



WARN #8911

August 6, 2024

Michael Welter, Rapid Response Coordinator
Oregon Dislocated Worker Unit
Oregon HECC - Office of Workforce Investments
3225 25th Street SE
Salem, OR 97302
michael.welter@hecc.oregon.gov

Mayor Rory Bialostosky

City Hall
22500 Salamo Road
West Linn, OR 97068
rbialostosky@westlinnoregon.gov

RE: WARN Notice – Mass Layoff at or Closure of Willamette Falls Paper Company, Inc.

Dear Mr. Welter and Mayor Bialostosky,

This letter will serve as official notice that Willamette Falls Paper Company, Inc. intends to implement a mass layoff of employees at 4800 Mill St, West Linn, OR 97068 on or about August 9, 2024, and may be closing its plant on August 30, 2024. This letter is being provided pursuant to the Workers' Adjustment Retraining and Notification Act (WARN).

The total number of employees to be laid off on August 9th is 158 out of 223 total employees. Employees were notified of the impending layoff on August 6th. After August 9, 2024, the Company will be suspending work on all orders for an uncertain period of time pending a capital raise or a sale of assets.

Willamette Falls Paper Company, Inc. provided written notice to affected employees on August 6, 2024, which was as soon as practicable under the difficult circumstances faced by the faltering company. We believe our circumstances fall within one of the exceptions to the 60-day notice requirement of the WARN Act. Willamette Falls Paper Company, Inc. has hired an investment banker who is actively seeking capital or trying to arrange for the sale of substantially all of the company's assets and business operations. The Company reasonably in good faith believes that advance notice would have precluded its ability to obtain such capital, which would have allowed the Company to avoid or postpone a shutdown for a reasonable period.

While it is hoped that this will be a temporary layoff and a buyer will want to continue the plant's operations and hire our employees, if Willamette Falls Paper Company, Inc. is unable to raise capital or sell its assets, the mass layoff will be permanent, and we will close the plant. We expect to make that decision no later than August 30, 2024. Additional layoffs are expected to occur between August 9 and August 30, 2024, if we are unable to raise capital or find a buyer and must permanently shutter our operations.



There is no union representation at this facility. Company provisions for transfer, bumping or reassignment do not exist.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff along with the anticipated schedule for the layoff:

| Job Title | # of Individuals Affected | Date of Layoff |
|------------------------------|---------------------------|----------------|
| Production/Operations Assoc. | 102 | August 9, 2024 |
| Electricians | 6 | August 9, 2024 |
| Instrumentation | 4 | August 9, 2024 |
| Mechanics | 3 | August 9, 2024 |
| Millwrights | 25 | August 9, 2024 |
| Truck Drivers | 4 | August 9, 2024 |
| Administrative | 14 | August 9, 2024 |

The local point-of-contacts are myself (brian.konen@wfpaperco.com) and Megen Stewart, Human Resources (503-722-2683; megen.stewart@wfpaperco.com). If you have any questions or want additional information concerning this matter, please call me.

Sincerely,

A handwritten signature in black ink that reads "Brian Konen". The signature is written in a cursive, flowing style.

Brian Konen
President
Willamette Fall Paper Company, Inc.