



May 31, 2024

RE: Plant Closing

Dear *employee*:

We regret to inform you that Fairfield Gourmet Food Corp. ("the Company") will be closing the facility at 150 National Place in Longwood Florida ("the Facility"). The Company has not yet determined when the Facility will be fully closed, but we anticipate terminations to begin by July 31, 2024 and production will cease and the Facility will be closed no later than December 31, 2024. In connection with this closing, all manufacturing and administration positions, including your job, will be eliminated. Currently, we have not determined the precise date of your layoff but expect it to be **approximately July 31, 2024 and no later than August 31, 2024**. It is possible that prior to your termination that the Company will place you on-call status with pay and current insurance benefits. All job losses will be permanent. Company policy does not provide for bumping rights.

To the extent that this closing is a covered plant closing or mass layoff under the Federal Worker Adjustment Retraining Act ("WARN"), 29 U.S. C. 2101 *et. Seq.*, this letter is intended to fulfill the notice requirements of these laws. However, this statement does not constitute an admission that WARN is applicable to this closing and/or the Company is required by WARN or any other law to provide notice of this action.

If you have any questions, please contact Thomas Perno, Operations Manager, 150 National Place, Longwood FL 32750, (407)377-8874 or Darlene Kuren, Director of Human Resources, 11 Cliffside Drive, Cedar Grove, NJ 07009, (973)582-4618.

Sincerely,

Thomas Perno

Thomas Perno

Operations Manager – Longwood

David's Cookies, a division of Fairfield Gourmet Foods, 150 National Place, Suite 140, Longwood, FL 32750

