



Shearer's Foods

100 Lincoln Way East
Massillon, Ohio 44646

May 28, 2021

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

Thank you for your continued partnership with Shearer's during the last year of unprecedented times. Shearer's has been extremely aggressive keeping our associates safe while continuing to produce high quality products for our customers. Until recently, the overall Shearer's service level throughout this time has been well over 99%. The balance between safety and production has been difficult but manageable.

However, over the last several weeks, the ongoing labor shortage has begun to impact the Shearer's facilities in a meaningful way. Much like businesses across the country, Shearer's is experiencing greater than normal turnover, higher absenteeism, and a general lack of available labor. In response, Shearer's is offering hiring bonuses, aggressive wage increases, and attendance incentives to improve the labor situation. Additionally, capital spending on automation and technology has been accelerated to further reduce the overall needed labor.

Despite our extraordinary efforts, the capacity and output of our facilities has been temporarily diminished. As an immediate positive impact to the situation, the difficult decision has been made to limit the overall breadth of products for the next eight weeks. During this time our focus will be on higher velocity items. While we know all items in your respective assortment are important, lower velocity items will be subject to a temporary production suspension. More details on the specific items impacted are available through the Shearer's sales and customer service teams. The intention is to create stability, maximize service, and ensure customers get the most cases possible during this time.

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,

Katherine Bridgeman

Brand	Category	Product
Shearer's	Bulk Kettle Chip	203150312(Shearer's Maui Onion Kettle Chip Bulk 10ct 16oz Bulk)
Shearer's	Bulk Kettle Chip	210170312(Shearer's Salt & Pepper Kettle Chip 10 ct 16 oz Bulk)
Shearer's	Bulk Snack IFD #67005	203370412(Shearer's Cheese Puff 6/18 oz.)
Shearer's	Bulk Snack	210720212(Shearer's Corn Pops 6/15 oz.)
Shearer's	Bulk Tortilla Chip IFD #100331	203000612(Shearer's Yellow Triangle Tortilla Chip 10 ct. 16 oz.)
Shearer's	Bulk Tortilla Chip IFD #43080	203220312(Shearer's Nacho Yellow Triangle Tortilla Chip 10 ct. 16 oz.)
Shearer's	Single Serve IFD #67833	210410212(Shearers VP Chip 80 Ct 1 Oz - Plain, BBQ & Corn Chips)
Shearer's - K12	K12 Snack IFD #66391	207000312(Shearer's Cheddar & Bacon Fries 90/1 oz.)
Shearer's - K12	K12 Snack IFD #66391	207050412(Shearer's Cheese Ball 64/.8 oz)
Shearer's - K12	K12 Tortilla Chip	203430312(Shearer's Yellow Rounds 72 ct 1.5 oz)
Shearer's - K12	K12 Tortilla Chip	203430412(Shearer's Yellow Rounds RA 72 ct 1.5 oz)
Shearer's - K12	K12 Tortilla Chip IFD #66917	203630512(Shearer's Yellow Mini Rounds 100 ct 1 oz K12)
Shearer's - K12	K12 Tortilla Chip	203630612(Shearer's No Salt Yellow Mini Round 100 ct 1 oz K12)
Shearer's - K12	K12 Tortilla Chip IFD #66962	203780312(Shearer's Yellow Mini Rounds 60 2oz)
Shearer's - K12	K12 Tortilla Chip	203780412(Shearer's No Salt Yellow Mini Round 60ct 2oz)
Shearer's - K12	K12 Tortilla Chip IFD #67046	204330212(Shearer's Taco in a Bag Nacho 64 ct 1.66 oz.)
Shearer's - K12	K12 Tortilla Chip IFD #101889	204330312(Shearer's Taco in a Bag Nacho 64 ct 2 oz)
Shearer's - K12	K12 Tortilla Chip IFD #43060	210220312(Shearer's Yellow Round Tortilla 48 ct 2 oz K12)
Shearer's - K12	K12 Tortilla Chip	210470312(Shearer's No Salt Yellow Mini Round 10 ct. 16 oz.)

All Other Items will run in full