



WARN #8521

TO: ALL EMPLOYEES – PORTLAND, OREGON

FROM: TODD BLOUNT, PRESIDENT & CEO

DATE: MARCH 13, 2023

I regret to inform you that we have reached the very difficult decision to suspend operations in our Portland, Oregon facility on May 12, 2023. As you may know, every Spring our sales orders naturally decline as the weather gets warmer, decreasing the demand for our products. In addition, the current economic environment has significantly increased our cost of materials and distribution, impacting our ability to operate. The Portland facility joined the Blount network at the beginning of 2020, with the expectation that it would serve expanded distribution on the West Coast. The anticipated business on the West Coast did not develop, and the pandemic drove up distribution costs significantly. Unfortunately, these factors have led us to decide that we cannot keep the Portland facility running.

As of today, we are still operating in Portland (**Please report to work as scheduled on March 14, 2023**) for the short term. Going forward, we will continue to evaluate the needs of the business on a weekly basis and will schedule production accordingly. As required by the Worker Adjustment and Retraining Notification Act of 1988 (WARN Act), this notice serves to give you 60 days' advance notice of the suspension of production in Portland, which means that operations will suspend on May 12, 2023 and we expect to layoff all employees on that date. This action is expected to be permanent, though it is possible that a decision will be made at some later date to reopen. Bumping rights do not exist. We wanted to provide you with notice ahead of time to allow you time to plan because this action will eventually result in the entire plant closing.

I understand the impact this will have on our hard-working employees and their families. We are here to help you through this transition, and we have a number of resources available:

- Transition Solutions will provide outplacement and job search services to all employees.
- EAP is available for all employees, and on site today.
- Human Resources is also onsite to answer any questions.
- You will be offered the opportunity to work in one of our other 3 locations (Fall River, MA; Warren, RI; or McKinney, TX) if you have an interest. Factors such as performance and position will be considered.

For a company like ours, where we put our People First, this is an incredibly difficult decision to confront, and it will be even harder for those who have to leave Blount. Thank you very much for all you have done as part of the team, and we look forward to doing what we can to support your future success. If you have any questions about this Notice, please contact one of the following HR team members at 774-888-1300.

Kendra Strangis (Director of HR-774-888-1367 or kstrangis@blountfinefoods.com)
Gisselle Diaz (Sr. Director of HR- 401-327-0972 or gdiaz@blountfinefoods.com)
Valerie Ball (VP Human Resources- 774-888-1378 or vball@blountfinefoods.com)

Best regards,

Todd Blount
President & CEO

Corporate Headquarters

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