

## Murray Goulburn site closure questions and responses

NUW QUESTION	MURRAY GOULBURN RESPONSE
<p>1. Meet to discuss the basis of decisions</p>	<ul style="list-style-type: none"> <li>- These have been difficult decisions to make and site closures were determined only after all options were considered.</li> <li>- The decisions are not a reflection of the performance of our employees at affected sites.</li> <li>- Sites intended for closure are smaller plants vs. domestic competitors and require substantial capital expenditure.</li> <li>- These decisions have been taken in response to reduced milk intake across the network.</li> <li>- The asset and footprint review is a continuation of efforts to address MG's cost base, improve efficiencies and ultimately increase earnings and farm gate milk pricing.</li> </ul> <p><b>Note – NUW still require a meeting with the CEO</b></p>
<p>2. What dates in August is it planned for the areas to finish up?</p>	<p>At this stage redundancies shall start to be effective from 28 July</p>
<p>3. Confirm process will be</p> <ol style="list-style-type: none"> <li>a. PSW casual finish before any directly employed casuals</li> <li>b. MG casuals then fixed term will finish prior to any permanent being made redundant.</li> <li>c. Call for volunteers in the area to be closed to leave first. In the event there are not enough volunteers ask across the site. Then prepare for moving and training.</li> <li>d. Final closure</li> </ol>	<p>It is agreed that MG will make every effort to place MG permanent employees at Kiewa and Rochester into full time roles that are currently filled by casuals and will be continuing at the sites until final closure. Casual labour will be required to backfill MG employees during the notice period.</p> <p>All employees in the affected area will be provided notice and as above provided with an opportunity to take up any full time roles being filled by casuals or apply for redeployment opportunities at other MG sites.</p> <p>Final closure date to be confirmed.</p>

<p>4. Redeployment:</p> <ul style="list-style-type: none"> <li>a. Can people that would like to move to another site transfer or swap the redundancy?</li> <li>b. Will the Company consider near cost neutral swaps</li> <li>c. How will the company assist people with redeployment?</li> </ul>	<p>As a general rule - no</p> <p>TBC</p> <p>The company will assist with relocation support – Details TBC</p>
<p>5. When does the Lab close at Kiewa and Rochy?</p> <ul style="list-style-type: none"> <li>a. Is the Company planning to put salaried staff into the lab roles until close?</li> </ul>	<p>The lab will be required to continue until the final site closure.</p> <p>TBC</p>
<p>6. Confirm payment of annual leave loading on redundancy</p>	<p>MG- will pay at rate of shift loading when leaving. MG to confirm that it will not consider a ramp down of shifts due to closure and a reduction of shift loading as the amount applied to the redundancy</p>
<p>7. What about outplacement services?</p>	<p>MG to make contact with choice career services to consider as the provider – SG meeting 16/5</p>
<p>8. What does MG have in place to support members</p>	<p>1on1's will commence in the next couple of weeks. A third party outplacement program will be established.</p>
<p>9. Back filling people off on job search</p>	<p>Casual labour will be required as above.</p>
<p>10. Competency levels if not yet assessed</p>	<p>Sites have been notified this must be completed but will be followed up</p>
<p>11. What if leave prior to notice period?</p>	<p>It is at the employee's discretion as to whether or not they resign prior to the notice period - The terms of the agreement will only apply during the notice period.</p>
<p>12. Rate to include increase for July 17</p>	<p>MG propose an 18 month Agreement with 0% wage increases making this moot.</p>
<p>13. Confirm MG casuals with greater than 12 months service are entitled to a redundancy</p>	<p>TBC</p>
<p>14. We want a list of job vacancies broken down</p>	<p>This will be sent to the NUW</p>

by site for delegates to review.	
15. We want a list of people who have indicated they wish to be redeployed	This will be sent to the NUW
16. Will the Company commit to training/upskilling existing employees in new roles at other sites?	TBC
17. Given that the site closures are in part connected to milk supply, what impact will the Fonterra milk price have?	At present the focus is on the affected 3 sites
18. What plans do you have for other lines (i.e. lactoferrin and waterworld)?	TBC
19. What plant will be moved where?	TBC
20. Now milk is now being trucked to other sites to make cream cheese and whey what will the increased headcount at those sites be?	TBC
<p>21. Regarding Rochester:</p> <ul style="list-style-type: none"> <li>a. Will workers who have commenced offsite training courses be given the time and money to complete these qualifications?</li> <li>b. What will happen to casuals who have gone backwards and forwards several times between labour hire and direct... and why did this even happen at all?</li> <li>c. What criteria is the manager supposed to be using in assessing who stays and who goes?</li> </ul>	<p>Yes</p> <p>NUW to provide a list of individuals that have been affected</p> <p>Company policy dictates how these decisions should be made.</p>
22. What interest have you had from other	TBC

companies in the Rochester, Kiewa and Edith Creek sites?	
23. We want Edith Creek to be involved in Vic based meetings about the closures and also for Ari to meet with Tasmanian politicians	Yes
24. How soon can someone fill a role at another MG site after being made redundant? Where did the 12 month restriction come from?	Not Company policy but there may be limitations due to tax laws.
25. What is happening to the Kiewa Milk brand?	TBC
26. Are the Company paying 2 leases on commercial property (being Freshwater Place and Collins St?)	TBC
27. When does the joint venture with Danone end?	TBC
28. What will happen to the 4 people in receivables and the DAF at Kiewa who service the Danone business?	TBC
29. Are the Company paying Gary Helou's legal costs?	TBC