



Clearwater Paper – Neenah
249 N. Lake Street
Neenah, WI 54956

November 29, 2016

VIA CERTIFIED MAIL

The Wisconsin Department of Workforce Development
Dislocated Worker Unit
PO Box 7972
Madison, WI 53707

Re Announcement of Planned Action

Dear Sir or Madam:

We are writing to give you notice that there will be a mass layoff at the Clearwater Paper Corporation facility located at 249 N. Lake Street in Neenah, Wisconsin. These layoffs are expected to be permanent. It is expected that the first separation will be on December 31, 2016. It is anticipated that up to 91 employees will be affected.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent.

Some of the affected employees are represented by Local 2-482 of the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (“Union”). We have provided notification of the layoffs to Dave Breckheimer, President, the chief elected official of the Local Union, and also to Sally Feistel, Sub-district Director, United Steelworkers, at 1244A Midway Road, Menasha, Wisconsin, 54952. Under the existing collective bargaining agreement, there are bumping rights for these affected employees. That is, these affected employees may be able to displace more junior employees out of their job positions as a result of this mass layoff. Additionally, through collective bargaining between the Company and the Union regarding these layoffs, additional rights may or may not be created. Please note that due to these bumping rights, it is impossible to predict with certainty which represented employees will ultimately be affected or the exact order in which individual employees will be separated.

Other affected employees, generally salaried supervisory and management personnel, are not represented by any union. These employees will not have any bumping rights, and we have notified these employees directly of their anticipated separation dates.

The Company will ensure that employees will be paid all earned wages and agreed upon benefits at the time of their termination.

Information regarding the specific job positions and number of individuals who will be affected by the mass layoff along with the anticipated schedule for job losses is available on site at the plant location.

If you have any questions or want additional information concerning this matter, please contact Tom Schneider, Senior Manager, Employee and Labor Relations, at (509) 344-5913.

Sincerely,

A handwritten signature in blue ink that reads "John R. Crane". The signature is written in a cursive style with a horizontal line at the end.

John Crane
Plant Manager - Neenah
Clearwater Paper Corporation

cc: Dale Youngquist, President
Village of Fox Crossing
2000 Municipal Drive
Neenah, WI 54956