



# Ingredion.

## An Open Letter from Ingredion to the Cedar Rapids Community

For more than a century, Ingredion's manufacturing facility at 1001 1<sup>st</sup> Street SW has been a vital part of the Cedar Rapids community. Over decades, the facility has been one of the area's key employers and has reliably served Iowa farmers, consuming more than 15 million bushels of corn annually, or the equivalent of 86,000 acres of production. The industrial starches produced are important to the manufacturing of everyday products such as cardboard boxes, packaging, paper, and more.

As part of our commitment to being a good corporate citizen in the Cedar Rapids community, Ingredion has strived to be the best possible steward of this facility since acquiring it in 2015. We value our Cedar Rapids employees and deeply appreciate their critical role in serving our customers and continuing the facility's successful operation and legacy. From the time of our ownership, we have invested in new initiatives, provided personal development training, and implemented numerous upgrades within the facility. These enhancements have all been consistent with our core values and the ethical business practices that have long defined our essential role as a leading global provider of ingredient solutions.

**It is with this same constructive spirit that Ingredion has approached our contract negotiations with the local BCTGM chapter that represents our employees in Cedar Rapids. From the very start, our goal has been to reach an agreement that provides very competitive wages, comprehensive benefits, and improved working conditions for our people.** For months, we have negotiated in good faith, exchanging numerous proposals and enlisting a federal mediator. Despite our extensive efforts, an agreement was not reached in advance of the August 1, 2022 contract expiration, and the union immediately commenced a work stoppage.

**Ingredion stands ready to continue negotiations. Our latest proposal, which we believe is very favorable, incorporates extensive feedback from the union and offers:**

- **INCREASED PAY:** Ingredion is a top-paying company in the Cedar Rapids community, and the proposal provides improved competitive and market-based wages, including **guaranteed annual increases** of 3.5% to 7.4% for all employees. Approximately 80% of employees would receive these increases in the form of wage increases and the remaining 20% would be eligible for a lump sum amount of \$2,200 or the ability to bid into a job that offers an annual increase. The proposal also addressed a request from the union by eliminating the two-tier wage structure.
- **NEW GROWTH OPPORTUNITIES:** Ingredion has proposed new positions that offer additional opportunities for advancement and meaningful hourly wage increases.
- **ENHANCED BENEFITS:** Ingredion has proposed a more comprehensive health insurance plan with new annual wellness incentives, increases in PTO offerings, and improvements in work-life balance by doubling the number of scheduled days off.

While we are ready to get back to the negotiating table, we have enacted our business continuity plan in response to the work stoppage to continue to fulfill our customers' orders and mitigate the impact on our operations. Our top priority is the safety and security of our employees, our suppliers making deliveries to the facility, shippers transporting product from the plant, and the community members of Cedar Rapids.

**Ingredion is committed to reaching a fair agreement as soon as possible. We hope to welcome our valued employees back soon, so that together, we can continue to build on the facility's proud 128-year history as a vital part of the Cedar Rapids and larger Iowa communities.**