



WARN NOTIFICATION

July 16, 2021

VIA CERTIFIED MAIL - RETURN RECEIPT REQUESTED

Wisconsin Department of Workforce Development
Dislocated Worker Unit
PO Box 7972
Madison, WI 53707
WIOATITLEI@DWD.WISCONSIN.GOV

Mayor's Office of the City of Appleton
100 N. Appleton Street
Appleton, WI 54911

Outagamie County, Board of Supervisors
410 S. Walnut Street
Appleton, WI 54911
Attn: Jeff Nooyen, Chair

Re: Announcement of Facility Closing

Dear Sir or Madam:

In accordance with the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq. (WARN Act), and the Wisconsin Business Closing and Mass Layoff law, Wis. Stat. § 109.07 (WBCL), you are hereby notified that Neenah, Inc. plans to permanently close its facility located at 430 E. South Island Street, Appleton, Wisconsin 54911.

It is anticipated that initial separations due to the closure will begin on September 15, 2021 and that approximately 94 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 2-16 of the United Steelworkers, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (the "Union"). We have provided notification of the layoffs to Eric Licht, the chief elected official of the local Union. 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.

A list of job titles that will be affected and the number of affected employees in each position, as well as the anticipated termination date, is included as Exhibit A.

If you have any questions, please contact Monica Howe, Vice President, Human Resources, at 980-259-0774 or monica.howe@neenah.com.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Free". The signature is written in a cursive style with a large initial "J" and a stylized "Free".

Jason Free
Executive Vice President, Operations

EXHIBIT A

Job Title	9/15/2021	10/1/2021	10/8/2021	Total
#3 Beater Operator		1		1
#4 First Hand	3			3
#4 Machine Tender	2			2
#4 Second Hand	3			3
#4 Stock Prep Helper	3			3
#4 Stock Prep Operator	3			3
Coordinator-Customer Service		1		1
Coordinator-Customer Service -International		1		1
Coordinator-Quality	1			1
Director-Mill Management			1	1
E & I Apprentice - Class A (43 - 48 Months)		1		1
E & I Apprentice - Class D (7 - 12 Months)		1		1
Engineer-Environmental		1		1
Engineer-Mechanical		1		1
Engineer-Process	1			1
Filtration Support Associate		3		3
General Utility - Class A		2		2
General Utility - Class B		1		1
Janitor		1		1
Journey Rated Electrician & Instrumentation		3		3
Journey Rated Maintenance Mechanic		5		5
Labor Pool	4			4
Maint. Mechanic Apprentice-Class A (43-48 Months)		1		1
Maint. Mechanic Apprentice-Class B (25-30 Months)		1		1
Maintenance Mechanic Journey		1		1
Manager-Operations	1			1
Manager-Quality		1		1
Packaging Operator		3		3
Power Truck Operator		1		1
Raw Materials Receiving Clerk		1		1
Resin Mixer	3			3
Resin Unloader		1		1
Safety Coordinator		1		1
Sat 4 Material Handler		3		3
Saturator Helper	4			4
Saturator Operator	3			3
Slitter Helper		4		4
Slitter Operator		6		6
Sr Administrative Assistant-Generalist		1		1
Sr Manager-Safety		1		1
Sr Rep-Outside Sales / Bus. Dev.	1			1
Superintendent-Filtration	1		1	2
Supervisor-Maintenance		2		2

Supervisor-Operations		3		3
Technician-Lab	3			3
Truck Driver		3		3
Grand Total	36	56	2	94