



NORPAC FOODS INC.

3225 25th St. SE
Salem, OR 97302-1133
PO Box 14444
Salem, OR 97309-5012
503-480-2100

VIA FIRST CLASS MAIL AND EMAIL (john.e.asher@oregon.gov)

June 30, 2017

John Asher, Rapid Response Coordinator
Oregon Dislocated Worker Unit
Office of Workforce Investments
Oregon Higher Education Coordinating Commission
875 Union Street NE
Salem, OR 97311

RE: Notification of Plant Closure Pursuant to the Worker Adjustment and Retraining Notification Act of 1988 ("WARN")

Dear Mr. Asher:

Pursuant to the notification requirements of the Worker Adjustment and Retraining Notification Act of 1988 ("WARN") NORPAC Foods, Inc. hereby provides notice of a permanent plant closure at its Plant No. 7, located at 3180 22nd Street, SE, Salem, Oregon 97302. Closure-related separations are anticipated to begin August 31, 2017 or within fourteen (14) days thereafter.

1. The above-referenced facility is considered a single site of employment for WARN purposes. You may contact the undersigned directly for further information.
2. The plant closure is presently expected to be permanent.
3. A list of affected job classifications and the names of affected employees in each job classification is attached. NORPAC anticipates that some limited work decommissioning Plant No. 7 will continue over the ensuing months. NORPAC also hopes to limit the impact of the plant closure on employees to the extent possible and is actively evaluating and will continue to evaluate transfer opportunities to other NORPAC facilities for affected employees.
4. The affected employees are both represented and non-represented and there are no "bumping rights" available to the represented and non-represented employees who will be displaced as a result of the plant closure.
5. Affected bargaining unit employees are covered by a Collective Bargaining Agreement by and between NORPAC Foods, Inc. and the following Union, whose chief elected officials are identified below:

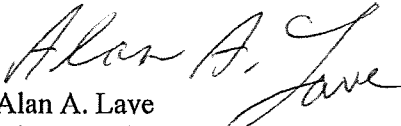
Mr. James P. Hoffa
General President
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C. 20001

John Asher
June 30, 2017
Page 2

Mr. Michael Beranbaum
IBT Assistant Trustee
International Brotherhood of Teamsters, Local 670
750 Browning Ave SE
Salem, OR 97302

Please direct any comments or questions regarding this plant closure directly to me at 503-480-2103 or alave@norpac.com. Thank you.

Very truly yours,
NORPAC Foods, Inc.


Alan A. Lave
Vice President, Human Resources

Enclosure



NORPAC Foods Sells Canning Business to Seneca Foods
Oregon's leading farmer cooperative to focus investments in frozen category

Salem, Ore. – June 30, 2017 – NORPAC Foods, the Pacific Northwest's largest fruit and vegetable processor, today announced it has sold its canning business to Seneca Foods Corporation (NASDAQ: SENE, SENE).

“In our 93 years as a farmer-owned cooperative, our canning business has been an important part of our history, but over time, it gradually represented a smaller percentage of our overall business,” says Shawn Campbell, president and chief executive officer.

The canning business sale will result in the closure of a small beet processing facility in Salem, however, the company will continue to manufacture other canned products for Seneca through late 2017. NORPAC's canning and labeling plants in Brooks and Stayton, Ore., will be redesigned to accommodate additional frozen vegetable processing in 2018.

Additionally, NORPAC announced it will close its Hermiston, Ore., processing facility by the end of 2017, to consolidate operations into its Brooks, Ore., and Quincy, Wash., facilities.

“The transition away from our canning business and the closure of our Hermiston processing facility will help us drive efficiencies and reduce operational complexities as we invest in continued growth and innovation in our frozen product lines,” Campbell adds.

About NORPAC Foods, Inc.

NORPAC is a cooperative owned by more than 200 family farmers in the Willamette Valley of Oregon, which provides frozen and canned vegetables and fruit, along with soups and other value-added products, to the foodservice, retail, club store, remanufacture and export market segments. Originally established as Stayton Canning Company in 1924, NORPAC has grown to now operate processing and packaging facilities in Stayton, Salem and Brooks, Oregon, along with Quincy, Washington. Visit www.NORPAC.com.

###



NORPAC FOODS INC.

3225 25th St. SE
Salem, OR 97302-1133
PO Box 14444
Salem, OR 97309-5012
503-480-2100

Plant 7 (3810 22nd St. SE, Salem, Oregon) – WARN List of Non-Represented Employees & Titles (6/30/2017)

LAST NAME	FIRST NAME	JOB TITLE
		HR Assistant
		Shift Supervisor
		HR/Operations Administrator
		Production Manager
		Shift Supervisor
		QC Supervisor
		QC Manager



NORPAC FOODS INC.

3225 25th St. SE
 Salem, OR 97302-1133
 PO Box 14444
 Salem, OR 97309-5012
 503-480-2100

Plant 7 (3810 22nd St. SE, Salem, Oregon) – WARN List of Represented Employees & Titles (6/30/2017)

REGULAR OR SEASONAL EMPLOYEE	LAST NAME	FIRST NAME	JOB TITLE
REGULAR			MECHANIC
REGULAR			SUPERVISOR
REGULAR			SUPERVISOR
REGULAR			SUPERVISOR
REGULAR			SUPERVISOR
REGULAR			SUPERVISOR
REGULAR			MECHANIC
REGULAR			LINE HELPER
REGULAR			SUPERVISOR
REGULAR			MECHANIC
REGULAR			SUPERVISOR
REGULAR			ELECTRICIAN
REGULAR			SUPERVISOR
REGULAR			SUPERVISOR
REGULAR			SUPERVISOR
REGULAR			LINE HELPER
REGULAR			ELECTRIC MOTOR REPAIRER
REGULAR			ELECTRICIAN
REGULAR			SUPERVISOR
REGULAR			SUPERVISOR
REGULAR			GENERAL PLANT LABOR
REGULAR			OPERATING ENGINEER
REGULAR			SUPERVISOR
REGULAR			SUPERVISOR
REGULAR			LINE HELPER
SEASONAL			GENERAL PLANT LABOR
SEASONAL			SYRUP-BRINE/SAUCE MAKER
SEASONAL			GENERAL PLANT LABOR
SEASONAL			GENERAL PLANT LABOR
SEASONAL			GENERAL PLANT LABOR

SEASONAL
SEASONAL
SEASONAL
SEASONAL
SEASONAL
SEASONAL
SEASONAL
SEASONAL
SEASONAL
SEASONAL
SEASONAL
SEASONAL
SEASONAL
SEASONAL

LIFT TRUCK/SCOOP DRIVER
LIFT TRUCK/SCOOP DRIVER
GENERAL PLANT LABOR
STILL RETORT-HEAD COOK
GENERAL PLANT LABOR
GENERAL PLANT LABOR
LINE HELPER
SANITATION SPECIAL
GENERAL PLANT LABOR
GENERAL PLANT LABOR
GENERAL PLANT LABOR
GENERAL PLANT LABOR
SUPERVISOR
SANITATION SPECIAL