

Quadion LLC

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LABOR & REGULATION
OFFICE OF SECRETARY

November 15, 2013

Mr. Bill McEntaffer
South Dakota Department of Labor and Regulation
700 Governors Drive
Pierre, South Dakota 57501

bill.mcentaffer@state.sd.us

Re: **WARN Notice** – Minnesota Rubber & Plastics (Quadion LLC) Watertown, South Dakota

Dear Mr. McEntaffer:

This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give official notice to certain government units or officials of a pending plant closing.

This letter is to inform you that Minnesota Rubber & Plastics (Quadion LLC) (“Quadion”) is permanently closing its Watertown, South Dakota, plant located at 600 Quadee Drive, Watertown, South Dakota, 57201. Notice has been provided to the affected workers. Employees will be provided with at least sixty (60) days notice, or pay in lieu thereof, in accordance with applicable state and/or federal law.

Currently, 171 employees work at the Watertown, South Dakota, plant and all positions will be eliminated. The Watertown, South Dakota, plant is expected to permanently close no later than December 19, 2014. Employment terminations will commence in stages, beginning no earlier than sixty days from this notice, on or about January 15, 2014.

Except for hourly bargaining employees whose bumping rights are governed by seniority provisions contained in the bargaining agreement, employees do not have bumping rights. The plant's hourly bargaining employees are represented by the International Association of Machinists and Aerospace Workers, IAM District Lodge No. 5. The representative of this union is Mr. Shannon Stucker. His address is 617 South 15th Street, Suite B, Aberdeen, South Dakota, 57401.

The Company intends to offer severance benefits and transition programs, such as South Dakota's Office of Labor and Regulations “Rapid Response” will be provided to affected employees. It is our hope that these programs will lessen the impact of the plant closing on individual employees and on the community as a whole.

You may contact me directly at 952-927-1412 for more information.

Sincerely,

QUADION LLC


J. Timothy Yungers
Vice President of Human Resources

JTY:lmj