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WENDELL YOUNG IV
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ANTHONY M. HELFER
Recorder

April 7, 2020

Hugo Andrade
Plant Manager, Mission Foods
15 Elmwood Ave
Mountain Top, PA 18707

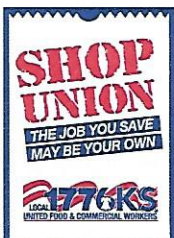
Dear Hugo,

I am writing to let you know that Local 1776KS, and the women and men that we represent at Mission Foods' Mountain Top, PA facility, are becoming increasingly alarmed at the situation at the plant relative to the impact of COVID-19. We are very much concerned about the safety of our members working at the plant.

I am sure that you know that yesterday, the Secretary of the PA Department of Health, Dr. Rachel Levine, initiated a new order providing direction for maintaining and cleaning buildings for businesses authorized to maintain in-person operations under her and the Governor's life sustaining business orders. Specifically, the Order, which is currently in effect, requires that, consistent with the Company's obligation to establish and maintain a safe workplace, the Company regularly clean and disinfect high touch areas in accordance with CDC guidelines. The Order also requires the Company to establish and enforce social distancing of at least 6 feet between personnel. Finally, the Order requires the Company to ensure that it has sufficient personnel to perform and enforce these guidelines for the safety of your employees.

We are alarmed because, based on credible reports from our members, your employees, we have developed a good faith doubt that you are in fact performing regular cleaning and disinfecting of the work areas. We similarly have a good faith doubt that you have established a working environment that ensures adequate social distancing.

As I have reported in the past, our membership at Mission Foods is concerned about the presence of the virus and victims of the virus at the Plant. In order to address the legitimate concerns of our membership, we are requesting that you immediately shut down the facility for the next two weeks, which we believe will be the peak of the



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pandemic in Northeast Pennsylvania. During that time, we propose that you engage in a comprehensive program to sanitize the entire facility, consistent with CDC and state guidelines, and to meet with the Local to collectively establish operational protocols, to address the health and safety concerns of your employees when the plant reopens. Further, I am requesting that you advise us of the number of individuals known to the Company who work at, or visited, the plant in the last 21 days, and who have tested positive for COVID-19. We would like to know the areas which were visited by those individuals and what actions were taken to sanitize such areas. I am not asking for any names.

Due to the urgency of these issues, I must insist upon an immediate response. We will be reporting your response, or lack of a response, to our members so that they can make informed decisions about their own health and safety.

Sincerely,

A handwritten signature in black ink, appearing to read "Wendell Young IV", written in a cursive style.

Wendell Young IV
President, UFCW 1776KS