



WARN #8606

August 10, 2023

VIA OVERNIGHT MAIL & EMAIL

Michael Welter
Oregon Rapid Response Coordinator
Higher Education Coordinating Commission
Office of Workforce Investments
3225 25th Street SE
Salem, OR 97302
michael.welter@hecc.oregon.gov

Dear Mr. Welter,

This is to inform you that **Cascades Tissue Group – St. Helens Paper Mill** will be conducting employee separations at its St. Helens, Oregon facility located at **1300 Kaster Rd. St. Helens Oregon 97051** in connection with the closure of this facility. This notice is being provided in accordance with the Worker Adjustment and Retraining Act of 1988 (“WARN”).

The plant closure is expected to affect all employees at the St. Helens, OR facility, and the terminations are expected to be permanent. This is expected to result in 72 of our current employees being terminated¹. The closing is expected to commence with separations, occurring on October 14, 2023, or such earlier or later date as may be determined by the company in its sole discretion but which will in any event comply with the WARN Act.

Below is a listing of job positions affected by this plant restructuring. The affected employees with an asterisk (*) beside the title are represented by the **Association of Western Pulp and Paper Workers on behalf of its Local 1**. The **Union President** of the union is **Don Hibbs, 230 S 1st Street, St. Helens, OR 97051**.

You may contact me at anthony_garcia@cascades.com or 971-842-9411 further information.

Very truly yours,

Anthony Garcia
Human Resources Advisor

¹ Please note that some of these employees may be offered continued employment at another company (or an affiliate's) location. To the extent this may obviate the need for WARN notice, the Company provides this notice in abundance of caution.



ST HELENS, OREGON FACILITY

JOB TITLES OF POSITIONS TO BE AFFECTED	NUMBER OF AFFECTED EMPLOYEES PER JOB TITLE
Labor Pool (Entry Level Production Operator) *	13
Machine Tender *	4
Reel Tender *	4
Roll Tender *	4
Assigned Bid Relief *	8
Boiler Operator *	4
Assistant Boiler Operator *	4
Pulp Loader *	4
Safety Facilitator *	1
Checker Trucker *	2
Warehouse Driver *	4
Millwright Mechanic *	5
Electrician (E&I) *	1
Asset Owner	2
Process Lead	1
Process Advisor	1
Reliability Lead	1
Production Planner	1
Logistics Coordinator	1
Shift Supervisor	2
Maintenance Supervisor	1
Maintenance Planner	1
HR Advisor	1
Sr. HR Manager	1
Operations Manager	1
Plant Manager – Succession	1
Total	73

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