



1503 Lyndon Johnson Fwy, Suite 625
Farmers Branch, TX 75234

June 25, 2024

BY EMAIL: kathy@awppw.org; bsauters@awppw.org

Re: Notice of Indefinite Mass Layoff at McKinley Paper Company

This letter will serve as official notice under the federal Worker Adjustment and Retraining Notification ("WARN") Act that an indefinite mass layoff affecting approximately 193 employees will occur beginning on August 25, 2024, at the McKinley Paper Company ("McKinley") facility located at 1815 Marine Dr, in Port Angeles, Washington. Based on the information available to us at this time, we hope that the facility will resume operations at some point in the future but cannot say when.

We expect that August 24, 2024, which is the end of the 60-day WARN notice period, will be the last day of work for a majority of the affected employees before the indefinite layoff. Any employees released from employment before the 60 days expire will receive their normal pay and benefits for the remainder of the 60-day period, unless they are terminated for cause or as otherwise allowed by applicable law. Employees who are assigned work, but choose to terminate before the end of the 60-day period, will not be entitled to pay and benefits after their date of termination. McKinley will have limited jobs that extend beyond the 60-day period in order to maintain the facility in a safe manner.

Attached is a list of all positions to be affected and the names of the workers currently holding those affected jobs. The affected employees include members of a collective bargaining unit. There are no bumping rights or transfer rights to other locations. However, employees are welcome to apply for open positions at our other locations.

Should you have any questions concerning this matter, please contact the undersigned.

