



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.
- 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 Page 2

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



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 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.

Salem-Repack Employees WARN Notice – Page 2 November 13, 2019

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



3225 25th St. SE Salem, OR 97302-1133 PO Box 14444 Salem, OR 97309-5012 503-480-2100

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	٠
	HR Assistant - Mid Shift	ι
	QA Supervisor	,
	Warehouse Supervisor	,
	Packaging Scheduling Manager	,
	Plant Sanitarian	١
	Shift Supervisor	
	QA Value Added Products Manager	
	QA Supervisor	•
	Repack Special Assistant	ι
	Maintenance Manager	ı
	Packaging Inventory Assistant/Shipping Clerk	,
	Plant Manager	,
	Plant Superintendent	١
	HR Assistant	
	HR Assistant - Lead	1
	QA Supervisor	

25 N



3225 25th St. SE Salem, OR 97302-1133 PO Box 14444 Salem, OR 97309-5012 503-480-2100

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	ments of the second		Lift Truck/Scoop Driver	
Regular		shorth, Co	General Plant	4
Regular			General Plant	
Regular			General Plant	×
Regular			General Plant	×
Regular			General Plant Labor	
Regular	1		Electrician	×
Regular			Lift Truck/Scoop Driver	14
Regular		-	General Plant	,
Regular			General Plant	,
Regular		<u> </u>	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		9 <u></u>	Frz Product Retail Repk	
Regular			General Plant	,
Regular			Stacker	•
Regular		·	General Plant	
Regular			General Plant	•
Regular			General Plant Labor	5
Regular			Frz Product Retail Repk	
Regular			Stacker	v.
Regular			General Plant	1
Regular			General Plant	*
Regular			General Plant	*
Regular			Stacker	ø
Regular			Frz Product Retail Repk	,
Regular			Frz Product Retail Repk	
Regular			Frz Product Retail Repk	*
Regular		The state of the	Frz Product Retail Repk	ði.
Regular		490000000000000000000000000000000000000	Frz Product Retail Repk	١

1	1
Regular	ļ
Regular	
Regular	ļ
Regular	
Regular	The second secon
Regular	
Regular	L
Regular	ŀ
Regular	Ļ
Regular	
Regular	
Regular	
Regular	Tarker Tarker
Regular	
Regular	L
Regular	L
Regular	
Regular	L
Regular	Ĺ
Regular	L
Regular	L
Regular	L
Regular	L,
Regular	L
Regular	
Regular	
Regular	L
Regular	
Regular	Ĺ
Regular	Ĺ
Regular	
Regular	Ĺ
Regular	Ĺ
Regular	Ĺ

	Frz Product Retail Repk	
	Deck Dump Operator	,
	General Plant	
	Lift Truck/Scoop Driver	
	General Plant	,
***	General Plant	,
	Frz Product Retail Repk	
	Lift Truck/Scoop Driver	
	General Plant	-
	Lift Truck/Scoop Driver	,
	General Plant Labor	,
	Stacker	•
	Frz Product Retail Repk	
·	Frz Product Retail Repk	į
	Stacker	
	Deck Dump Operator	
	General Plant	
	General Plant	,
,		
	Frz Product Retail Repk General Plant	
		,
	General Plant	
	Deck Dump Operator	
	Frz Product Retail Repk	
	General Plant	
	Frz Product Retail Repk	,
	Lift Truck/Scoop Driver	•
	Stacker	,
	Deck Dump Operator	
	Frz Product Retail Repk	
	Stacker	
	Frz Product Retail Repk	- 1
	Lift Truck/Scoop Driver	
	Frz Product Retail Repk	<u> </u>
	General Plant	
	Stacker	•
	Frz Product Retail Repk	
	General Plant	
	General Plant	•
	Frz Product Retail Repk	
	Frz Product Retail Repk	,
	Frz Product Retail Repk	

