



WARN #8880

	200 Industrial Way
	PO Box 258
	Mt. Angel, OR 97362
Main	503.845.6122
Toll-free	800.382.5339
FAX	503.845.9310
WEB	www.wilco.coop

July 2, 2024

VIA E-MAIL AND U.S. MAIL

Michael Welter, Rapid Response Coordinator
Oregon HECC - Office of Workforce Investments
3225 25th Street SE
Salem, OR 97302
michael.welter@hecc.oregon.gov

RE: WARN Notice – Potential Mass Layoff at or Closure of Hazelnut Growers of Oregon

Dear Mr. Welter:

I am writing on behalf of Hazelnut Growers of Oregon (the "Company") to provide notice that the Company, located at 21260 Butteville Rd NE, Aurora, OR 97002 will be either (1) sold on or around September 1, 2024 (with the transition starting August 1, 2024), resulting in an undetermined number of employees being laid off, or (2) permanently closing its doors no later than December 27, 2024, which will affect all employees. Although it is not certain at this time that the above-mentioned layoff or closure will be subject to the requirements of the Worker Adjustment and Retraining Notification Act (the "WARN Act"), 29 U.S.C. § 2101, *et seq.*, we are providing this notice to facilitate your Unit's duties and to mitigate the impact of any layoffs on affected employees.

On or around June 3, 2024, we notified all employees that the facility would be closing on December 27, 2024, with a small number of layoffs occurring in July 2024, and the bulk of employees being laid off in November and December 2024. Since then, we have begun negotiations with a potential buyer; however, it is not certain as to whether employees will be offered positions with the buyer. Even though the sale has not been finalized and details regarding the status of employees post-sale are still being worked out, we now have sufficient information to develop a potential layoff schedule, should the sale occur and the buyer not retain all employees. This estimated schedule includes layoffs occurring between July 15, 2024, and December 27, 2024. While we do not yet know if the sale will proceed, or how many of our employees the buyer will retain, out of an abundance of caution, we are providing you, the relevant local elected officials, and our employees, with notice of this potentially accelerated layoff schedule.

Accordingly, please be advised of the following:

- *Nature of Action* – The Company may be selling the business, resulting in an unknown number of employees being permanently laid off between July 15, 2024, and December 27, 2024. This accelerated layoff schedule is due to unexpected and unforeseen business circumstances, as described above.
- *Job Titles, Number of Employees Affected, and Expected Date* – The affected employees may be laid off in accordance with Attachment A to this letter.
- *Bumping Rights* – The affected employees do not have bumping rights.
- *Union Representation* – No union represents any of the affected employees.



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- Nothing in this letter should be considered as evidence of or an admission that the provisions of the WARN Act do, or do not, apply.

Should you have any questions, please contact me via e-mail at lisa.smith@wilco.coop, via phone at 209-613-6892, or via mail at 200 Industrial Way, Mt Angel, OR 97362.

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Sincerely,

Lisa M. Smith

Lisa Smith
VP, Human Resources

Attachment A

Job Title	Number of Employees	Potential Date of Layoff
Machine Operator B	4	7/31/2024
Food Processing Technician	1	7/31/2024
Machine Operator A	1	7/31/2024
Machine Operator A	7	8/31/2024
Machine Operator B	1	8/31/2024
Machine Operator C	2	8/31/2024
Production Associate	2	8/31/2024
Quality Inspector (CAIP)	9	8/31/2024
Warehouser (HGO)	1	8/31/2024

Total Employees 28