Very truly yours,



Isaac Rosas

Operations Director
McKinley Paper Company

| Employee_Code | Legal_Firstname | Legal_Lastname | Department_Desc | Position | Employee_Status |
|---------------|-----------------|----------------|--------------------|--------------------------------|-----------------|
| A212 | STEPHEN | GLOOR | Co-Gen UNION | Cogen Assistant Operator | Active |
| B10A | CRAIG | SVENSON | Co-Gen UNION | Cogen Assistant Operator | Active |
| B102 | MICHAEL | ROSS | Co-Gen UNION | Cogen Assistant Operator Prior | Active |
| B11Y | IAN | PRICE | Co-Gen UNION | Cogen BSR | Active |
| B140 | ALFRED | DEESE | Co-Gen UNION | Cogen BSR Utility | Active |
| A243 | RYAN | SCHULTZ | Co-Gen UNION | Cogen Utility | Active |
| B120 | RACHEL | GEAR | Co-Gen UNION | Cogen Utility | Active |
| B13F | ZECHARIAH | THOMPSON | Co-Gen UNION | Cogen Utility | Active |
| B13S | KENNETH | SHELTON | Co-Gen UNION | Cogen Utility | Active |
| A140 | SEAN | SMART | Co-Gen UNION | Utilities Operator Legacy | Active |
| A131 | AARON | CARVELL | Co-Gen UNION | Utilities Operator Prior | Active |
| A134 | NICHOLAS | GEAR | Co-Gen UNION | Utilities Operator Prior | Active |
| A199 | JUSTIN | KIMBLE | Co-Gen UNION | Utilities Operator Prior | Active |
| B1G5 | ANTHONY | WIMBERLY | Maint E&I - UNION | E and I Intermediate A | Active |
| B1FM | BRIAN | WEBB | Maint E&I - UNION | E&I Intermediate A | Active |
| B119 | TROY | JOHNSON | Maint E&I - UNION | E&I Intermediate C | Active |
| A208 | STEVE | MORENO | Maint E&I - UNION | E&I Master | Active |
| B10E | DAVID | BLACKBURN | Maint E&I - UNION | E&I Master | Active |
| B10J | NICHOLAS | HELGESON | Maint E&I - UNION | E&I Master | Active |
| B11B | RYAN | LEMON | Maint E&I - UNION | E&I Master | Active |
| A195 | JASON | GUMP | Maint E&I - UNION | E&I Master working Lead | Active |
| B197 | MICHAEL | MALETIC | Maint E&I - UNION | E&I Shift Master | Active |
| B1C8 | KENNETH | HORTON | Maint E&I - UNION | E&I Shift Master | Active |
| B1CA | TYLER | FRANCIS | Maint E&I - UNION | E&I Shift Master | Active |
| B1DW | JOSEPH | SUAREZ | Maint E&I - UNION | E&I Shift Master | Active |
| A217 | JOSEPH | COLWELL | Maint E&I - UNION | E&I Technician | Active |
| A123 | BRETT | LUKENS | Maint MECH - UNION | Multi Craft Mech Lead Legacy | Active |
| A118 | DEAN | FRANCIS | Maint MECH - UNION | Multi Craft Mechanic | Active |
| A153 | MATTHEW | HOPKINS | Maint MECH - UNION | Multi Craft Mechanic | Active |
| A165 | DAKOTA | FELTON | Maint MECH - UNION | Multi Craft Mechanic | Active |
| A177 | JAMES | LEE | Maint MECH - UNION | Multi Craft Mechanic | Active |
| A179 | JESS | GALLAND | Maint MECH - UNION | Multi Craft Mechanic | Active |
| A182 | PAT | CASAD | Maint MECH - UNION | Multi Craft Mechanic | Active |
