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**Graphic Packaging**  
INTERNATIONAL

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April 1, 2025

**VIA ELECTRONIC AND OVERNIGHT MAIL**

[rapdresp@jfs.ohio.gov](mailto:rapdresp@jfs.ohio.gov)

Breeyn Handberg, Program Administrator  
Rapid Response Program  
Ohio Department of Job and Family Services

Re: Notification Under the Worker Adjustment and Retraining Notification Act

Dear Administrator Handberg:

Pursuant to the Worker Adjustment and Retraining Notification Act (“WARN”), 29 U.S.C. § 2101 *et seq.* (1988), please be advised that Graphic Packaging International, LLC is permanently closing its facility located at 407 Charles St., Middletown, OH 45042. While the exact closure date will depend upon multiple business plan factors, the facility is expected to cease operations and close on or about May 31, 2025. Approximately 136 individuals will be impacted by the closure. The expected first separations will occur during the 14-day period beginning on June 2, 2025, and ending on June 16, 2025.

Hourly production employees are represented by the United Steel, Paper and Forestry Rubber, Manufacturing, Energy Allied Industrial and Service Workers International Union, (“USW”), Local 1973, which has been notified of this action. The Chief Elected Officer of USW, Local 1973 is 1221 1<sup>st</sup> Ave, Suite F, Middletown Ohio 45044.

Enclosed hereto on Attachment A are the job titles of those affected and the number of employees holding each job title. Non-union employees do not have bumping rights. Hourly production employees have bumping rights, which are governed by seniority provisions contained in the bargaining agreement.

All information required by 20 CFR § 639.7(e) is available on site for your review. To the extent employees do not receive the minimum requisite notice, they will be paid wages and benefits in lieu of the same. Please contact Rachel Reed at 513-424-4117 for additional information.

Sincerely,

Robert A Black  
Resident Mill Manager, Sr. Director



**Attachment A**

**MIDDLETOWN MILL 2025 CLOSURE  
IMPACTED POSITIONS**

Job Title	# of Employees in Each Job Title
Accounting Associate Manager	1
Accounting Coordinator III	1
Apprentice	1
Back Tender	3
Beater Engineer Stock Prep	1
Boiler Operator	2
Continuous Improvement Manager	1
Controller Sr Manager	1
Craftworker	24
Electrical Engineering Manager	1
Electrician Apprentice	1
Hand-Fifth	3
Hand-Fourth	3
Hand-Sixth	3
Hand-Third	3
HR Coordinator III	1
HS&E Manager	1
Human Resource Manager	1
Inspector	1
Logistics Manager	1
Machine Tender	4
Maintenance	1
Maintenance Associate Manager	1
Maintenance Manager	1
Maintenance Planner/Scheduler Sr	1
Maintenance-Flex and Duty	3
Manufacturing Associate Manager	1
Manufacturing Associate Manager - Paper Machine	3
Manufacturing Manager	1
Manufacturing Manager - Paper Machine	1
Manufacturing Manager - Stock Prep	1
Manufacturing Sr Manager - Paper Machine	1



# Graphic Packaging

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Manufacturing Supervisor - Paper Machine	2
Operative	37
Process Engineer	2
Procurement Coordinator IV	1
Procurement Manager	1
Production Planner/Scheduler III	1
Receiving	1
Resident Mill Manager Sr Director	1
Roll Clamp Driver	4
Sales Operations Coordinator II	1
Service Worker	7
Shipping Supervisor	1
Stock Control Filler	1
Stock Controller Liner	1
Technical Services Associate Manager	1
Technician	1