Regular
Regular

	Deck Dump Operator	,
.'	General Plant Labor	,
	Lift Truck/Scoop Driver	
	Frz Product Retail Repk	·····
	Frz Product Retail Repk	
	Frz Product Retail Repk	•
	General Plant	
	Frz Product Retail Repk	
•	General Plant	
	Frz Product Retail Repk	`
*	Deck Dump Operator	۴
	General Plant	
	General Plant	`
	General Plant	`
	Stacker	
***************************************	Stacker	,
	Frz Product Retail Repk	•
	Lift Truck/Scoop Driver	
	Stacker	
	Frz Product Retail Repk	•
,	Frz Product Retail Repk	`
	Lift Truck/Scoop Driver	``
	Frz Product Retail Repk	`
	General Plant	``
	Lift Truck/Scoop Driver	,
	Frz Product Retail Repk	`
	Frz Product Retail Repk	
	General Plant	٠.
	Mechanic	٠.
	Stacker	,
	Lift Truck/Scoop Driver	
	Stacker	,
	Case Printer	
	General Plant	,
	Frz Product Retail Repk	
	Check Weigher	,
	Frz Product Retail Repk	,
	Mechanic	`
	General Plant	_
	General Plant	`
	Frz Product Retail Repk	`

Regular	
Regular	
Regular	l
Regular	
Regular	ı
Regular	
Regular	İ
Regular	l
Regular	
Regular	١
Regular	
Regular	l
Regular	
Regular	
Regular	
Regular	L
Regular	ļ.
Regular	L
Regular	L
Regular	
Regular	-
Regular	
Regular	Į.
Regular	l.

	Mechanic	
	General Plant	
	General Plant	,
	General Plant	
*****	General Plant Labor	
	General Plant Labor	
,	General Plant	
	General Plant	
	Frz Product Retail Repk	•
	Frz Product Retail Repk	
	Frz Product Retail Repk	,
***	Deck Dump Operator	
	Lift Truck/Scoop Driver	,
	Lift Truck/Scoop Driver	r
	Frz Product Retail Repk	4
	Stacker	•
	Deck Dump Operator	
	General Plant Labor	,
	Lift Truck/Scoop Driver	•
	Frz Product Retail Repk	L
	Frz Product Retail Repk	•
	Deck Dump Operator	١
***************************************	Frz Product Retail Repk	•
	Frz Product Retail Repk	
	Stacker	,
	General Plant	,
	General Plant	,
	General Plant	
	Frz Product Retail Repk	,
	General Plant	•
h	Frz Product Retail Repk	ı
	General Plant Labor	8
p		
	Stacker	
	Frz Product Retail Repk	
ł	General Plant	
	Stacker	
	Frz Product Retail Repk	,
	Mechanic	
	General Plant	•
	Mechanic	•
	General Plant	

Regular	١	Regular	
Regular	ŀ		
Regular	ŀ		-
Regular	ŀ		-
Regular	ŀ		_
Regular	-		
Regular	-		_
Regular	\vdash		
Regular	}		_
Regular	\mathbf{I}		
Regular	-		-
Regular	-		1
Regular	\perp		-
Regular	-		1
Regular	Г		
Regular			1
Regular	1		1
Regular	1		1
Regular	г	-	1
Regular	_		
Regular	L	Regular	
Regular	L	Regular	1
Regular	L	Regular	-
Regular	L	Regular	l
Regular		Regular	
Regular	Ц	Regular	ļ
Regular		Regular	1
Regular		Regular	ļ
Regular	Ш	Regular	L
Regular		Regular	L
Regular		Regular	L
Regular Regular Regular Regular Regular Regular Regular Regular Regular	Ц	Regular	L
Regular Regular Regular Regular Regular Regular Regular Regular		Regular	L
Regular Regular Regular Regular Regular Regular	L	Regular	L
Regular Regular Regular Regular Regular	L	Regular	L
Regular Regular Regular Regular		Regular	
Regular Regular Regular	1	Regular	Ļ
Regular Regular		Regular	-
Regular	1	Regular	Ļ
	1	Regular	Ļ
Regular	L	Regular	-
		Regular	L

