mayor Senden:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (the "WARN" Act).

Neiman Enterprises, d/b/a Spearfish Forest Products is experiencing changes in production demand resulting from reductions in the Black Hills National Forest timber sale program. Based upon this legitimate business concern, it is necessary for Spearfish Forest Products located at 1510 W. Oliver St., Spearfish, SD 57783 to have a reduction in force by eliminating a shift. The expected date for this reduction is 12 June 2024 and employees will be notified on 11 April 2024 by letter. Employee separations from employment will take place 12 June 2024.

The employees at this facility are not represented by a union, nor do they have bumping rights. The planned job losses are permanent and all affected employees will be notified. Impacted employees will be able to apply to any open positions in other Company locations.

The information contained in this letter is based on the best information available to the Company at this time. Should you have any questions regarding this notice or require any further information, please contact me at 605.569.0589 / [john.herweh@neiman.com](mailto:john.herweh@neiman.com).

Sincerely,



John Herweh

Chief People Officer

Neiman Enterprises