



McNees Wallace & Nurick LLC  
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October 4, 2024

**VIA EMAIL & FIRST CLASS MAIL RETURN RECEIPT REQUESTED**

Lisa Sanders  
Recorder/Executive Vice President  
UFCW Local 152  
3120 Fire Road, Suite 201  
Egg Harbor Township, NJ 08234  
lsanders@ufcwlocal152.org

**RE: Notice of Permanent Layoffs**

Dear Ms. Sanders:

This is to advise you that Kunzler & Company, Inc. (the "Company") will implement a plant closure and reduction in force at its Lancaster Pennsylvania facility, located at 652 Manor Street, Lancaster, PA 17603. Please refer to the attached statement regarding the reasons for the plant closure.

Recognizing the potential formal notice obligations under the Worker Adjustment and Retraining Notification Act, the Company is providing you with this notice so that you may plan accordingly for this contingency. We expect the reduction in force to occur on or about December 7, 2024, and will likely involve the entire bargaining unit. In the event of unforeseen business circumstances, these layoffs may occur sooner. Please note that certain operational units may be employed beyond December 7<sup>th</sup> to ensure an orderly transition and wind down of operations at the Lancaster facility. Such operational units will receive separate notices of a new closure date in the near future. As a result of this reduction in force, approximately 145 of the employees who will be impacted are represented by the United Food and Commercial Workers Local 152 (the "Union"). We expect these layoffs to be permanent.

The attached list sets forth the job titles of the positions that will be affected in the reduction and the names of the bargaining unit members currently holding affected jobs who would be permanently terminated. This list is attached as **Exhibit A**.

The Company official who should be contacted for further information regarding this matter is John Santoro, who can be contacted at jsantoro@clemensfoodgroup.com or (215) 368-2500.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Brian F. Jackson', written over a white background.

Brian F. Jackson  
MCNEES WALLACE & NURICK LLC

Enclosure