

NOTICE TO AFFECTED HOURLY EMPLOYEES

UNDER THE WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT (WARN)

Dear Employee:

As has been previously announced, Boise Cascade will be reducing its workforce at the Elgin Plywood facility, located at 90 S 21st Street, Elgin, Oregon 97827; and, unfortunately, all hourly employees will be laid off. The curtailments are expected to be periodic over the next several months.

The purpose of this notice is to comply with the Worker Adjustment and Retraining Notification Act of 1988 (WARN) and to provide you with answers to some questions that you may have regarding your termination. The information provided below represents the best information available to the company at the time this notice was issued.

1. Is my layoff going to be permanent or can I expect to be recalled to employment at some time in the future?

At this time, you should not consider your layoff to be permanent. As business conditions improve Boise Cascade will attempt to continue to resume operations at its Elgin Plywood manufacturing facility and at that time employees can expect to be recalled to work. However, because improvement in business conditions are entirely unknown at this time, no Elgin Plywood employee who is being laid off should count on being recalled to employment with the Company.

2. When will the layoffs begin and when am I likely to be laid off?

Boise Cascade expects layoffs to begin on February 19, 2023 or within 14 days thereafter. Your employment is likely to end at the end of your last shift prior to February 19, 2023, but your layoff may be sooner or later, again depending upon the business need to maintain workers as the full impact of the business downturn becomes known.

3. Do I have any right to "bump" other employees from their jobs based on my seniority with the company?

Boise Cascade does recognize the local Hourly union 2780 Pacific Northwest Regional Council of Carpenters and adheres to the seniority/bumping rights stipulated in the negotiated contract during layoff & recall. However, seniority will be just one factor in these decisions, other factors, such as business necessity, expertise, and ability to perform the job, will also be taken into account in making these decisions.

4. If you have further questions or need additional information, you may contact Lor Fogle (509-738-3211) or Michelle Phillips (541-437-1693).