

BOARD OF SUPERVISORS

2014 OCT 20 P 2:17



October 15, 2014

Honorable Jim De Martini, President
Stanislaus County Board of Supervisors
1010 10th St, Suite 6500
Modesto, Ca 95354

Re: WARN Act Notice Of Layoffs

Dear Mr. De Martini:

This notice is being provided according to the California Worker Adjustment and Retraining Notification ("WARN") Act pursuant to California Labor Code section 1400 et. seq. and the federal WARN Act pursuant to 29 U.S.C. section 2101 et. seq. to inform you that Olam Spices & Vegetables ("Olam") will conduct permanent layoffs at its facility located at 705 E. Whitmore Avenue, Modesto, California 95358, due to poor financial conditions. These Acts require covered employers to provide such notice to each collective bargaining representative of the affected employees of a mass layoff as defined therein.

There are 242 total persons currently employed at this Olam facility. There are approximately 173 employees whose employment is expected to be terminated on December 19, 2014, and not recalled. The planned action is expected to be permanent and to commence on December 19, 2014. Of the 173 employees who will be terminated, 200 are subject to the terms of a collective bargaining agreement with the General Teamsters Local 386 ("Union"). Those employees have bumping rights in accordance with the collective bargaining agreement. Olam has approximately 24 employees who are not subject to the collective bargaining agreement and who do not have bumping rights. Attached as Exhibit "A" is a list of all Olam affected employees at the Whitmore facility and their job classifications who have been provided the 60-day advance written WARN Act notices. This information is based upon the best information available to Olam at the time the notice was served.

If you have any questions regarding this matter, please contact Mike Smyth, Senior VP of Manufacturing at (209)538-5522.

Sincerely,

A handwritten signature in black ink that reads "Mike Smyth".

Mike Smyth, Senior VP of Manufacturing

ATTACHMENTS AVAILABLE
FROM CLERK