

February 27, 2026

**Dislocated Workers Unit
Department of Workforce Development
PO Box 7972
Madison, WI 53707
WIOATitleI@dwd.wisconsin.gov**

RE: NOTICE OF CLOSURE OF PULP MILL & TWO MACHINES

To Whom it May Concern:

We regret to inform you that circumstances will force AHLSTROM to close a business unit at one of our facilities. As required by the Worker Adjustment and Retraining Notification Act of 1988, and the Wisconsin Business Closing and Mass Layoff Law, this letter serves to give you 60 days' advance notice of the closure of the Pulp Mill and M2 and M3 paper machines. The closure has been prompted by significant challenges, including rising operating costs, limited automation, and resource constraints.

The Pulp Mill and the M2 and M3 paper machines closing will affect employees at the following site:

Ahlstrom Mosinee LLC
100 Main Street
Mosinee Wisconsin 54455

The closing will *take place or begin starting on June 30, 2026.*

We expect the closing of the Pulp Mill and the M2 and M3 paper machines to be permanent in nature. This closing will involve cessation of all operations and termination of the identified areas. The number of affected employees is approximately 21 salary and a significant number of hourly positions that will not be certain until after effects bargaining.

The hourly employees affected by this closure will follow effects bargaining.

Employees affected by the closing are represented by the following union(s):

*USW:
Heath Ver Bockel:*

Attached is a list of job titles, number affected within each job title, and the anticipated layoff date for the salaried workers. Please note that due to effects bargaining and/or early retirement elections, it is impossible to predict with certainty which represented employees will ultimately be affected or the exact order in which individual employees will be separated.

AHLSTROM will ensure that employees will be paid all earned wages and agreed upon benefits

at the time of their termination.

If you have additional questions, please contact Paris Anderson at Paris.Anderson@ahlstrom.com or 920-841-4169.

Sincerely,

Paris Anderson

Head of Labor & Employee Relations

AHLSTROM

600 Thilmany Road

Kaukauna, WI 54130 USA

Paris.Anderson@ahlstrom.com

Salary Employees – Affected Workers

Job Title	Number of Affected Individuals	Date of Separation
Outage Coordinator	1	June 30, 2025
Store Room Supervisor	1	June 30, 2025
Stella Project	1	June 30, 2025
Mechanical Project Engineer	1	June 30, 2025
Reliability Engineer	1	June 30, 2025
Mechanical Supv - M1/M2/M3	1	June 30, 2025
E&I Supervisor	1	June 30, 2025
Pulp Mill Maintenance Manager	1	June 30, 2025
Work Planner - Pulp Mill	1	June 30, 2025
Mechanical Supervisor - Pulp Mill	1	June 30, 2025
Operations Manager Pulp Mill	1	June 30, 2025
Production Manager - Pulp Mill	1	June 30, 2025
Production Manager - Wood Yard	1	June 30, 2025
Process Engineer - Pulp Mill	1	June 30, 2025
Team Leader A-shift	1	June 30, 2025
Team Leader B-shift	1	June 30, 2025
Production Manager - Alkali	1	June 30, 2025
M3 Production Engineer	1	June 30, 2025
Logistics Assistant	1	June 30, 2025
Technical Manager	1	June 30, 2025
Quality Specialist	1	June 30, 2025
Scheduling Supervisor	1	June 30, 2025
Team Leader	1	June 30, 2025
Sr. Process Control Eng.	1	June 30, 2025
Team Leader - pulp	1	June 30, 2025
Prod. Mgr - util.	1	June 30, 2025
M2 Production Eng	1	June 30, 2025
Team Leader C-shift	1	June 30, 2025

Hourly Employees – Effects Bargaining.