



October 7, 2020

VIA FIRST CLASS MAIL

Bill McEntaffer
700 Governors Dr
Pierre, SD 57501-2291

Dear Mr. McEntaffer:

I am writing to follow up on my July 28, 2020 letter to you in which you were notified that Remington Outdoor Company and certain related companies including Remington Arms Company, LLC (collectively, the "Company" or "we" or "us"), anticipated terminating all employees based at the Sturgis Facility on September 29, or within 14 days after that date.

As a result of the Company's bankruptcy process, the Sturgis Facility will be closed. To facilitate that process, the Company must retain five of its employees at the Sturgis Facility to engage in the decommissioning process for approximately three weeks. Therefore, permanent separations for those five employees whose job titles are listed in Appendix A attached hereto, will be scheduled to begin on October 28, 2020 or within 14 days after that date.

To the extent notice is required under the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101, et seq., or any other laws, this letter shall constitute the best practicable notice under such laws.

Sincerely,

Emile Buzaid
Associate General Counsel



November 11, 2020

VIA FEDEX

Bill McEntaffer
Rapid Response Coordinator
South Dakota Department of Labor & Regulation
700 Governors Dr
Pierre, SD 57501-2291
bill.mcentaffer@state.sd.us

Dear Mr. McEntaffer:

I am writing to follow up on my July 28, 2020 and October 7, 2020 letters to you in which you were notified that Remington Outdoor Company and certain related companies including Remington Arms Company, LLC (collectively, the "Company" or "we" or "us"), anticipated terminating all employees based at the Sturgis Facility on September 29, or within 14 days after that date, and subsequently extended those dates for five of its employees to October 28, 2020 or within 14 days after that date.

The Company has determined that it must continue to retain these five employees at the Sturgis Facility to engage in the decommissioning process for an additional period of time. Therefore, permanent separations for those five employees whose job titles are listed in Appendix A attached hereto, will be scheduled to begin on November 27, 2020 or within 14 days after that date.

To the extent notice is required under the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101, et seq., or any other laws, this letter shall constitute the best practicable notice under such laws.

Sincerely,

Emile Buzaid
Associate General Counsel