



March 15, 2023

Nebraska Department of Labor
Reemployment Services
Attn: Rapid Response Administrator
550 S. 16th Street
Lincoln, NE 68508-4600
Email: NDOL.RapidResponse@nebraska.gov

Dear Rapid Response Administrator:

This Notice is being provided by Omaha Steaks International, Inc. (hereinafter "Omaha Steaks" or "Company"), in conjunction with the Worker Adjustment and Retraining Notification Act of 1988 ("WARN Act"), which requires employers to give notice of a pending facility closure. Omaha Steaks has made the difficult decision to permanently discontinue all operations at its Snyder facility located at 501 E 4th St, Snyder, Nebraska, effective March 15, 2023.

Up to 65 employees will suffer a permanent employment loss as a result of this facility closing on March 15, 2023. However, all 65 employees will be offered continued employment with Omaha Steaks at their current job title and existing rate of pay at our operation located at 4400 South 96th Street in Omaha, Nebraska (the "96th Street location"). If more than 15 employees accept the opportunity to transfer to the 96th street location, Omaha Steaks will not incur any obligations under the WARN Act. However, Omaha Steaks is providing this notice out of an abundance of caution, as it is difficult to predict how many employees will accept this transfer opportunity.

All impacted employees will be provided with no less than 60 days full pay from the date of this letter, in addition to any supplemental benefits or assistance for which they may be eligible, including health insurance coverage paid by Omaha Steaks through May 31, 2023. Omaha Steaks is also partnering with local community leaders to provide assistance to any impacted employees as they explore new employment opportunities.

Affected employees do not have any "bumping" rights against unaffected employees. The affected employees are not represented by a union.

A list of Job titles of the positions affected by this action and the number of affected employees in each position is enclosed as Appendix A. If you have any questions or require further information, please contact me at jimb@omahasteaks.com or 402.597.8139

Jim Bohan
Vice President and Chief People Officer

APPENDIX A

Auto Processor	6
Auto Processor Team Leader	1
Boxmaker	1
Knife Sharpener	1
Maintenance Electrician	1
Maintenance Mechanic II	1
Maintenance Supervisor	1
Plant Manager	1
Material Handler	6
Material Handler Team Leader	1
Packaging	10
Packaging Supervisor	1
Packaging Team Leader	2
Plant Coordinator	1
Production Supervisor	1
Quality Assurance Coordinator	1
Safety Specialist	1
Sanitation Supervisor	1
Sanitation Technician	4
Shipping & Receiving Supervisor	1
Shipping/Receiving	1
Sanitation	1
Steakcutter Team Leader	2
Steakcutter	14
Utility/ Support	4