| A224 | ROBERT | GUNDERSON | Maint MECH - UNION | MULTI CRAFT MECHANIC | Active |
| B10U | WESLEY | MACIAS | Maint MECH - UNION | Multi Craft Mechanic | Active |
| B16U | EVAN | FEELY | Maint MECH - UNION | Multi Craft Mechanic | Active |
| B18Y | RYAN | BUSHNELL | Maint MECH - UNION | Multi Craft Mechanic | Active |
| B1BF | ANTHONY | DE LEON | Maint MECH - UNION | Multi Craft Mechanic | Active |
| B1CW | NOAH | STARKS | Maint MECH - UNION | Multi Craft Mechanic | Active |
| B1DB | JESSE | FLORES | Maint MECH - UNION | Multi Craft Mechanic | Active |
| B1DH | KEN | TOBIN | Maint MECH - UNION | Multi Craft Mechanic | Active |
| B1DT | SETH | HALL | Maint MECH - UNION | Multi Craft Mechanic | Active |
| B11R | HAZEN | CHRISTENSEN | Maint MECH - UNION | Multi Craft Mechanic Int A | Active |
| B1F9 | IAN | CELENTANO | Maint MECH - UNION | Multi Craft Mechanic Int B | Active |
| A215 | MONTGOMERY | BULLOCK | Maint MECH - UNION | Multi Craft Mechanic Junior B | Active |
| A241 | BRIDGET | ELESON | Maint MECH - UNION | Multi Craft Mechanic Junior B | Active |
| A159 | BYRON | BOECKERMANN | Maint MECH - UNION | MULTI CRAFT MECHANIC Lead | Active |
| A170 | NATHAN | DAWLEY | Maint MECH - UNION | Multi Craft Shift Mechanic | Active |
| A190 | NATHAN | BABCOCK | Maint MECH - UNION | Multi Craft Shift Mechanic | Active |
| B15D | BENJAMIN | COSBY | Maint MECH - UNION | Multi Craft Shift Mechanic | Active |
| B18Z | KYLE | BINGHAM | Maint MECH - UNION | Multi Craft Shift Mechanic | Active |
| B1A4 | JASON | TREIDER | PM1 - UNION | Cogen BSR Prio | Active |
| B1HU | JACOB | COVEY | PM1 - UNION | Labor Pool | Active |
| B1HX | JOHN | BOYD | PM1 - UNION | Labor Pool | Active |
| B1I5 | ANGELO | MUPO | PM1 - UNION | Labor Pool Assigned to Paper | Active |
| B1AG | ELIJAH | DANIELS | PM1 - UNION | PM1 3rd | Active |
| B1B7 | CHARLES | CREED | PM1 - UNION | PM1 3rd | Active |
| B1CR | DAVID | WILSON | PM1 - UNION | PM1 3rd | Active |
| B1BD | RYLAN | FRAZIER | PM1 - UNION | PM1 3rd Hand | Active |
| B1FQ | ROBERT | GARCIA | PM1 - UNION | PM1 4th | Active |
| B1FU | CAMERON | TEMPLE | PM1 - UNION | PM1 4th | Active |
| B1FW | CURTIS | WRIGHT | PM1 - UNION | PM1 4th | Active |
| B129 | PARKER | KENYON | PM1 - UNION | PM1 BT | Active |
| B13X | RICKIE | PORTER | PM1 - UNION | PM1 BT | Active |
| B13Z | MICHAEL | HOUK | PM1 - UNION | PM1 BT | Active |
| A130 | BRIAN | BOONE | PM1 - UNION | PM1 Machine Tender Legacy | Active |
| A156 | RICHARD | KIMBLE | PM1 - UNION | PM1 Machine Tender Prior | Active |
| A157 | CARL | OBERMEIT | PM1 - UNION | PM1 Machine Tender Prior | Active |
| A184 | BRIAN | PAULSEN | PM1 - UNION | PM1 Machine Tender Prior | Active |
| B1HR | TIMOTHY | BALL | PM2 - UNION | Labor Pool | Active |

