



NORPAC FOODS INC.

WARN NO.
2555

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)

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 Salem-Repack plant, located at 3305 25th St. SE, Oregon 97302. 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 Salem-Repack plant employees today.

Thank you.

Very truly yours,
NORPAC Foods, Inc.

Shawn Campbell

Shawn Campbell
President & CEO

Enclosures



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November 13, 2019

To: All Employees at the Salem-Repack Plant

RE: Notification of Salem-Repack 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 Salem-Repack plant, located at 3305 25th St. SE, Salem, Oregon 97302; and tentatively expect that your employment with NORPAC will be terminated effective January 12, 2020 or within fourteen (14) days thereafter. 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"

Salem-Repack 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 Rie Altz (Repack Plant HR Manager) at 503-399-8298.
- 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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**Repack Plant (3305 25th St. SE, Salem, Oregon) – WARN List of Non-Represented Employees & Titles
(11/13/2019)**

Last, First Name	Job Title
	Product Scheduler - Lead
	HR Manager
	QA Manager
	Sampler Coordinator/Courier
	Product Scheduler
	QA Supervisor
	Shift Supervisor
	Shift Supervisor
	HR Administrative Assistant
	HR Assistant - Mid Shift
	QA Supervisor
	Warehouse Supervisor
	Packaging Scheduling Manager
	Plant Sanitarian
	Shift Supervisor
	QA Value Added Products Manager
	QA Supervisor
	Repack Special Assistant
	Maintenance Manager
	Packaging Inventory Assistant/Shipping Clerk
	Plant Manager
	Plant Superintendent
	HR Assistant
	HR Assistant - Lead
	QA Supervisor

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Repack Plant (3305 25th St. SE, Salem, Oregon) – WARN List of Represented Employees & Titles
(11/13/2019)

Regular or Seasonal	Last Name	First Name	Job Title
Regular			Lift Truck/Scoop Driver
Regular			General Plant
Regular			General Plant Labor
Regular			Electrician
Regular			Lift Truck/Scoop Driver
Regular			General Plant
Regular			General Plant
Regular			Frz Product Retail Repk
Regular			Frz Product Retail Repk
Regular			Frz Product Retail Repk
Regular			Lift Truck/Scoop Driver
Regular			General Plant
Regular			Frz Product Retail Repk
Regular			Frz Product Retail Repk
Regular			Frz Product Retail Repk
Regular			General Plant
Regular			Stacker
Regular			General Plant
Regular			General Plant
Regular			General Plant Labor
Regular			Frz Product Retail Repk
Regular			Stacker
Regular			General Plant
Regular			General Plant
Regular			General Plant
Regular			Stacker
Regular			Frz Product Retail Repk
Regular			Frz Product Retail Repk
Regular			Frz Product Retail Repk
Regular			Frz Product Retail Repk
Regular			Frz Product Retail Repk

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Regular	Deck Dump Operator
Regular	General Plant Labor
Regular	Lift Truck/Scoop Driver
Regular	Frz Product Retail Repk
Regular	Frz Product Retail Repk
Regular	Frz Product Retail Repk
Regular	General Plant
Regular	Frz Product Retail Repk
Regular	General Plant
Regular	Frz Product Retail Repk
Regular	Deck Dump Operator
Regular	General Plant
Regular	General Plant
Regular	General Plant
Regular	Stacker
Regular	Stacker
Regular	Frz Product Retail Repk
Regular	Lift Truck/Scoop Driver
Regular	Stacker
Regular	Frz Product Retail Repk
Regular	Frz Product Retail Repk
Regular	Lift Truck/Scoop Driver
Regular	Frz Product Retail Repk
Regular	General Plant
Regular	Lift Truck/Scoop Driver
Regular	Frz Product Retail Repk
Regular	Frz Product Retail Repk
Regular	General Plant
Regular	Mechanic
Regular	Stacker
Regular	Lift Truck/Scoop Driver
Regular	Stacker
Regular	Case Printer
Regular	General Plant
Regular	Frz Product Retail Repk
Regular	Check Weigher
Regular	Frz Product Retail Repk
Regular	Mechanic
Regular	General Plant
Regular	General Plant
Regular	Frz Product Retail Repk

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Regular	General Plant
Regular	Frz Product Retail Repk
Regular	General Plant
Regular	Frz Product Retail Repk
Regular	Frz Product Retail Repk
Regular	Deck Dump Operator
Regular	Frz Product Retail Repk
Regular	Deck Dump Operator
Regular	Deck Dump Operator
Regular	Frz Product Retail Repk
Regular	Frz Product Retail Repk
Regular	General Plant Labor
Regular	General Plant
Regular	Frz Product Retail Repk
Regular	Stacker
Regular	Frz Product Retail Repk
Regular	General Plant
Regular	General Plant Labor
Regular	General Plant
Regular	Stacker
Regular	Frz Product Retail Repk
Regular	General Plant
Regular	General Plant
Regular	Lift Truck/Scoop Driver
Regular	Frz Product Retail Repk
Regular	Frz Product Retail Repk
Regular	Lift Truck/Scoop Driver
Regular	Stacker
Regular	Lift Truck/Scoop Driver
Regular	General Plant Labor
Regular	General Plant
Regular	Deck Dump Operator
Regular	Check Weigher
Regular	General Plant
Regular	Frz Product Retail Repk
Regular	General Plant
Regular	Stacker
Regular	General Plant
Regular	Frz Product Retail Repk
Regular	Deck Dump Operator
Regular	Frz Product Retail Repk

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Regular	Stacker
Regular	Frz Product Retail Repk
Regular	Frz Product Retail Repk
Regular	Frz Product Retail Repk
Regular	Stacker
Regular	General Plant
Regular	General Plant
Regular	General Plant
Regular	Frz Product Retail Repk
Regular	Lift Truck/Scoop Driver
Regular	Frz Product Retail Repk
Regular	Frz Product Retail Repk
Regular	Stacker
Regular	Frz Product Retail Repk
Regular	Frz Product Retail Repk
Regular	Deck Dump Operator
Regular	General Plant
Regular	General Plant
Regular	Stacker
Regular	Electrician
Regular	General Plant
Regular	Mechanic
Regular	Deck Dump Operator
Regular	Electrician
Regular	Frz Product Retail Repk
Regular	Mechanic
Regular	Frz Product Retail Repk
Regular	General Plant
Regular	Stacker
Regular	Stacker
Regular	General Plant Labor
Regular	Frz Product Retail Repk
Regular	General Plant Labor
Regular	General Plant
Regular	General Plant
Regular	Frz Product Retail Repk
Regular	General Plant
Regular	Frz Product Retail Repk
Regular	Frz Product Retail Repk
Regular	Frz Product Retail Repk
Regular	Deck Dump Operator

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