



August 15, 2023

VIA E-MAIL AND OVERNIGHT MAIL

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

To Nebraska's Rapid Response Administrator,

This document constitutes notice pursuant to the Worker Adjustment and Retraining Notification Act, 29 U.S.C. Section 2101 *et seq.* ("WARN Act") that Becton, Dickinson and Company ("BD") has made the business decision to permanently move syringe and needle manufacturing operations from BD's Holdrege site located at 1329 US-6, Holdrege, NE 68949, to other existing BD facilities. BD is not closing the site as it will continue to retain other operations and services at the site.

Based on the best information available to BD as of the date of this notice, this change of operations, including the transition of manufacturing lines, is expected to result in the separation of employment for 107 employees, with the majority of such employees separating October 20, 2023, and the remaining such employee separations occurring later, the last of which is expected to occur on or about September 30, 2024.

These separations are "permanent" as defined by the WARN Act. The affected employees are not represented by a union, and they will not have bumping rights.

A list with the scheduled date of the first separations and schedule for later separations is included with this letter. The schedule identifies the job titles of positions that will be affected, and the number of affected employees in each such job classification.


All employees whose jobs will be eliminated in this event at this site will receive at least 60 days' written notice in advance of the effective date of the termination of their position. In accordance with and subject to the terms of any applicable severance plan, full-time employees will be eligible for severance pay and benefits beginning upon the termination of their employment. Outplacement assistance is being provided to affected employees. Moreover, affected employees are being provided opportunities to seek other roles within BD, including at other facilities.

We have also notified the Office of the Chairman for the Board of Commissioners of Phelps County and the Mayor for the City of Holdrege.

Should you have further questions or wish further information, please feel free to contact me at the phone number and address shown below:

Jason J. Sidel
Plant Manager
1329 West Highway #6, Suite A
Holdrege, NE 68949 USA
(308) 308-248-6021

Sincerely,

A handwritten signature in black ink, appearing to read "Jason J. Sidel". The signature is stylized and cursive.

Jason J. Sidel
Plant Manager

Encl.

SCHEDULE OF SEPARATIONS

Job Title	Number of Employees	Separation Date
Accountant Inventory	1	October 20, 2023
CAD Support Technician	1	October 20, 2023
Electrical Controls Programmer	1	October 20, 2023
Electrical Controls Tech	1	October 20, 2023
Engineering Assistant	1	October 20, 2023
Environmental Compliance Specialist	1	October 20, 2023
Floater	6	October 20, 2023
Line Lead	2	October 20, 2023
Machine Attendant	4	October 20, 2023
Manufacturing Leader	1	October 20, 2023
Mechanic	6	October 20, 2023
Mechanic Apprentice	1	October 20, 2023
Mechanic, Sr.	1	October 20, 2023
Microbiology Lab Tech	1	October 20, 2023
Mold Mechanic	1	October 20, 2023
Mold Mechanic Sr	1	October 20, 2023
Mold Repair Technician	2	October 20, 2023
Payroll Time Administrator	1	October 20, 2023
Planner/Scheduler	1	October 20, 2023
Process Engineer	2	October 20, 2023
Processor	4	October 20, 2023
Processor, Sr.	1	October 20, 2023
Procurement & Planning Facilitator	1	October 20, 2023
Production Reporting Clerk	1	October 20, 2023
Project Engineer	2	October 20, 2023
Project Mechanic, Sr.	1	October 20, 2023
QA Tech 1 DHR	1	October 20, 2023
Quality Engineer II	2	October 20, 2023
Quality Systems Analyst	2	October 20, 2023
Quality Systems Specialist II	1	October 20, 2023
Quality Technician II	4	October 20, 2023
Senior Electrical Controls Technician	1	October 20, 2023
Shift Leader	3	October 20, 2023
Shipping & Receiving Specialist	1	October 20, 2023
Specialist / Machine Operator	29	October 20, 2023
Sr Mgr, Mfg Engineering	1	October 20, 2023
Sr Mgr, Supply Chain	1	October 20, 2023
Supv, Electrical Engineering	1	October 20, 2023
Supv, Tool Room	1	October 20, 2023
Systems Engineer	1	October 20, 2023
Toolmaker	4	October 20, 2023
Utility	3	October 20, 2023
Value Stream Coordinator: Engineering	1	October 20, 2023

Warehouser	1	October 20, 2023
Plant Manager	1	January 5, 2024
Site HR Manager	1	February 1, 2024
Sr. Quality Manager	1	September 30, 2024