	Frz Product Retail Repk
	General Plant
	Frz Product Retail Repk General Plant Labor
(
	General Plant Labor
البيبينة البيبينة	General Plant
	Frz Product Retail Repk
	General Plant
-	Stacker
	Frz Product Retail Repk
	General Plant
	General Plant
	Lift Truck/Scoop Driver
	General Plant
	General Plant
http://www.	General Plant
	General Plant
	Frz Product Retail Repk
	Frz Product Retail Repk
	General Plant Labor
-	Check Weigher
,	General Plant
	Lift Truck/Scoop Driver
**************************************	General Plant
	Frz Product Retail Repk
	Frz Product Retail Repk
	Frz Product Retail Repk
**********	General Plant
	E Draduct Datell Dook
	Check Weigher
	A 151 1
<u></u>	Lift Truck/Scoop Driver .
	Stacker v
	Lift Truck/Scoop Driver
49. grann	Frz Product Retail Repk v

Regular	
Regular	L
Regular	
Regular	L
Regular	
Regular	
Regular	L
Regular	
Regular	- T
Regular	1
Regular	
Regular	_
Regular	L
Regular	L,
Regular	L
Regular	L
Regular	_
Regular	L
Regular	_
Regular	
Regular	
Regular	_
Regular	
Regular	
Regular	_
Regular	L
Regular	
Regular	L
Regular	L
Regular	_
Regular	

	Frz Product Retail Repk	
	Electrician	ı
	Frz Product Retail Repk	ŧ
-	Frz Product Retail Repk	*
	Lift Truck/Scoop Driver	•
	General Plant Labor	•
	General Plant	
	Frz Product Retail Repk	
	Frz Product Retail Repk	,
	Deck Dump Operator	
	Deck Dump Operator	,
	Lift Truck/Scoop Driver	
	General Plant	,
	General Plant	7
	Stacker	
	Frz Product Retail Repk	,
	General Plant	1
	Frz Product Retail Repk	,
-	General Plant	,
	Frz Product Retail Repk	,
	General Plant Labor	۲
	Frz Product Retail Repk	,
	Deck Dump Operator	v
	Lift Truck/Scoop Driver	t
	Frz Product Retail Repk	٦.
	General Plant	,
	General Plant	
,	General Plant	ī
-	Lift Truck/Scoop Driver	١
	Frz Product Retail Repk	
	Frz Product Retail Repk	٠
	Stacker	
	Lift Truck/Scoop Driver	•
	Frz Product Retail Repk	r
	Frz Product Retail Repk	1
	Frz Product Retail Repk	
#the two transcriptions	Stacker	4
<u></u>	Lift Truck/Scoop Driver	è
	Stacker	r
	Deck Dump Operator	à
	Stacker	•

1 1
Regular

,	General Plant	,.
	Frz Product Retail Repk	
	General Plant	1
	Oiler/Greaser	
	Frz Product Retail Repk	i
,	Frz Product Retail Repk	٠
	General Plant	١
	Frz Product Retail Repk	,
	General Plant Labor	ı
	General Plant Labor	١
	Frz Product Retail Repk	٠,
	Lift Truck/Scoop Driver	,
	Frz Product Retail Repk	1
	Mechanic	١
	General Plant	`
	Stacker	١.
	Frz Product Retail Repk	i
	Frz Product Retail Repk	•
	Frz Product Retail Repk	ð
	General Plant	٠
<u> </u>	Frz Product Retail Repk	3
····	Frz Product Retail Repk	٠
	Frz Product Retail Repk	ţ
	Frz Product Retail Repk	š
	Frz Product Retail Repk	٨.
	Frz Product Retail Repk	
	Frz Product Retail Repk	
	Frz Product Retail Repk	
	Frz Product Retail Repk	`
	Stacker	٠,
	Stacker	•
	Check Weigher	١
	General Plant Labor	,
	Lift Truck/Scoop Driver	٠
	General Plant	,
	General Plant	ь
	General Plant	`
	Frz Product Retail Repk	•
	General Plant	`
	General Plant	6.
	Frz Product Retail Repk	١

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	i _	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

