



WARN NO.  
2249

Aaron J. Noteboom  
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541-484-0188

March 16, 2018

*Via Regular Mail and Email (john.e.asher@oregon.gov)*


John Asher, Rapid Response Coordinator  
Oregon Dislocated Worker Unit  
Oregon HECC – Office of Workforce Investments  
875 Union Street NE  
Salem, OR 97311

**Re: WARN Notice of Plant Closure and Layoff – March 16, 2018**

Dear Mr. Asher:

I am writing on behalf of our client Bartels Packing Inc. (“Bartels”) to provide you with notice of plant closure and layoff as required by the Worker Adjustment and Retraining Notification Act (“WARN”). Both of Bartels’ Eugene plants have closed effective March 16, 2018. They are not expected to reopen. All job positions have been eliminated and all of Bartels’ 142 employees have been laid off effective March 16, 2018. Job titles for affected positions and affected employees in each classification are available at Bartels’ office. Attached to this letter is a copy of the notice that was provided to employees which contains the information required by 20 CFR 639.7(e) and 20 CFR 639.9. A translated copy was provided to employees in Spanish as well.

Yours Truly,



Aaron J. Noteboom

Cc: Client



March 16, 2018

## NOTICE OF PLANT CLOSURE AND LAYOFF TO AFFECTED EMPLOYEES

Dear Valued Employee:

It is with deep regret and disappointment that we write to inform you that we will be closing both the harvest facility (Central Road) and packing plant (Oscar Street) effective today, March 14, 2018 and as a result, are terminating your employment. We do not expect either plant to re-open. We may re-hire a limited number of select employees to assist with the liquidation and winding down of the business. Attached to this letter is additional information regarding the plant closures.

As you may know, the recent performance of the company has been disappointing. We have experienced significant difficulties over the past several months which have caused our business to falter including, among other things, a continuing decline in sales, accumulation of finished goods inventory, the recent and unexpected loss of one of our largest customers, the coming due of our line of credit and a shortage of sufficient working capital necessary to operate as a viable business. The unanticipated loss of one of our largest customers only further exasperated our working capital issues rendering our business significantly less desirable to loan to or purchase.

In an attempt to save the business and your jobs, we pursued several options for possible purchase but ultimately were unable to secure a qualified buyer with the last buyer electing to not move forward with a sale just this week. Further, we were unable to find parties interested in supplying the enormous working capital necessary for such a high risk and under-performing business. We regret that under the circumstances we were not able to provide you with advance notice of the closings. We believed that giving an earlier notice would have jeopardized our ongoing efforts and precluded us from obtaining new business and finding new financing, as well as our efforts to negotiate and close the sale.

Please consider this letter to be your official notice as required by federal plant closing law, and specifically by 29 USC 2102 (b)(1) and (b)(2)(A) of the Worker Adjustment and Retraining Notification Act of 1988 (29 USC 2101 *et seq*).

Lastly, we would like to extend to you our sincere gratitude and thanks for your faithful and loyal service over the years. Many of you have been with us for years and it is truly heartbreaking that we are unable to continue operating. We wish you all the best and hope that our paths cross again. God bless.

Sincerely,

Chris Bartels

Re: Notice of Plant Closure and Layoff of Affected Employee  
March 16, 2018

**NOTICE OF PLANT CLOSURES AND LAYOFF TO AFFECTED EMPLOYEES**

Plants to be Closed:		Bartels Packing Inc. - Harvest Facility 88091 Central Rd Eugene, OR 97402  Bartels Packing Inc. – Packing Facility 706 Oscar St Eugene, OR 97402
Date of Plant Closure:		March 16, 2018
Length of Plant Closure:		Indefinite. Both plants are to be closed in their entirety.
Expected Date of Employment Separation		March 16, 2018
Expected Length of Employment Separation		Permanent. Some employees may be re-hired on a temporary basis to assist with liquidating the business.
Job Titles and Workers holding affected jobs to be eliminated:		All employees are being terminated and all positions are being eliminated.
Bumping Rights:		There are no “bumping rights” based on seniority for re-hire. Employees who may be rehired to assist with the liquidation and winding down of the business will be hired based upon the need of the company for the employee’s particular skill set.
For further Information Contact:		Kandi Bartels, Acting Human Resources Manager (541) 344-4177

