



March 8, 2022

Dear Hermiston Community,

As you know, our Shearer's plant in Hermiston experienced a devastating fire two weeks ago. We are thankful to the first responders, police officers and firefighters who cared for our valued employees and managed the fire.

After assessing the damage, it's clear that the destruction is too great to quickly rebuild and begin production in the near term. Unfortunately, it would take at least 15-18 months before we could resume production. We have not yet decided the future of the Shearer's Hermiston site. This has led to the very difficult decision to end employment for our team members.

We are exploring opportunities to relocate team members interested in working in our other plants. We've also provided a severance and benefits continuation package to recognize the effort and tenure that has gone into making the site successful over the past years. We will do everything we can to support our Shearer's family during this transition.

Our leaders have been working with organizations in the community to plan events that will benefit our employees such as food drives, family activities and job fairs. We will continue to provide counseling services to those affected and will do what we can to help them find other employment.

We are appreciative of the outpouring of support we have received from community businesses and our local government representatives.

Please continue to put our Shearer's Hermiston family in your thoughts through this difficult time.

Thank you.

Bill Nictakis
CEO
Shearer's Foods, LLC