



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 AND EMAIL (john.e.asher@oregon.gov)

November 27, 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 Reduction-in-Force 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 reduction-in-force at its Corporate office (located at 3325 25th St. SE, Salem, Oregon 97302) and its Truck Shop (located at 2255 Madrona Ave. SE, Salem, Oregon 97302). Reduction-in-force separations are anticipated to begin January 19, 2020 or within fourteen (14) days thereafter.

1. The Corporate office and Truck Shop are considered a single site of employment for WARN purposes. You may contact the undersigned directly for further information.
2. The reduction-in-force 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 reduction-in-force 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 RIF.
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. Chris Muhs
Secretary-Treasurer
International Brotherhood of Teamsters, Local 324
2686 Portland Rd. NE
Salem, OR 97301

Mr. John Asher
November 27, 2019
Page 2

Thank you.

Very truly yours,
NORPAC Foods, Inc.

Shawn Campbell

Shawn Campbell
President & CEO

Enclosures



NORPAC FOODS INC.

3226 25th St. SE
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Corporate Office (3225 25th St. SE, Salem, Oregon) – WARN List of Non-Represented Employees & Titles (11/27/2019)

Regular or Seasonal	Last, First Name	Job Title
Regular		EDI Programmer Analyst
Regular		Co-Pac Purchasing Assistant I
Regular		Administrative Assistant - Alternative Sales Channels
Regular		Administrative Assistant - Private Label
Regular		Marketing Analyst
Regular		Corporate Production Analyst
Regular		MRO Purchasing Manager
Regular		Customer Service Representative
Regular		Corporate Accounts Manager
Regular		Assistant Credit Manager
Regular		Customer Service Representative (Industrial/Export)
Regular		Logistics Coordinator
Regular		CQA Assistant
Regular		Regional Sales Manager - Retail
Regular		Regional Sales Manager (West)
Regular		Regional Sales Manager (Central)
Regular		Vendor Approval & Compliance Auditor
Regular		Customer Service Representative
Regular		Senior Director, Plant Operations
Regular		Corporate Food Safety Programs Manager
Regular		Packaging Inventory Assistant
Regular		Marketing Support Analyst
Regular		Inventory Administrator
Regular		Logistics Coordinator Assistant
Regular		CQA Administrative Supervisor
Regular		Inventory Administrator

Truck Shop (2255 Madrona Ave. SE, Salem, Oregon) – WARN List of Non-Represented Employees & Titles (11/27/2019)

Regular or Seasonal	Last Name	First Name	Title
Regular			Mechanic
Regular			Mechanic

