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TRIVIUM
PACKAGING

TriviumPackaging.com

Trivium Packaging
8770 W Bryn Mawr Avenue
Chicago, IL 60631
USA

ES ADMINISTRATION

April 24, 2023

Via Federal Express Overnight Mail and E-mail:

Maureen.M.Persons@wv.gov

mayor@cityofweirton.com

Maureen Persons
Director
Dislocated Worker Services Unit
1900 Kanawha Blvd E
Bldg. 3, Room 312
Charleston, WV 25305

The Honorable Harold Miller
Mayor of City of Weirton
200 Municipal Plaza
Weirton, WV 26062

Re: Notice of Trivium Plant Closure

Trivium Packaging USA, Inc. (the "Company" or "Trivium") was notified by its landlord on April 19, 2023 that it is terminating the Company's lease effective May 31, 2023 of the property on which the Company's Weirton Plant operates located at 3030 Birch Drive, Half Moon Industrial Park, Weirton, WV 26062 ("Weirton Plant"). Despite efforts to come to a resolution that would enable the Company to continue operations at the current location, the Company has been unsuccessful in those efforts. As a result of these unexpected turn of events, Trivium has no choice but to cease operations at the Weirton, WV location effective as early as May 31, 2023.

As such, pursuant to the Worker Adjustment and Retraining Notification Act of 1988, 29 U.S.C. 2101 et seq. ("WARN Act"), Trivium Packaging USA, Inc. (the "Company") is providing formal notice that it will be discontinuing its operations and permanently closing its entire facility located at 3030 Birch Drive, Half Moon Industrial Park, Weirton, WV 26062 ("Trivium Plant"). We are providing as much notice as is practicable given the unforeseeable business circumstances that have necessitated the closure of the Weirton Plant. All separations are expected to be permanent.

The closing of the Company's Weirton Plant will result in permanent employment separation for all 66 employees employed at the Weirton Plant, and affect both salaried and hourly workers (union and non-union). A list of all affected positions and number of employees holding each position is attached as **Attachment A**. All separating non-bargaining unit employees are being provided an appropriate notice of their separation date and advised that their separation from the Company will be permanent. Separations are expected to first occur on May 31, 2023. We expect to complete all separations by May 31, 2023.

The hourly employees at the Company's Weirton Plant are represented by Local 1776KS of the United Food and Commercial Worker's Union ("UFCW Local 1776KS"). The Company is providing notice in accordance with the requirements of the WARN Act to the Collective Bargaining Representative of UFCW Local 1176KS,

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Ed Auer whose address is 345 Southpointe Boulevard, Suite 300, Canonsburg, Pennsylvania, 15317 eauger@ufcw1776.org and UFCW Local 1776KS Staff Representative, Kevin Nau, 345 Southpointe Boulevard, Suite 300, Canonsburg, Pennsylvania, 15317 knau@ufcw1776.org. Separating employees represented by the Union will not have bumping rights under their collective bargaining agreement.

Should you need additional information, please contact Jennie Greytak, **Sr. Director-Human Resources NA** at (312) 282-7394 or jennie.greytak@triviumpackaging.com.

Sincerely,

Jennie Greytak
Sr. Director Human Resources – NA

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Attachment A

As explained in the accompanying letter, the job titles and the number of affected employees in each position as listed below will be affected by the cessation of operations and closure of the Company's Weirton, Kentucky plant located at 3030 Birch Drive, Half Moon Industrial Park, Weirton, WV 26062.
Position Separations Scheduled to Occur Beginning on May 31, 2023:

Job Title	Number of Affected Employees
Coater Mechanic*	8
Coater Stacker*	7
Coater Team Leader*	4
Coil Mechanic*	4
Coil Stacker*	3
Coil Team Leader*	3
Continuous Improvement Champion	1
Dept Manager-Logistics/Coil	1
Electrician – Maintenance*	1
Forktruck Driver*	6
Logistics Team Lead	1
Machinist*	1
Maintenance Manager	1
Mgr, Production	1
MRO Clerk*	1
Operations Team Lead	4
Plant Controller	1
Plant Maint Lead Worker*	1
Plant Manager	1
Press Mechanic*	4
Press Team Leader*	3
Quality Assurance Manager	1
Shipper*	2
Shipping Team Leader*	1
Utility*	2
Utility Operator I*	1
Utility/Sorter*	1
Waxer/Sorter/Roll Grinder*	1
Total	66

* Bargaining unit position

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