

March 13, 2023

Mark Federici
President UFCW Local #400
8400 Corporate Dr., Suite 200
Hyattsville, MD 20785

Re: Plant Closure: Glen Allen, Virginia

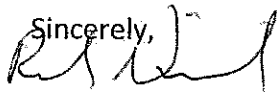
Mr. Federici:

This notice is provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (WARN Act), which requires employers to provide at least sixty (60) days notice to team members, their representatives, and certain governmental units and government officials of a mass layoff or, in this circumstance, a plant closing.

As part of the Company's business strategy to operate more efficiently, Tyson Foods has determined that it must eliminate all jobs at its Glen Allen processing complex located at 13264 Mountain Road, Glen Allen, Virginia 23059. Tyson regrets that its team members at the Glen Allen, Virginia complex must be permanently displaced yet hopes to accomplish this closing with the least possible disruption to the lives of the team members, their families, and the community.

The last day of work is anticipated to occur on or about May 12, 2023, at which time the facility will close on a permanent basis. As production is expected to cease at that time, the employment of approximately 692 affected team members at the Glen Allen complex will be permanently terminated approximately sixty (60) days from the date of this notice, or on or about May 12, 2023. A listing of team members and their positions is attached. The incumbents in the positions to be eliminated will be notified personally of their job elimination. There is a Collective Bargaining Agreement in place that governs bumping rights for team members in the Bargaining Unit. Since the entire plant is closing there is no bumping.

If you have any questions, please contact me at [REDACTED]

Sincerely,

Rick Nimrick

VP Labor Relations
Tyson Foods, Inc.