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August 12, 2025

Via Fed Ex

And Email: Jason.Wadell@state.mn.us

Jason Wadell

Rapid Response Coordinator

Minnesota Department of Employment & Economic Development

1st National Bank Building

332 Minnesota Street

Suite E200

St. Paul MN 55101

Re: Notice of Reduction in Force at Smurfit Westrock's St. Paul CB Mill in Minnesota

Dear Coordinator Wadell:

This letter is to inform you that Smurfit Westrock will conduct layoffs at its St. Paul CB Mill located at: ***2250 Wabash Avenue, St. Paul, Minnesota 55114.***

On or about April 30, 2025, we presented a WARN Notice indicating the employee layoffs in connection with this action were expected to occur on June 30, 2025, or within a 14-day period beginning on this date. Due to certain business needs we now anticipate the last day of employment to be September 1, 2025, or within a 14-day period beginning on this date. Enclosed is a listing of the job titles of positions to be affected, and the number of affected employees in each job classification.

Some of the affected employees are represented by the following unions:

- International Brotherhood of Electrical Workers (IBEW Local 110)
Brian Winkelaar, Business Representative
1330 Conway Street, Suite 110
St. Paul, MN 55106
Email: bwinkelaar@ibew110.org
- International Union of Operating Engineers (IUOE Local 70)
Jessica Black, Business Representative
2722 County Rd D East
White Bear Lake, MN 55110
Email: j.black@iuoe70.org



- United Steelworker of America (USW Local 264)
Travis Lohmann, USW Staff Representative, District 11
3433 Broadway St NE, Suite 315
Minneapolis, MN 55413
Email: tlohmann@usw.org
and
John Tereault, USW Local 264, President
353 W 7th Street, Suite 202
St. Paul, MN 55102
Email: steelworkers264pres@gmail.com

Any bumping rights available to bargaining unit members will be governed by the applicable collective bargaining agreement provisions. There are no bumping rights for non-bargaining unit employees.

If you have any questions or want additional information, please contact me, Chandra Davis, Associate General Counsel at (678) 429-4400 or chandra.davis@smurfitwestrock.com.

Sincerely,

A handwritten signature in blue ink that reads "Chandra C. Davis".

Chandra C. Davis
Associate General Counsel

CD/cpd
Enclosure



Job Title	Number Impacted	Anticipated Last Day
4th Hand		09/01/2025
5th Hand		09/01/2025
Anlst, Fin Plan & Anlys		09/01/2025
Asst GL Pri Oper Eng +1.20		09/01/2025
Asst Supt, Mech Maint, Mill		09/01/2025
Back Tender A		09/01/2025
Clay Coat Mix A		09/01/2025
DCS/Stock Prep Oper		09/01/2025
ElecGrpLd WMastr-Dr/PLC Final		09/01/2025
Electrician-Dr/PLC Final		09/01/2025
Eng I, Process Eng		09/01/2025
Eng II, Environmental Eng		09/01/2025
Extra Helper-Paper Mach Bb		09/01/2025
Finisher		09/01/2025
Garage GL +1.20		09/01/2025
General Manager, Mill		09/01/2025
GL Clay Coat Mixer A		09/01/2025
GL Extra Helper + 1.20		09/01/2025
GL Maint Mechanic 8000hrs+1.20		09/01/2025
GLPrm OpEng+120		09/01/2025
Grp Lead Stock Prep Opr +1.20		09/01/2025
Learning & Development Spclst		09/01/2025
Loader		09/01/2025
Machine Tender A		09/01/2025
Maint Mechanic 7000 hrs		09/01/2025
Maint Mechanic 8000 hrs		09/01/2025
Manager II, Safety		09/01/2025
Mgr II, Fin Plan & Anlys		09/01/2025
Mgr II, HRBP		09/01/2025
Mgr Maint, Mill		09/01/2025
Mgr, Maintenance		09/01/2025
Mgr, Procurement		09/01/2025
Op Eng-w/Provisional 1		09/01/2025
Oper Eng 12-18M		09/01/2025
Oper Eng 6-12M		09/01/2025
PMI 4M hrs		09/01/2025
Primary Operator Engineer		09/01/2025
Refiner Operator		09/01/2025



Ride on Trucker-Mill		09/01/2025
Specialist, Maintenance		09/01/2025
Sr. Anlst, Sls Eff & Ops		09/01/2025
Sr. Eng, Process Control		09/01/2025
Sr. Eng, Process Eng		09/01/2025
Sr. Mgr, Mfg Ops		09/01/2025
Sr. Spc, HR Ops		09/01/2025
Storekeeper #3		09/01/2025
Supt, Mech Maint, Mill		09/01/2025
Supv, Materials Mgmt		09/01/2025
Supv, Paper Mill		09/01/2025
Technical Mgr, Mill		09/01/2025
Warehouse		09/01/2025