



Clearwater Paper – Neenah
249 N. Lake Street
Neenah, WI 54956

June 1, 2021

VIA CERTIFIED MAIL

The Wisconsin Department of Workforce Development
Dislocated Worker Unit
PO Box 7972
Madison, WI 53707

Re Announcement of Planned Action

Dear Sir or Madam:

We are writing to give you notice that there will be a plant closing at the Clearwater Paper Corporation facility located at 249 N. Lake Street in Neenah, Wisconsin. The closing will be permanent. It is expected that the first separations due to the closing will be on July 2, 2021, or within a 14-day period thereafter. It is anticipated that approximately 285 employees will be affected.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent.

Some of the affected employees are represented by Local 2-482 of the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (“Union”). We have provided notification of the layoffs to Tim Baeten, President, the chief elected official of the Local Union, and also to Sally Feistel, Sub-district Director, United Steelworkers, at 1244A Midway Road, Menasha, Wisconsin, 54952. Because this is a complete plant closure, there are no bumping rights that will apply for the affected employees.

Other affected employees, generally salaried supervisory and management personnel, are not represented by any union. These employees also will not have any bumping rights, and we have notified these employees directly of their anticipated separation dates.

The Company will ensure that employees will be paid all earned wages and agreed upon benefits at the time of their termination.

Information regarding the specific job positions and number of individuals who will be affected by the closing along with the anticipated schedule for job losses is available on site at the plant location.

If you have any questions or want additional information concerning this matter, please contact Tom Schneider, Senior Manager, Human Resources, at (920) 729-4597.

Sincerely,

A handwritten signature in black ink, appearing to read "John Heitman", with a long horizontal flourish extending to the right.

John Heitman
Plant Manager

cc: Dale Youngquist, President
Village of Fox Crossing
2000 Municipal Drive
Neenah, WI 54956

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