November 4, 2026

Via Electronic Mail and Registered Mail

Nebraska Department of Labor
Reemployment Services
ATTN: Rapid Response Administrator
550 S. 16th Street
Lincoln, NE 68506-4600
NDOL.RapidResponse@nebraska.gov

Re: Reduction in Force at Alphia, Inc.'s facility in Pawnee City, Nebraska

Ladies and Gentlemen:

Pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, I am writing to inform you that Alphia, Inc. will lay off ninety-three (93) workers at its facility located at 71045 NE 50, Pawnee City, NE 68420 on or about February 1, 2027. In connection with the layoffs, the first employee separations are expected to commence during the 14-day period starting on February 1, 2027.

This action is expected to be permanent. Approximately ninety-three (93) employees will be affected as a result. Some affected employees will be offered transfers to Alphia, Inc.'s facility in Bern, Kansas; because it is not yet known which employees will accept, this notice includes all employees whose positions are being eliminated. Enclosed is a listing of the job titles of the positions to be affected and the number of affected employees in each job classification.

No bumping rights will exist. The Pawnee City facility will not be closed in its entirety. The affected employees at this facility are not represented by a union.

You may contact Jack Reid at 804-245-6932 or jjreid@alphia.com for additional information.

Sincerely,

Jack Reid
Chief People Officer

Enclosure