



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

October 28, 2019

Mayor Henry Porter
City of Stayton
362 N. Third Ave.
Stayton, OR 97383

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

Dear Mayor Porter:

Attached is an Amended WARN Notice that was provided to NORPAC's Stayton plant employees on October 25, 2019. This Notice amends the WARN Notice that we previously issued on August 30, 2019.

Please direct any comments or questions regarding this plant closure directly to Al Lave at 503-480-2103 or al.lave@norpac.com. Thank you.

Very truly yours,
NORPAC Foods, Inc.

Paul D. Scott

Paul D. Scott
Vice President, Operations

Enclosure

WARN NO.
2498
Revised



NORPAC FOODS INC.

3225 26th St. SE
Salem, OR 97302-1133
PO Box 14444
Salem, OR 97309-5012
503-480-2100

October 25, 2019

To: All Employees at the Stayton Plant:

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

As you know, NORPAC's Stayton plant is facing a shutdown as explained in the WARN Notice you were given back on August 30, 2019. In that notice, you were informed that you would be laid off on or around October 31, 2019 due to changed business circumstances here at NORPAC.

At the time, and until very recently, NORPAC believed it had secured a buyer for NORPAC that would take over some or all of the operations. However, very recently, the potential buyer unexpectedly informed us that for the time being it is no longer planning to purchase NORPAC.

The potential buyer had planned to operate the Stayton Cold Storage warehouse for an undetermined period of time past the proposed October 31, 2019 deal date. Given the prospective buyer's recent change of plans, NORPAC now needs to consolidate the product currently stored in the Stayton Cold Storage warehouse into our other Salem area cold storage warehouses during the next month. Additionally, we still have some cob corn that needs to be packaged at the Stayton plant. As such, we need to operate the Stayton plant a little bit longer. Accordingly, NORPAC is postponing its layoff of some employees past the original expected end date of October 31, 2019. Therefore, this notice is to inform you that your employment will be extended and your new expected termination date will be at some point between November 8, 2019 and November 27, 2019. When we are able to provide you with a more specific date of termination, we will do so.

Thank you again for your continued commitment to NORPAC during this difficult transition period.

Very Truly Yours,
NORPAC Foods, Inc.

Paul D. Scott

Paul D. Scott
Vice President, Operations