



NORPAC FOODS INC.

WARN NO.
2554
3225 25th St. SE
Salem, OR 97302-1133
PO Box 14444
Salem, OR 97309-5012
503-480-2100

November 13, 2019

To: All Employees at the Brooks Plant

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

As you are aware, the Company on August 22, 2019 filed for bankruptcy protection and entered into an Asset Purchase Agreement with Oregon Potato Company (OPC) whereby OPC was going to purchase all of NORPAC's facilities. As part of the bankruptcy process, NORPAC was able to secure an interim loan from its banks which provided for financing only through October 31, 2019.

On October 18, 2019 OPC withdrew its bid to purchase NORPAC's facilities. While NORPAC has continued to have discussions with companies about purchasing some or all of NORPAC's assets, as of today NORPAC does not yet have a buyer. Additionally, NORPAC has attempted to secure additional financing, but as of today has not been successful.

As a result, we are providing notice of the closure of the Brooks plant, located at 4755 Brooklake Rd. NE, Salem, Oregon 97302. For Regular employees we tentatively expect that your employment with NORPAC will be terminated effective January 12, 2020 or within fourteen (14) days thereafter. For Seasonal employees, your employment, like in years past, will be terminated once we finish up our processing season (which will be this Friday, November 15, 2019 as we wrap up cauliflower processing). While NORPAC will continue to seek additional financing and to have discussions with various companies about purchasing its facilities, there is no guarantee that this will happen. Therefore, pursuant to Federal law we are issuing you this Notice.

Additional information:

1. The above-referenced facility is considered a single site of employment for WARN purposes.
2. The plant closure is presently expected to be permanent.
3. The affected employees are both represented and non-represented; and none of the employees who are losing their jobs because of this plant closure has a right to claim a job occupied by another employee at another NORPAC facility (so called "bumping rights").
4. If you are on a leave of absence, it will continue on its normal terms until the earlier of your termination date or the time your current leave of absence ends. A leave of absence will not extend or delay an employee's termination date.
5. This notice is also not a promise that your employment will continue to the time set out above, or to any other time or date.

"Please Turn Over"

Brooks Employees
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6. Information about outplacement assistance and other options is available through the State of Oregon Dislocated Workers Unit (800-282-6514) and WorkSource Oregon-Salem Center (503-378-4846)

We do thank you for your past service with NORPAC, and wish you the best in your future endeavors. If you have any questions about this Notice:

- For hourly employees please contact Sherri Dehut (Brooks Plant HR Manager) at 503-393-4233.
- For salaried employees please contact the Corporate HR Department in Salem (503-480-2100).

Very Truly Yours,
NORPAC Foods, Inc.

Shawn Campbell

Shawn Campbell
President & CEO



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

November 13, 2019

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 Brooks plant, located at 4755 Brooklake Rd. NE, Oregon 97305. Closure-related separations are anticipated to begin January 12, 2020 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, subject to any Bankruptcy proceeding limitations and/or prospective asset purchaser issues, 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

Mr. Michael Beranbaum
Secretary-Treasurer
International Brotherhood of Teamsters, Local 670
750 Browning Ave. SE
Salem, OR 97302

Mr. John Asher
November 13, 2019
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Also enclosed is a letter that was made available to all Brooks plant employees today.

Thank you.

Very truly yours,
NORPAC Foods, Inc.

Shawn Campbell

Shawn Campbell
President & CEO

Enclosures



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Brooks Plant (4755 Brooklake Rd. NE, Salem, Oregon) – WARN List of Non-Represented Employees & Titles (11/13/2019)

Last, First Name	Job Title
	HR Clerk
	HR Administrative Assistant
	Shift Supervisor
	HR Assistant - Payroll
	Plant Superintendent
	QA Supervisor
	Plant Sanitarian
	HR Manager
	Production QA Assistant
	HR Clerk
	Warehouse Supervisor
	HR Assistant - Medical
	Shift Supervisor
	Shift Supervisor
	Help Desk Specialist
	QA Manager
	Maintenance Manager
	Project Engineer
	QA Supervisor



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Brooks Plant (4755 Brooklake Rd. NE, Salem, Oregon) – WARN List of Represented Employees & Titles (11/13/2019)

Regular or Seasonal	Last Name	First Name	Job Title
Regular			General Plant
Regular			Stacker
Regular			General Plant
Regular			Electric Motor Repairer
Regular			General Plant
Regular			General Plant
Regular			General Plant
Regular			Electrician
Regular			General Plant
Regular			Electrician
Regular			Mechanic
Regular			Mechanic
Regular			General Plant
Regular			General Plant
Regular			General Plant
Regular			Mechanic

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Regular	Stacker
Regular	General Plant
Regular	Mechanic
Regular	General Plant
Regular	Electrician
Regular	Electrician
Regular	General Plant
Regular	Stacker
Regular	General Plant
Regular	Operating Engineer
Regular	General Plant
Regular	Electric Motor Repairer
Regular	General Plant
Regular	General Plant
Regular	Mechanic

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Seasonal

General Plant

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