| Employee_Code | Legal_Firstname | Legal_Lastname | Department_Desc | Position | Employee_Status |
|---------------|-----------------|----------------|--------------------|--------------------------------|-----------------|
| B1HS | DAVID | SEGOVIA STONE | PM2 - UNION | Labor Pool | Active |
| B1I3 | KEVIN | GOODWIN | PM2 - UNION | Labor Pool Assigned to Paper | Active |
| B1I4 | STEVEN | GOODMAN | PM2 - UNION | Labor Pool Assigned to Paper | Active |
| B1I7 | HARLEY | SUTTON | PM2 - UNION | Labor Pool Assigned to Paper | Active |
| B1HI | JACOB | HULL | PM2 - UNION | Labor Pool working as PM2 4th | Active |
| B1GU | SCOTT | MADLE | PM2 - UNION | Labor Pool working as PM2 5th | Active |
| B1H7 | BRENDAN | BERGSTROM | PM2 - UNION | Labor Pool working as PM2 5th | Active |
| B1HT | MICHAEL | STUBER | PM2 - UNION | Labor Pool working as PM2 5th | Active |
| B1A2 | BEN | EASTMAN | PM2 - UNION | PM1 3rd | Active |
| B14F | BENJAMIN | HALLER | PM2 - UNION | PM1 BT | Active |
| B1CY | SAVIKE | SOSEFO | PM2 - UNION | PM2 3rd | Active |
| B1DF | JEREMY | GREENE | PM2 - UNION | PM2 3rd | Active |
| B1DK | ALEXANDER | HINKLE | PM2 - UNION | PM2 3rd | Active |
| B1FK | ROMAN | GUTIERREZ | PM2 - UNION | PM2 3rd | Active |
| B1GB | MONTE | DUJUE | PM2 - UNION | PM2 4th | Active |
| B1H1 | BENJAMIN | EASTES | PM2 - UNION | PM2 4th | Active |
| B1H6 | GARRETT | WEHR | PM2 - UNION | PM2 4th | Active |
| B1GQ | HERBERT | POSOA | PM2 - UNION | PM2 4th Hand | Active |
| B10T | KODY | GRAY | PM2 - UNION | PM2 BT | Active |
| B16M | ANTHONY | RAMIREZ | PM2 - UNION | PM2 BT | Active |
| B16W | THOMAS | BUSCHER | PM2 - UNION | PM2 BT | Active |
| B16X | KEVIN | HOOD | PM2 - UNION | PM2 BT | Active |
| B18L | GUNNER | GALLAUHER | PM2 - UNION | PM2 BT | Active |
| A242 | JOSHUA | OCONNOR | PM2 - UNION | PM2 Machine Tender | Active |
| A201 | TYLER | MEDLEY | PM2 - UNION | PM2 Machine Tender Prior | Active |
| A214 | ANTHONY | MARCHI | PM2 - UNION | PM2 MT | Active |
| B11A | TERRENCE | CASHMAN | PM2 - UNION | PM2 MT | Active |
| B1I6 | GARRETT | LATIMER | PM2 - UNION | TBD | Active |
| B1AE | JERRI | NIELSEN | Purchasing - UNION | BSR Store clerk | Active |
| B14O | HANS | KANEKKEBERG | Purchasing - UNION | Material Handler | Active |
| B118 | JOSEPH | ZAHN | Purchasing - UNION | Storekeeper | Active |
| B175 | COREY | SHANER | Purchasing - UNION | Stores Clerk | Active |
| B127 | TIMOTHY | OWENS | Shipping-Union | High Lift Trucker Turntable | Active |
| B19J | JAMES | WHITE | Shipping-Union | High Lift Trucker Turntable | Active |
| B19M | LEAH | CADIGAN | Shipping-Union | High Lift Trucker Turntable | Active |
| B178 | NICHOLAS | VAUGHAN | Shipping-Union | High Lift Trucker Turntable BS | Active |
| B10G | EMILY | GEAR | Shipping-Union | Paper Checker | Active |
| B10Z | MAURICIO | VARGAS | Shipping-Union | Paper Checker | Active |
| B151 | ARTHUR | AKUNA | Shipping-Union | Paper Checker | Active |
| B153 | DYLAN | IOTTE | Shipping-Union | Paper checker | Active |
| B1FY | JUAN | VILCA ASENJO | Shipping-Union | PM1 4th | Active |
| B111 | AUSTIN | BLACKBURN | STOCK PREP - UNION | Assistant Operator | Active |
| B115 | WILLIAM | MAY | STOCK PREP - UNION | Assistant Operator | Active |
| B136 | JEREMY | FORS | STOCK PREP - UNION | Assistant Operator | Active |
| B1FH | JOSEPH | RECOY | STOCK PREP - UNION | Labor Pool | Active |
| B1H3 | JAMES | FEARN | STOCK PREP - UNION | Labor Pool assigned to SP | Active |
| B1GT | JOHN | BRYSON | STOCK PREP - UNION | Labor Pool Assigned to Stock P | Active |
| B1GM | SONDRA | GREENLOW | STOCK PREP - UNION | Labor Pool Training | Active |
| B1GN | BILLY | PAUL | STOCK PREP - UNION | Labor Pool Training | Active |
| B150 | WILLIAM | DAHLQUIST | STOCK PREP - UNION | Shift Warehouse Technician | Active |
| B15I | TROY | WELLINGTON | STOCK PREP - UNION | Shift Warehouse Technician | Active |
| B184 | SHANNON | BEST | STOCK PREP - UNION | Shift Warehouse Technician | Active |
| B18I | RYAN | LOEWEN | STOCK PREP - UNION | Shift Warehouse Technician | Active |
| B1DD | ANDREW | KUMPULA | STOCK PREP - UNION | Shift Warehouse Technician | Active |
| B1DP | TOBY | BERGER | STOCK PREP - UNION | Shift Warehouse Technician | Active |
| B13T | JEFFERY | LUND | STOCK PREP - UNION | Stock Prep Assistant Operator | Active |
| A211 | SCOTT | HUGHES | STOCK PREP - UNION | Stock Prep Operator | Active |
| A231 | GREG | MENEELY | STOCK PREP - UNION | Stock Prep Operator | Active |
| A115 | MICHAEL | BREITBACH | STOCK PREP - UNION | Stock Prep Operator Legacy | Active |
| A166 | TREVOR | WEED | STOCK PREP - UNION | Stock Prep Operator Prior | Active |
| B1DR | NATHAN | DAVIS | Technical - UNION | Dry End Lab Tech | Active |
| A222 | JOHN | TEMPLE | Technical - UNION | Dry Lab Technician | Active |
| B15X | DALLAS | RICHARDS | Technical - UNION | Dry Lab Technician | Active |
| B1A0 | TRENT | WUEST | Technical - UNION | Dry Lab Technician | Active |
| B13V | JACOB | JOHNSON | Technical - UNION | Dry Lab Technician Training | Active |
| A129 | JOHN | FOX | Technical - UNION | Lab Technician Legacy | Active |
| B10F | STEPHEN | WALKER | Technical - UNION | Lab Technician A | Active |
| B1HQ | MATTHEW | JIMERSON | Technical - UNION | Labor Pool | Active |
| A225 | HAILEY | WEATHERBIE | Technical - UNION | Labor Pool assigned to Paper M | Active |

