



February 18, 2025

Breeyn Handberg  
Rapid Response & WIOA Adult and Dislocated Worker Program Administrator  
Office of Workforce Development  
P.O. Box 182105  
Columbus, OH 43218-2105  
breeyn.handberg@jfs.ohio.gov  
rapdresp@jfs.ohio.gov

**VIA EMAIL AND U.S. MAIL**

Re: WARN Notice

To Ms. Handberg:

Sherwood Food Distributors, LLC, Harvest Meat Company Inc., and Western Boxed Meat Inc. (collectively, the “Company”) is providing you with this notice in accordance with the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. 2101 et seq. (the “WARN Act”), which requires employers to give official notice to certain government units or officials of a pending layoff that triggers the relevant provisions of the WARN Act.

The Company intends to shut down all operations at 16625 Granite Rd, Maple Heights, OH 44137 and permanently lay off 273 WARN-eligible employees who work at that location. All employees are expected to remain on payroll and benefits through April 21, 2025. The shutdown process will begin on February 18, 2025 and is expected to be completed on or about April 21, 2025. This information is based on the best information currently available to the Company, and may change due to subsequent events beyond our control or current knowledge.<sup>1</sup> The affected employees do not have bumping rights.

---

<sup>1</sup> To the extent the Company is providing less than 60 days’ notice, the Company believes that it qualifies for the faltering company exception under Section 3(b)(1) of the WARN Act, as further detailed in 20 CFR §639.9: (1) The Company was actively seeking capital or business at the time the 60-day notice was required; (2) The Company had a realistic opportunity to obtain the financing or business sought; (3) The financing or business sought would have been sufficient, if obtained, to allow the Company to avoid or postpone the shutdown; and (4) The Company reasonably and in good faith believed that giving timely WARN notice would have precluded it from obtaining the needed capital or business. Notwithstanding this exception, the Company intends to pay all employees the full 60 days’ notice.

If you have any questions or need further information, please contact the Company's Vice President of Human Resources Wendy Lawrence at (313) 659-7660.

Sincerely,

*Karl Berger*

Karl Berger  
Chief Executive Officer