



September 13, 2023

VIA MAIL AND E-MAIL (matt.varilek@state.mn.us)

Matt Varilek
Commissioner
Department of Employment and Economic Development
332 Minnesota Street, Suite E-200
St. Paul, MN 55101

Re: Employee Separations at WestRock's Fridley Facility

Dear Mr. Varilek:

We are writing to inform you that WestRock Company ("WestRock") will conduct employee separations at its Fridley facility located at 5851 E. River Rd., Fridley, MN 55432. Eventually, the entire facility will close, and this action is expected to be permanent.

Employee separations in connection with this action are expected to begin on November 13, 2023. Enclosed is a listing of the job titles of affected employees, the number of affected employees in each job title, along with their anticipated separation dates. All employees will be separated from WestRock employment unless they become employed elsewhere at WestRock.

Some of the affected employees are represented by a union: International Brotherhood of Teamsters (the "Union"). The names and contact information for the highest officials of the local and international unions, respectively, are: Chad Reichow, President, Teamsters Local 970, 3001 University Ave SE, Suite #300 Minneapolis, MN 55414; and Nathaniel Cochrane, Principle Officer, Teamsters Local 970, 3001 University Ave SE, Suite #300 Minneapolis, MN 55414.

There are no bumping rights for non-bargaining unit employees. Any bumping rights that may exist for bargaining unit employees will be governed by the union collective bargaining agreement and any closing agreement between WestRock and the Union, if applicable.

You may contact Terri Wallace, HR Manager at terri.wallace@westrock.com, if you require further information.

Very truly yours,

Terri Wallace
HR Manager

Enclosure