



COLUMBIA STEEL CASTING CO., INC.
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www.columbiasteel.com

August 22, 2022

To: All Employees

RE: Notification of Plant Closure Pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (“WARN” Notice)

It is with deep sadness I need to inform you of the plan to close Columbia Steel by the end of this year. I understand the impact this will have on our hard-working employees and their families. The Bird family priorities have always been first to employees, then retirees, vendors, customers, and our environmental responsibilities. Unfortunately, our efforts to secure a new owner or financing for Columbia Steel have not come to fruition. The effects listed below have resulted in our inability to continue operations and necessitate the closure of our 121-year-old company:

- Fierce offshore competition (often government subsidized),
- Supply chain disruptions, especially with shipments to a major overseas customer,
- COVID pandemic restrictions on sales travel activity,
- Increased state and local environmental regulations and fees on energy intensive industries exposed to overseas competition, and
- The inability to hire and retain sufficient employees to produce castings at a sustainable level, even after substantial pay increases.

As a result, we are providing notice of the closure of the entire plant, located at 10425 N. Bloss Ave., Portland, Oregon 97203. We tentatively expect that your employment with Columbia Steel will be terminated within the next 60 to 120 calendar days. While Columbia Steel will continue to seek additional financing and to have discussions with various companies about purchasing its facilities and maintaining operations, there is no guarantee that this will happen. Therefore, pursuant to Federal law we are issuing you this Notice.

Additional information:

1. The above-referenced facility is considered a single site of employment for WARN purposes.
2. The plant closure is presently expected to be permanent.
3. The affected employees are both represented and non-represented; and none of the employees who are losing their jobs because of this plant closure has a right to claim a job occupied by another employee (so called “bumping rights”).
4. If you are on a leave of absence, it will continue on its normal terms until the earlier of your termination date or the time your current leave of absence ends. A leave of absence will not extend or delay an employee’s termination date.

“Please turn over”

5. This notice is also not a promise that your employment will continue to the time set out above, or to any other time or date.
6. Information about outplacement assistance and other options is available through the WorkSource Oregon-North Portland Center (503-280-6046)

I sincerely appreciate your service to Columbia Steel; and wish you the best in your future endeavors. If you have any questions about this Notice, please contact one of the following HR team members at 503-286-0685:

- Al Lave (Chief Human Resources Officer); (Ext. 253 or alave@columbiasteel.com)
- Michelle Pavelic (Benefits & Payroll Administrator); (Ext. 340 or mpavelic@columbiasteel.com)
- Grace Child (HR Coordinator); (Ext. 328 or gchild@columbiasteel.com)

Very Truly Yours,
Columbia Steel Casting Co., Inc.

Martha B. Cox

Martha B. Cox
President & CEO