| Employee_Code | Legal_Firstname | Legal_Lastname | Department_Desc | Position | Employee_Status | Pay_Class |
|---------------|-----------------|-------------------|-------------------|--------------------------------|-----------------|------------|
| B119 | BROOKS | MORRIS | Accounting-Salary | Accounting Manager | Active | Exempt |
| A111 | MALIA | SANDERS | Accounting-Salary | Controller Legacy | Active | Exempt |
| B12X | ALEX | HEIDE | Accounting-Salary | Cost Accountant | Active | Exempt |
| B14W | JILL | JONES | Accounting-Salary | Internal Controls Manager | Active | Exempt |
| B1DV | DOROTHY | GOSSET | Accounting-Salary | Accounting Assistant | Active | Non-Exempt |
| B18M | LUCILLE | ACOSTA | Accounting-Salary | Accounting Clerk | Active | Non-Exempt |
| B1GY | ANNA | MAURER | Accounting-Salary | Accounting Clerk | Active | Non-Exempt |
| B113 | DEBRA | WEST | Accounting-Salary | Accounts Payables Clerk | Active | Non-Exempt |
| B12Y | ANDREA | THOMPSON | Accounting-Salary | Accounts Receivable Clerk | Active | Non-Exempt |
| B171 | CHEYENNE | SPROUFFSKE | Accounting-Salary | Cash Accountant | Active | Non-Exempt |
| B17J | THOMAS | ROME | Co-Gen | Cogen Assistant Superintendent | Active | Exempt |
| B168 | JAMES | HOLLOWAY | Co-Gen | Cogen Superintendent | Active | Exempt |
| A147 | TERENCE | NISHIMOTO | Environmental | Environmental Manager | Active | Exempt |
| B1GD | PAIGE | BERG | Environmental | Environmental Intern | Active | Non-Exempt |
| B1F5 | URMILA | JHATTU | HR PA | HR Sr Business Partner | Active | Exempt |
| B125 | KECIA | GILLIAM | HR PA | Human Resources Generalist | Active | Exempt |
| A237 | SHANNON | DAUGHERTY | HR PA | Safety Manager | Active | Exempt |
| B1GL | ALEXIS | MAHURIN | HR PA | HR Payroll Specialist | Active | Non-Exempt |
| A155 | DAMIEN | HARE | IS | IT Systems Analyst | Active | Exempt |
| B13E | KENDRICK | ROSS | IS | IT Technician | Active | Non-Exempt |
| B1G3 | MICKEY | COOK | Maintenance | E and I Planner | Active | Exempt |
| A142 | ROGER | SCHULTZ | Maintenance | E&I Superintendent | Active | Exempt |
| A167 | JEFFREY | FINLEY | Maintenance | E&I Supervisor | Active | Exempt |
| B12A | STEVEN | KINNAMAN | Maintenance | Maintenance Manager | Active | Exempt |
| B1HZ | LLOYD | HORTON | Maintenance | Maintenance Planner | Active | Exempt |
| B1GZ | CHRISTOPHER | PALACIOS | Maintenance | Maintenance Planner | Active | Exempt |
| 3464 | JUAN | MONTUFAR ENRIQUEZ | Maintenance | Mechanic Supervisor | Active | Exempt |
| B16T | JOSHUA | HALL | Maintenance | Mechanic Supervisor | Active | Exempt |
| B1GX | DUANE | NEEDOBA | Maintenance | Process Control Engineer | Active | Exempt |
| B135 | RICHARD | PAULSEN | Maintenance | Maintenance Clerk | On Leave | Non-Exempt |
| B1FS | KEVIN | SCOTT | Production | General Manager | Active | Exempt |
| B11A | TIMOTHY | SCHULZ | Production | Operations Process Engineer | Active | Exempt |
| B162 | JAMES | DEMARCO | Production | Paper Mill Assistant Superinte | Active | Exempt |
| B1GG | MICHAEL | RUSSELL | Production | Paper Mill Superintendent | Active | Exempt |
| B11B | JUAN | QUINTERO | Production | Production Shift Supervisor | Active | Exempt |
| A158 | DAVID | WASNOCK | Production | Production Shift Supervisor | Active | Exempt |
| A193 | RYAN | SAGE | Production | Production Shift Supervisor | Active | Exempt |
| A228 | ROCCO | PIETRAFESO | Production | Production Shift Supervisor | Active | Exempt |
| B14L | STEVE | DUFF | Production | Production Shift Supervisor | Active | Exempt |
| B1CV | RONALD | ADAMS | Production | Stock Prep Superintendent | Active | Exempt |
| B19C | TONI | SHEARER | Purchasing | Buyer | Active | Exempt |
| B194 | RANDY | MERCADO | Purchasing | Purchasing Manager | Active | Exempt |
| B165 | MICHELLE | TREIDER | Purchasing | Storeroom Supervisor | Active | Exempt |
| B146 | PATRICK | SINGHOSE | Purchasing | Supply Chain Coordinator | Active | Non-Exempt |
| B188 | MARC | DAVIS | Shipping | Logistics Manager | Active | Exempt |
| B19X | LISA | BENNETT | Shipping | Logistics Planner | Active | Exempt |
| B121 | ADAM | SCOTT | Shipping | Warehouse Shift Supervisor | Active | Exempt |
| B1AM | CHRISTOPHER | FUENTES | Shipping | Logistics Coordinator | Active | Non-Exempt |
| B14A | THEODORE | MCCOY | Shipping | Scale Attendant | Active | Non-Exempt |
| B16C | STEPHANIE | KING | Shipping | Scale Attendant | Active | Non-Exempt |
| B18S | CRYSTAL | FREEMAN | Shipping | Scale Attendant | Active | Non-Exempt |
| B1GC | COLLIN | HOLCOMBE | Shipping | Scale House Attendant | Active | Non-Exempt |
| B116 | CHYNA | DARROW | Stock Prep-Salary | Inbound Warehouse Supervisor | Active | Exempt |
| A192 | DARREN | CRYSUP | Technical | Technical Manager | Active | Exempt |