



Shearer's Foods

100 Lincoln Way East
Massillon, Ohio 44646

August 6, 2021

TO: Gary Johnston, Indianhead
FROM: Katherine Bridgeman, Shearer's Sr. Business Manager
RE: Service Support / Labor Constraints - Update

Thank you for your continued partnership with Shearer's during this difficult pandemic environment. We appreciate your business as we continue to work through this unprecedented circumstance.

As shared in our June service update, Shearer's Minnesota manufacturing facility is continuing to experience low levels of staffing. We cannot produce the number of pounds that we have supplied pre-Covid. In June and July, we made the decision to give you better overall service with a clear understanding of what items we would be making and what items we could not

Through concerted efforts to regain staff, we have made only slight gains. Shearer's continues to recruit and retain hires through aggressive policies:

- On-going bonus incentives for attendance
- Hiring bonuses paid out every 30 days of consistent attendance for 1 month, 2 month and 3 months of employment
- Overtime pay, and shift pay differential
- New regional hiring events, local bill boards with increased wage announcements
- Hiring an additional onsite recruiter to enhance the number of internal folks working on hiring and retention.

Shearers has developed a strategic plan for manufacturing pounds across all channels This plan will allow us to better serve you until we are at a 100% operating rate. Each channel will be restricted to pound criteria; anything over will not be manufactured and orders will be notified/shorted. This also means that some of our items will continue to be suspended. This new view of SKU allocation will start immediately and run thru November 20, 2021. Please see attached for pound per week allocation for all classes of trade and an SKU listing of what SKU are continuing for production and what items will be on temporary no production. Please see attached.

We apologize for this temporary inconvenience and will continue to work hard to minimize the impact and restore our normal product offering as soon as possible. Thank you for your cooperation and understanding as we work together to make the best of this situation.

Sincerely,

A handwritten signature in cursive script, appearing to read "Katherine Bridgeman".

Katherine Bridgeman

SKU View:

Items on Staffing Production Stop		
Customer	Product Line	Product
Shearers	Hand Cooked Potato Chips	203010312(Shearer's Sport Kettle Chip 10ct 16oz Bulk)
Shearers	Hand Cooked Potato Chips	203150312(Shearer's Maui Onion Kettle Chip Bulk 10ct 16oz Bulk)
Shearers	Hand Cooked Potato Chips	210170312(Shearer's Salt & Pepper Kettle Chip 10 ct 16 oz Bulk)
Shearers	Hand Cooked Potato Chips	203450312(Shearer's Plain Kettle Chip 10 ct 16 oz Bulk)
Shearers	Repack Products	210410212(Shearers VP Chip 80 Ct 1 Oz - Plain, BBQ & Corn Chips)
Shearers	Sheeted Products	203000612(Shearer's Yellow Triangle Tortilla Chip 10 ct. 16 oz.)
Shearers	Sheeted Products	203220312(Shearer's Nacho Yellow Triangle Tortilla Chip 10 ct. 16 oz.)
Shearers	Sheeted Products	203480312(Shearer's Yellow Rounds 36 ct 3 oz Graphic Bag)
Shearers	Sheeted Products	210230312(Shearer's White Restaurant Round Tortilla 10ct 16oz)
Shearers	Single Extruded Products	210720212(Shearer's Corn Pops 6/15 oz.)
Uno Grande	Sheeted Products	903040112(17185 - Uno Grande Yellow Rounds 6 Ct 16 Oz)
Shearers K12	Popcorn Products	205010412(I/C Shearer's Kettle Popcorn 90/1 oz.)
Shearers K12	Popcorn Products	205090412(I/C I/C Shearer's K12 White Popcorn 60/.50Z)
Shearers K12	Sheeted Products	203000512(Shearer's Yellow Round Torilla Chip WG Masa 10 ct. 16oz)
Shearers K12	Sheeted Products	203430312(Shearer's Yellow Rounds 72 ct 1.5 oz)
Shearers K12	Sheeted Products	203630512(Shearer's Yellow Mini Rounds 100 ct 1 oz K12)
Shearers K12	Sheeted Products	203630612(Shearer's No Salt Yellow Mini Round 100 ct 1 oz K12)
Shearers K12	Sheeted Products	203780312(Shearer's Yellow Mini Rounds 60 2oz)
Shearers K12	Sheeted Products	204330212(Shearer's Taco in a Bag Nacho 64 ct 1.66 oz.)
Shearers K12	Sheeted Products	210220312(Shearer's Yellow Round Tortilla 48 ct 2 oz K12)
Shearers K12	Sheeted Products	210470312(Shearer's No Salt Yellow Mini Round 10 ct. 16 oz.)
Shearers K12	Sheeted Products	203430412(Shearer's Yellow Rounds RA 72 ct 1.5 oz)
Shearers K12	Sheeted Products	203780412(Shearer's No Salt Yellow Mini Round 60ct 2oz)
Shearers K12	Sheeted Products	204330312(Shearer's Taco in a Bag Nacho 64 ct 2 oz)
Shearers K12	Single Extruded Products	207050412(Shearer's Cheese Ball 64/.8 oz)
Shearers K12	Single Extruded Products	207000312(Shearer's Cheddar & Bacon Fries 90/1 oz.)
Items Prioritized to Be Made		
Customer	Product Line	Product
Shearers	Automatic Potato Chips	203440412(Shearer's Ripple 9# Bulk 10 12oz (Wavy Cut))
Shearers	Automatic Potato Chips	203500312(Shearer's Plain Chip 9# Bulk 10 12oz)
Shearers	Automatic Potato Chips	203550712(Shearer's Original Thin Potato Chip 70ct/1oz)
Shearers	Automatic Potato Chips	203950512(Shearer's BBQ Thin Potato Chips 70 ct. 1 oz.)
Shearers	Corn Chip Products	203960312(Shearer's Cornchip 15 1# Bulk (10037578619317))
Shearers	Corn Chip Products	203250412(Shearers Cornchip 90/1.125oz(10037578619416)(10037578619416))
Shearers	Sheeted Products	203540312(Shearer's White Restaurant Style Tortilla 10ct. 16oz)
Shearers	Sheeted Products	203680312(Shearer's Blue Rest Style Tortilla Chip 10 ct. 16 oz)
Shearers	Sheeted Products	210210312(Shearer's Taco Flvr Tortilla Chip 10 ct. 16 oz..)
Shearers	Sheeted Products	210240312(Shearer's Yellow Round Tortilla Chip Cooked Corn 10 ct. 16oz)
Shearers	Single Extruded Products	203370412(Shearer's Cheese Puff 6/18 oz.)