



May 26, 2023

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

Office of Governor
Kristi Noem
500 East Capitol Avenue
Pierre, SD 57501

Manager State Dislocated Worker Unit
ATTN: Kristal McKee
904 E. Cherry Street
Vermillion, SD 57069-1742

Dakota Dunes Community
Improvement District
ATTN: Jeff Dooley Dist. Manager
335 Sioux Point Road, Suite 200
Dakota Dunes, SD 57049

WARN NOTICE

Dear Honorable South Dakota Officials:

This notice is provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (WARN Act), which requires employers to provide at least sixty (60) days' notice to team members, their representatives, and certain governmental units and government officials of a mass layoff or, in this circumstance, an office closing. This Notice is intended to cover the following facilities:

Dakota Dunes Corporate offices	800 Stevens Port Dr. Dakota Dunes, SD 57049	FEIN: 71-0857514
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As previously announced, Tyson Foods is on a journey to build a more unified and efficient company. In support of these effort, we are expanding our headquarters in Springdale, Arkansas. All corporate roles in our Chicago, IL, Downers Grove, IL, and Dakota Dunes, SD corporate offices are being relocated to Springdale. The changes we are making will support greater opportunity for collaboration and timely decision making. They will also allow for a more agile workforce with greater opportunities for development and advancement. All affected team



members were offered the opportunity to move to Springdale, but many team members have chosen not to make the move. We respect this personal and difficult decision made by each individual and want to ensure they receive as much support as possible as they transition in their careers.

The last day of work for most team members choosing to remain in South Dakota is anticipated to occur on July 31, 2023

In total, approximately 262 team members from South Dakota will be terminated on or within 14 days of the above listed dates. A listing of job titles of the affected positions and the number of team members in these positions is attached as "Addendum A." This program has been in process since late in 2022 and all affected team members are aware of this change, however, the incumbents in the positions to be eliminated will receive individual WARN notices as required by law. Severance benefits for affected team members will vary by tenure and job grade. None of the affected team members are covered by a collective bargaining agreement and do not have bumping rights.

Should you have any questions or a need for further information, please contact me, **Jamison Smith** at 479-290-4494.

Sincerely,

A handwritten signature in blue ink that reads "Jamison Smith". The signature is written over a horizontal line.

Jamison Smith, Vice President Human Resources



Addendum A

Accountant
Accounting Administrator
Administrative Assistant I
Administrative Assistant II
Analyst Applications
Analyst EDI
Analyst Pork Procurement
Assoc Accounting Administrator
Assoc Dir Animal Procurement
Assoc Dir Engineering
Assoc Dir Sales
Assoc Dir Training &
Development
Assoc FSQA Administrator
Assoc Group Controller
Associate Accountant
Associate Dir Cattle
Procurement
Associate Dir Prod Planning
Associate Planner Transp
Associate Prod Planning
Associate Transportation
Building Maintenance 3
Chaplain
Controller I
Coord Benefits
Coord Recruiting
Dir Business Dev
Dir Engineering
Dir Margin Mgmt
Dir Pricing
Dir Prod Planning
Dir Sales
Dir Transportation
Distribution Administrator
Engineer II
Engineer III
Engineer IV
FSQA Administrator
General Mgr Transportation
Group Controller
Group President Fresh Meats
Head of Sales – Pork & Beef
Hides Documentation Supervisor
Janitor 1



Janitor 4
Lead Controls Engineer
Mgr Cattle & Hog Alliance
Mgr Claims
Mgr Compensation
Mgr Ergonomics
Mgr Finance
Mgr Maintenance Training
Mgr Procurement
Mgr Prod Planning
Mgr Production Planning
Mgr Sales Account Non CF
Mgr Transportation
Packaging Support Technician
President Service Center
Production Planner
Sales Administrator
Specialist Compensation
Specialist Drafting
Specialist Labeling
Specialist Sales
Specialist Transportation
Sr Accountant
Sr Accounting Administrator
Sr Dir Environmental
Sr Dir FSQA
Sr Distribution Administrator
Sr FSQA Administrator
Sr Group Controller
Sr Mgr Communications
Sr Mgr Prod Planning
Sr Mgr Regional FSQA
Sr Mgr Sales
Sr Mgr Sales Account
Sr Mgr Transportation
Sr Operations Specialist
Sr Prod Planner
Sr Specialist Sales
Sr Supv Transportation
Strategic HR Partner
Supv Customer Claims
Supv Customer Service
Supv Transportation
SVP Pork
VP F&A Fresh Meats Support
VP National Account Sales
VP Operations Support
VP Pork Pricing
VP Pork Procurement



VP Pork Production Operations
VP Pork Production Planning
VP Pricing Ground Beef & Trim
VP Supply Chain

Grand Total

262