



March 16, 2022

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BY:

VIA ELECTRONIC AND OVERNIGHT DELIVERY

Wisconsin Department of Workforce Development
Dislocated Workers Unit
201 E. Washington Avenue
Room E100
P.O. Box 7972
Madison, Wisconsin 53707

RE: Notice of Plant Closing of Georgia-Pacific Consumer Operation LLC's mill located at
500 Day Street, Green Bay, WI 54303

Dear Sir or Madam:

Over the next eighteen months, Georgia-Pacific Consumer Operations LLC ("Georgia-Pacific" or "the Company") will be permanently closing its Day Street mill operations located at 500 Day Street, Green Bay, Wisconsin, 54302. First, in May 2022, Georgia-Pacific will shut down its #9 paper machine and the bath tissue converting assets. In September 2022, the mill will shut down the #1 paper machine, the power plant, the hi-rise, and fiber operations. Finally, the Company will shut down remaining napkin assets and shipping in September 2023. This notice is being provided to you pursuant to applicable law, including the Worker Adjustment and Retraining Act, 29 U.S.C. § 2101 ("WARN").

This action is expected to result in the permanent elimination of all 186 positions: 32 salaried and 154 hourly/bargained for positions. The Company expects to begin eliminating positions between May 16, 2022, and May 29, 2022, and will continue in phases until complete. We anticipate the following shut down schedule:

- Approximately 80 hourly employees and 10 salaried employees will have their roles at Day Street eliminated from the Day Street mill between May 16, 2022 – May 29, 2022.
- Approximately 47 hourly employees and 13 salaried employees will have their roles at Day Street eliminated between September 11, 2022, and September 24, 2022.
- Approximately 27 hourly employees and 9 salaried employees will have their roles at Day Street eliminated between September 11, 2023, and September 24, 2023.

Georgia-Pacific will work closely with affected employees and the designated collective bargaining representative of the facility's hourly employees to minimize the impact of this business decision. The designated collective bargaining representatives of the facility's hourly employees have been notified of this shutdown and are:

- USW Local 2-327 represents the paper machine workers and is located at 500 Day Street, Green Bay, Wisconsin, 54302. Local 2-237 is represented by Mr. Brian Czarneski.
- USW Local 2-213 represents the maintenance workers and production employees in converting and shipping and is located at 500 Day Street, Green Bay, Wisconsin, 54302. Local 2-213 is represented by Mr. Keith McKeefry.

Union employees may have bumping rights under the terms of their labor agreement; salaried employees do not have bumping rights. All eligible Day Street employees are able to seek other employment opportunities within Green Bay Operations or in other Georgia-Pacific and Koch locations. Indeed, Georgia-Pacific desires to allow eligible displaced employees to apply to fill vacancies at other operations within the Green Bay area as well as to staff 100-plus new jobs that will support the new paper machine and converting lines that will be installed at the Green Bay Broadway in the future.

Attached is a list of job titles and the number of employees affected within in each job title. Please note that due to potential bumping rights, it is impossible to predict with certainty the exact order in which individual hourly employees will be separated.

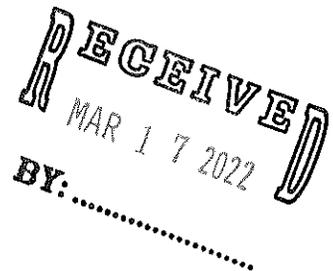
Please contact Dan Keyzers at (920) 438-4380 should you have any further questions.

Sincerely,



Tim Ellsworth
VP of Manufacturing – Green Bay Operations

Enclosure: Job Titles of Affected Positions



Job Titles	Number of Employees Affected
Building & Grounds	2
Converting	54
Environmental Health Safety Coordinator	1
Maintenance	17
Paper Machines	35
Power Boiler Plant	8
Shift Coach	5
Shipping / Material Handling	21
Skill Builder	2
Stock Preparation	5
Stores	4
TOTAL	154

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