



Pregis, LLC
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September 10th, 2025

Via Federal Express Overnight Mail and E-mail:

Wisconsin Department of Workforce Development
Dislocated Worker Unit
P.O. Box 7972
Madison, WI 53707
WIOATitleI@dwd.wisconsin.gov

Bob Soderberg
Germantown Village Board President
N112 W17001 Mequon Road
Germantown, WI 53022
bsoderberg@germantownwi.gov

Steven Kreklow
Administrator, Village of Germantown
N112 W17001 Mequon Road
Germantown, WI 53022
skreklow@germantownwi.gov

Re: Notice of Germantown Plant Closure

Pursuant to Wis. Stat. Section 109.07 and the Worker Adjustment and Retraining Notification Act of 1988, 29 U.S.C. 2101 et seq. ("WARN Act"), Pregis Innovative Packaging, LLC (the "Company") is providing formal notice that it will be permanently closing its entire facility located at N102 W19300 Willow Creek Way, Germantown, WI 53022 ("Germantown Plant"). All separations are expected to be permanent.

The closing of the Germantown Plant will result in permanent employment separation for all 48 employees employed at the Germantown Plant and affect both salaried and hourly workers. There is no union representing affected employees.

The Company anticipates the facility closure will occur on or about April 30th, 2026. All employee separations will take place on or before April 30th, 2026.

The job titles of the positions that are affected, together with the number of employees in each classification, are set forth in **Attachment A**. All separating employees are being provided an appropriate notice of their separation date and advised that their separation from the Company will be permanent.

There will not be any bumping rights for affected employees – that is, employees will not be able to displace more junior employees out of their job positions because of this closure.

For further information, please contact Kullen Cook, Sr HR Manager at (262) 810-2044 or kcook@pregis.com.

Sincerely,

A handwritten signature in black ink that reads "Kullen Cook".

Kullen Cook
Sr Human Resources Manager

Attachment A

As explained in the accompanying letter, the job titles and numbers of employees as listed below will be affected by the cessation of operations and closure of the Company's Germantown, Wisconsin plant located at N102 W19300 Willow Creek Way, Germantown, WI 53022

Position separations scheduled to occur beginning on December 5th, 2025:

| Job Title | Number of Separating Employees |
|----------------------------|---------------------------------------|
| Assembler | 29 |
| Buyer | 2 |
| Inventory Specialist | 6 |
| Inventory Supervisor | 1 |
| Manufacturing Supervisor | 1 |
| Parts Coordinator | 1 |
| Parts and Service Manager | 1 |
| Quality Control Tech | 3 |
| Quality Supervisor | 1 |
| Shipping & Receiving Clerk | 2 |
| Planner | 1 |
| | |
| | 48 |