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VIA OVERNIGHT MAIL & ELECTRONIC DELIVERY

October 1, 2026

Honorable Elizabeth Slamka, Mayor City of
Middletown
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Commissioner Donald Dixon
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Commissioner T.C. Roger
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Commissioner Cindy Carpenter
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Re: Packaging Corporation of America – Middletown, Ohio Plant
1824 Baltimore Street, Middletown, Ohio 45044
Permanent Plant Closure

Dear Mayor Slamka & County Commissioners Dixon, Rogers, and Carpenter:

The purpose of this letter is to advise that Packaging Corporation of America (PCA) has made a business decision to permanently close the above-referenced converting operation. This notice is being provided in compliance with the federal Worker Adjustment and Retraining Notification Act (WARN). The reason for the business decision is that work will be consolidated into larger and more efficient operations, including a new plant that PCA recently opened within the state of Ohio.

It is anticipated that the permanent plant closure will affect all employees at the location. Exempt and non-exempt office employees have been individually notified in writing of the Company's business decision. Hourly production and maintenance employees are represented by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local No. 1676 ("Union"). The Union has been notified in writing of the decision and bargaining unit employees have also been made aware of the decision. A copy of the letter issued to the Union is enclosed. It is estimated that the total number of employees affected by this business decision is 91.

PCA reasonably believes that there is sufficient work for the existing workforce and therefore plans to retain all employees for the duration of the 60-day WARN notification period. Most employees will be released from duty on Tuesday, December 1, 2026. It is anticipated that a few employees may be requested to stay beyond this date. It is expected that the facility will be vacant by no later than the end of the month. Any employee released prior to the conclusion of the WARN notification period will be paid for the duration of the 60 days.

PCA will collaborate with you and all other state and local government officials – including the Department of Job & Family Services -- to provide dislocated worker assistance to the affected employees. We will also assist any affected employees who may be interested in transferring to another PCA location with open positions.

This was a difficult business decision; it is in no way a reflection of the hard work and dedication of our valued employees. Should you have any questions, please do not hesitate to contact me.

Sincerely,



Mark J. Romaniuk, Esq.
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Enclosure

Middletown Plant Roster
1st Shift 300 Operator
1st Shift T Cart Operator
3rd Shift Shipping Clerk
3rd Shift Clamp Truck
1st Shift Baler
1st Shift Clamp Truck
1st Shift 300 Helper
3rd Shift T Cart Operator
1st Shift 300 Helper
1st Shift 270 Helper
1st Shift 320 Operator
3rd Shift Lead
3rd Shift 300 Operator
Die Attendant
1st Shift 316 Helper
3rd Shift 270 Operator
1st Shift 272 Helper
1st Shift 272 Operator
3rd Shift 316 Operator
1st Shift 316 Operator
1st Shift Bander Operator / Lead
3rd Shift 272 Operator
2nd Shift Shipping Clerk
1st Shift Shipping Clerk
1st Shift 272 Helper
3rd Shift 272 Helper
1st Shift Corrugator Maint. Tech / Lead
3rd Shift 316 Helper
3rd Shift Slitter Operator
3rd Shift Shipping Clerk
1st Shift Shipping Clerk / Lead
3rd Shift Double Backer Operator
1st Shift 270 Operator
3rd Shift Baler
1st Shift Maintenance
1 Shift Corrugator Operator / Lead
3rd Shift 270 Helper
3rd Shift 320 Operator
1st Shift Corrugator Stacker
2nd Shift 300 Operator / Lead
1st Shift Double Backer
1st Shift 320 Helper
3rd Shift 316 Helper
1st Shift Maintenance Technician
2nd Shift T Cart Operator
3rd Shift Corrugator Operator
1st Shift 316 Helper
2nd Shift 300 Helper
2nd Shift Bander Operator
3rd Shift Corrugator Stacker
3rd Shift Maintenance Tech / Lead
3rd Shift 320 Helper
2nd Shift Maintenance Tech / Lead
3rd Shift Bander Operator
Parts Clerk
2nd Shift 316 Operator
2nd Shift Maintenance Tech
3rd Shift Maintenance Tech
Shipping Clerk (no bid position)
3rd Shift 272 Helper
1st Shift Corrugator Stacker
3rd Shift 272 Helper
3rd Shift Maintenance Tech
3rd Shift Misc (no bid position)
1st Shift Misc (no bid position)