

NB FARMS, INC.

5511 Olivas Park Dr., Ventura, CA 93003
P.O. Box 3119, Camarillo, CA 93011

October 18, 2024

Chairman, Board of Supervisors, County of Ventura
Ventura County Board of Supervisors
800 S. Victoria Ave.
Ventura, CA 93009

County of Ventura

OCT 21 2024

Clerk of the Board

Re: Notice of Permanent Lay-off/Closure
Of Agricultural Employees

To Whom It May Concern:

Pursuant to the California **Worker Adjustment and Retraining Notification Act** (Cal WARN) and California Labor Code Sections 1400-1408, and the Federal Worker Adjustment and Retraining Notification Act (Fed WARN), this letter is to notify you that NB Farms, Inc. will be permanently laying off and closing its strawberry growing and harvest operations located in Ventura County, California, more commonly referred to as NB Farms, Inc., 5511 Olivas Park Dr., Ventura, CA 93003. The Company is formally closing its operations at all three ranch locations, 5060 Olivas Park Dr., 5100 Olivas Park Dr., and 5511 Olivas Park Dr., Ventura, CA 93003 by late December 2024, or early January 2025, depending on crop conditions and cleanup work. Employees have been advised that they should seek alternative employment with other agricultural operations in Ventura County or elsewhere.

This notification is required by law. The Company has decided to give this early notice to provide employees with more than the sixty (60) days' notice to find alternative employment following the permanent layoffs/closure.

The permanent layoffs will affect approximately 145 employees. The affected jobs include all employees, including the Ranch Manager, Operations Coordinator, Crew Leaders, Tractor/Forklift Drivers, Truck Drivers, Machine Operators/Stackers, Irrigators and Harvesters/Planters. Enclosed is a list of the job titles of the number of employees in each job classification who will be affected by the permanent layoff/closure at the above location. [See Attachment "A"]

The employees who are to be affected by the layoff are not represented by any Union. Additionally, bumping rights for the affected employees do not exist.

If you have any questions, please do not hesitate to call me at (805) 797-5618.

Sincerely,



Hector Gutierrez
President/Owner
NB Farms, Inc.

Also Sent Letters To:

Hon. John C. Zaragoza, Mayor of the City of Oxnard
Oxnard City Hall, 305 West Third Street, Oxnard, CA 93030

Chairman, Board of Supervisors, County of Ventura
Ventura County Board of Supervisors, 800 S. Victoria Ave., Ventura, CA 93009

Local Workforce Development Board of Ventura County
2901 N. Ventura Blvd., 3rd Floor Ventura, CA 93036

Robert P. Roy, President and General Counsel
Ventura County Agricultural Association
916 W. Ventura Blvd., Suite 101
Camarillo, CA 93010

Attachment: List of job classifications and number of employees in each position.

Attachment "A"

Job titles and number of current employees at NB Farms, Inc.

| <u>Job Title</u> | <u>Number of Employees</u> |
|----------------------------|----------------------------|
| Ranch Manager | 1 |
| Operations Coordinator | 1 |
| Crew Leaders | 3 |
| Tractor/Forklift Drivers | 4 |
| Truck Drivers | 4 |
| Machine Operators/Stackers | 13 |
| Irrigators | 4 |
| Harvesters/Planters | 115 |