



May 16, 2024

Via Return Receipt Email and Certified Return Receipt Mail

Jason Wadell
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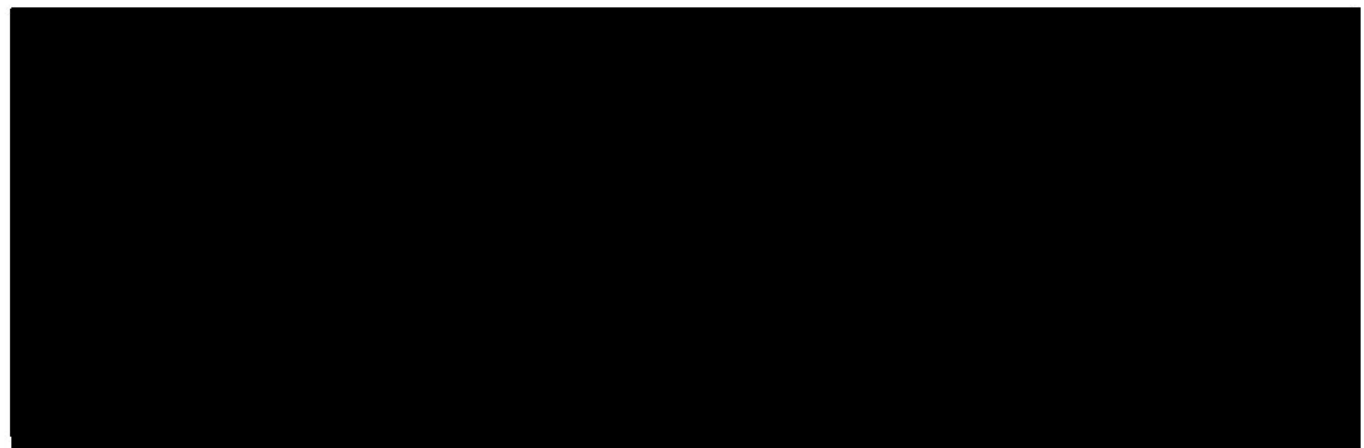
Re: Announcement of Planned Action

Dear Mr. Wadell,

I am writing on behalf of Nortech Systems, Inc. to provide notice that there will be a total closure of the Blue Earth facility located at 1931 W 1st St. in Blue Earth, MN. The process will be initiated on August 1, 2024. This closure is of the entire plant, is expected to be permanent and will affect all employees.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. Those employees are expected to be separated from employment beginning on August 1, 2024, with all separations accomplished by December 31, 2024.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff, along with the anticipated schedule for job losses:





There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure.

If you have any questions or want additional information concerning this matter, please contact Jodi Louwsma, People Operations Manager at (507) 821-1265.

Sincerely,

Jodi Louwsma
Manager, People Operations
Nortech Systems