!
Regular

,	Stacker	ز
	Frz Product Retail Repk	1
,	Frz Product Retail Repk	
	Frz Product Retail Repk	,
	Stacker	ı
	General Plant	,
	General Plant	-
	General Plant	,
	Frz Product Retail Repk	ş
	Lift Truck/Scoop Driver	
	Frz Product Retail Repk	
	Frz Product Retail Repk	ł
	Stacker	-
	Frz Product Retail Repk	ŧ
	Frz Product Retail Repk	
	Deck Dump Operator	
	General Plant	į
	General Plant	ı
	Stacker	ι
	Electrician	,
	General Plant	~
	Mechanic	
	Deck Dump Operator	
	Electrician	
***************************************	Frz Product Retail Repk	,
	Mechanic	3
	Frz Product Retail Repk	,
	General Plant	,
	Stacker	
	Stacker	,
	General Plant Labor	,
	Frz Product Retail Repk	,
	General Plant Labor	,
	General Plant	
	General Plant	,
	Frz Product Retail Repk	,
	General Plant	,
	Frz Product Retail Repk	
	Frz Product Retail Repk	r
	Frz Product Retail Repk	•
	Deck Dump Operator	. 4

Regular	۱ -
Regular	
Regular	1
Regular	7
Regular	Т-,
Regular	
Regular	Τ
Regular	П
Regular	
Regular	****
Regular	
Regular	Ц
Regular	
Regular	
Regular	
Regular	
Regular	L
Regular	+
Regular	L
Regular	L
Regular	Ц
Regular	
Regular	
Regular	
Regular	1
Regular	
Regular	Ŀ
Regular	Ŀ
Regular	
Regular	Li
Regular	Ŀ
Regular	
Regular	Ŀ
Seasonal	L
Seasonal	Ŀ
Seasonal	Ŀ

General Plant	
Deck Dump Operator	,
General Plant	,
General Plant	,
Frz Product Retail Repk	•
General Plant	,
Frz Product Retail Repk	,
Lift Truck/Scoop Driver	r
Stacker	٠
Lift Truck/Scoop Driver	,
General Plant	,
Stacker	-
Deck Dump Operator	,
Frz Product Retail Repk	,
Deck Dump Operator	
General Plant	,
General Plant	١
Frz Product Retail Repk	١,
Lift Truck/Scoop Driver	
Frz Product Retail Repk	
Deck Dump Operator	,
General Plant	V
General Plant	١
General Plant	`
General Plant	·
Stacker	
General Plant	١
Deck Dump Operator	•
Stacker	,
Deck Dump Operator	,
Deck Dump Operator	ı
Frz Product Retail Repk	``
Lift Truck/Scoop Driver	,
Stacker	1
Case Printer	,
General Plant	,
General Plant Labor	•
General Plant Labor	ı

Seasonal	
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal	Seasonal
Seasonal Seasonal Seasonal Seasonal Seasonal Seasonal Seasonal Seasonal Seasonal	Seasonal
Seasonal Seasonal Seasonal Seasonal Seasonal Seasonal Seasonal Seasonal	Seasonal
Seasonal Seasonal Seasonal Seasonal Seasonal Seasonal Seasonal	Seasonal
Seasonal Seasonal Seasonal Seasonal Seasonal Seasonal	Seasonal
Seasonal Seasonal Seasonal Seasonal	Seasonal
Seasonal Seasonal Seasonal	Seasonal
Seasonal Seasonal	Seasonal
Seasonal Seasonal	Seasonal
Seasonal	Seasonal
	Seasonal
Seasonal	Seasonal
	Seasonal

Stacker	٠,
General Plant Labor	
General Plant	1 1
Stacker	* I
Stacker	٠ ′
General Plant	, f
General Plant Labor	. 1
General Plant	× 1
Stacker	1 {
General Plant	+ 1
General Plant	• /
General Plant	· 1
Stacker	٠.
General Plant	. (
General Plant	
General Plant	١ ,
General Plant	4
General Plant Labor	5 (
General Plant) i
General Plant	v
General Plant Labor	1 7
General Plant	t j
Stacker	, ,
Stacker	١
General Plant	ι.
Stacker	٠.
General Plant Labor	١ ,
General Plant	, i
Stacker	٠,
General Plant	3 1

0 1