



April 1, 2020

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

Portland Mayors Office  
Mayor Ted Wheeler  
1221 SW 4<sup>th</sup> Ave  
Room 340  
Portland, OR 97204

Commissioner Lori Stegmann  
District 4  
501 SE Hawthorne Blvd  
Portland, OR 97214

This letter is notice that Shamrock Foods Company (“Company”) is placing employees who work at 18332 NE San Rafael St, Portland, OR 97230 on temporary, unpaid furloughs and conducting layoffs.

There are 8 employees currently affected at this employment site. The furlough and layoff will occur starting April 1, 2020. The furlough will continue through the end of April 2020 (for hourly associates) and May 2020 (for salaried associates), but that date may change based on business circumstances.

Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act, we thought it appropriate to give you this notice. We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization’s pandemic declaration on March 11th, the President’s declaration of a national emergency on March 13th, and other related governmental announcements and actions.

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As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for making separations (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.

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We also have given or are giving appropriate notice to the affected workers.

Should you wish further information, please contact me at the following phone number: 480-561-2238.

Sincerely,

A handwritten signature in black ink, appearing to read "Vince Daniels", written in a cursive style.

Vince Daniels  
Chief Human Resources Officer