



Good food, Good life

Received: 1/29/2024 @ 4:53pm

Nestlé USA, Inc.
5750 Harper Road
Solon, OH 44139

January 29, 2024

VIA UPS

Breeyn Handberg, Program Manager, Rapid Response
Ohio State Dislocated Worker Unit
Office of Workforce Development
4020 East 5th Avenue
P.O. Box 1618
Columbus, OH 43219
Phone: 614-466-9897
Via Email: rapdresp@jfs.ohio.gov

Chris Ronayne, Cuyahoga County Executive
Cuyahoga County
2079 East Ninth Street
Cleveland, OH 44115
Phone: 216-443-7181

Pernel Jones Jr., President
Cuyahoga County Council
2019 East Ninth Street, 8th Floor
Cleveland, OH 44115
Phone: 216-698-2019
Via Email: pjones@cuyahogacounty.us

Edward Kraus, Mayor
City of Solon
34200 Bainbridge Road
Solon, OH 44139
Phone: 440-349-6720

Re: Nestlé USA WARN Act Notice – Solon Ohio

To Whom It May Concern:

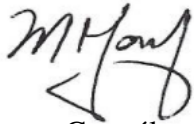
In November 2023, the Company previously provided notice that there would be separations at Nestlé USA's Solon campus which includes 30003 Bainbridge Rd, Solon, OH 44139, 5750 Harper Road, Solon, OH 44139 and 30000 Bainbridge Road, Solon, OH 44139 in December 2023 that potentially impacted the federal WARN Act. These were partial layoffs at the site, without bumping rights for affected employees. The schedule of layoffs for this prior project commenced

on December 31, 2023 and are expected to continue through December 31, 2024. We have previously provided the job titles and number of impacted employees associated with these layoffs.

This notice is to advise you that the Company will have additional layoffs at the Solon site unconnected to this prior project. Some of the layoffs will not independently trigger WARN notice requirements. However, in an abundance of caution, the Company is providing notice of all planned separations and the schedule for such separations through December 31, 2024, in the enclosed Attachment A which lists all impacted job titles and number of impacted employees. All layoffs at the site are anticipated to be permanent, and there are no bumping rights.

If you have questions or would like any additional information, please contact me via telephone at (513) 446- 6208 or e-mail at Milton.GonzalezHidalgo@us.nestle.com

Sincerely,

A handwritten signature in black ink, appearing to read 'Manny González', with a stylized flourish at the end.

Manny González
Senior Director, Human Resources

**JOB TITLE AND NUMBER OF AFFECTED EMPLOYEES FOR ALL PROJECTS AT
SOLON SITE IN 2024**

Exit Dates April 12, 2024 – December 31, 2024

Job Title	Number of Affected Employees
Administrative Assistant	1
Amerio Operator/Caser Operator	1
Analyst Cost Accounting	1
Associate Facility SH&E	1
Associate Manager Quality	1
Associate Warehouse	2
Blancher/Extruder Tech	9
Building Services Technician	2
CIP Tech	2
Cook	2
Coordinator Maintenance Planning	1
Coordinator Training	3
Cryovac Operator L-7	3
Focused Improvement Technician	1
Handler Bulk	2
Handler Ingredient	98
Heat Seal / Weight Control	1
Ingredient Handler / Cheese Prep	4
Leader Production Support	2
Line Operator	2
Linen Room Attendant	6
Operator Caser	1
Operator Extruder	3
Operator Relief	1
Palletizer Auto	4
Pot Station Coordinator	1
Potato System / AVF Operator	1
Production Engineering Support Tech	3
Project Engineer	2
Quality Control Coordinator	3
Relief Operator	1
Sanitarian Line	24
Sanitarian Line - 3rd Shift	1
Shift Manager	1
Specialist Facility Quality	2
Specialist Facility SH&E	1
Specialist Mftg Excellence	3
Sr Coordinator Department	1

Sr Coordinator Materials Planning	1
Sr Coordinator Shipping / Receiving	1
Sr Planner Production	1
Sr Specialist Facility Quality	1
Supervisor Facility Quality	1
Supervisor Inventory Control	1
Supervisor Production	8
Technician Engineering Support	1
Technician Safety and Environmental	1
Technician Sensory	1
Triseal-Boxformer Operator	1

Exit Dates March 29, 2024 – December 31, 2024

Job Title	Number of Affected Employees
Analyst Finance Co-Pilot	1
Consultant Corporate Chef	1
Director Corporate Chef	1
Lead Channel Sales	1
Manager Customer Account	11
Manager Technical Applications Group	3
Specialist Commercialization	1
Specialist Web Content Management	1
Sr Analyst Finance Co-Pilot	1
Sr Specialist Field Sales	3
Sr Specialist Marketing	1