



Marco Espinoza
Senior Director Operations

May 9, 2024

VIA ELECTRONIC MAIL AND UNITED PARCEL SERVICE

Jody Easter
State Rapid Response Coordinator
Nebraska Department of Labor
2317 N. 6th St, Suite #3
Beatrice, NE 68310
jody.easter@nebraska.gov

Rusty Hike
Mayor, City of Bellevue
1500 Wall Street
Bellevue, NE 68123
Rusty.Hike@bellevue.net

Re: Notice of Employee Separations

Dear Coordinator Easter and Mayor Hike:

This letter is to inform you, pursuant to any possible obligations under the federal Worker Adjustment and Retraining Notification Act ("WARN"), that Bimbo Bakeries USA Inc. (the "Company") will be ceasing bakery operations at its facility located at 1310 Fort Crook Rd N., Bellevue, NE 68005 (the "Facility"). As a result, we anticipate that approximately 165 Facility employees will experience an employment loss. These separations from employment are expected to begin on July 8, 2024. Other operations at the Facility are expected to continue and the Facility will not be closed as a result of this action.

This action is expected to be permanent. The affected employees at the Facility include employees represented by the International Brotherhood of Teamsters (chief elected officer Sean M. O'Brien, General President, 25 Louisiana Avenue, NW, Washington, DC 20001), Local 554; the Bakery, Confectionary, Tobacco Workers and Grain Millers International Union (chief elected officer Anthony Shelton, International President, 10401 Connecticut Ave., Floor 4, Kensington, MD 20895), Local 433; and the International Union of Operating Engineers (chief elected officer James T. Callahan, General President, 1125 17th Street, NW, Washington, DC 20036), Local 571. Bumping rights, if any, for affected union-represented employees are pursuant to the terms of their applicable collective bargaining agreement(s). Because the Company does not recognize bumping rights for non-union-represented employees, such employees are not permitted to displace remaining employees based on seniority or any other factor.

All affected employees have been or will be notified of their employment separations at least 60 days before their separations are scheduled to occur. A list of the job titles held by the above-referenced affected employees, and the number of affected employees holding each such job title, is attached hereto. Affected employees will be paid all wages and other benefits to which they are entitled through their date of separation, provided they continue to report to work as directed and do not resign from their employment with the Company prior to that date.

To the extent this action constitutes a covered event under the federal Worker Adjustment and Retraining Notification Act ("WARN"), this letter (with enclosure) is intended to fulfill any possible government notice requirements under WARN.



This notice is given based upon the best information available to the Company at this time. For further information regarding this matter, please contact: Elizabeth Rios, Senior Manager Human Relations at 816-242-9314 or liz.rios@grupobimbo.com.

Sincerely,

A handwritten signature in black ink that reads "Marco Espinoza". The signature is written in a cursive style with a large, stylized initial "M".

Marco Espinoza
Senior Operations Director
Enclosure



**LIST OF AFFECTED JOB POSITIONS AT THE FACILITY AND
NUMBER OF AFFECTED EMPLOYEES IN EACH POSITION**

JOB TITLE	NO. OF POSITIONS
Administrative Assistant.Manufacturing.	1
Assistant Manager Plant Maintenance.Manufacturing.	1
Break Relief Person.Production.	6
Break Relief Person.Shipping.	5
Checker Loader.Shipping.	1
Coordinator Training.Manufacturing.	1
Ingredient Scalers.Production.	7
Jobber.Production.	9
Jobber.Sanitation.	1
Lead Maintenance Technician Level A.Maintenance.	1
Lead Maintenance Technician Level B.Maintenance.	2
Lead Mechanic.Garage.	1
Lead Person.Packaging Wrapping.	6
Lead Person.Packaging Wrapping.	2
Lead Person.Production.	2
Lead Person.Sanitation.	1
Lead Person.Shipping.	4
Lead Person.Transportation.	2
Machine Operator 1.Packaging Wrapping.	10
Machine Operator 1.Production.	8
Machine Operator 1.Shipping.	19
Machine Operator 2 divider.Production.	2
Maintenance Apprentice.Maintenance.	1
Maintenance Technician Level B.Maintenance.	3
Maintenance Technician Level C.Maintenance.	10
Manager Plant Finance.Finance.	1
Manager Plant Maintenance.Manufacturing.	1
Manager Production.Manufacturing.	1
Manager Quality Food Safety.Manufacturing.	1
Manager Shipping.Manufacturing.	1
Mechanic.Garage.	2
Mixer.Production.	5
Oven Operator.Production.	2
Receiver.Production.	1
Sanitation Worker.Sanitation.	11
Specialist Automation Controls.Manufacturing.	1
Supervisor Distribution.Manufacturing.	2
Supervisor Inventory Control.Manufacturing.	1
Supervisor Plant Maintenance.Manufacturing.	4
Supervisor Production.Manufacturing.	6
Supervisor Quality Food Safety.Manufacturing.	1
Technician Lab.Manufacturing.	1
Transport Driver.Transportation.	17
TOTAL	165