



VIA OVERNIGHT MAIL & ELECTRONIC DELIVERY

March 31, 2026

Honorable Danny Avula, Mayor City of Richmond
900 East Broad Street
Suite 200
Richmond, VA 23219
(804) 646-7970
RVAMayor@RVA.gov

Virginia Rapid Response Program
Ms. Malissa Short, Manager
rapid-response@viriniaworks.gov

Mr. Mark Brickey, Rapid Response Coordinator
Mark.Brickey@viriniaworks.gov



Re: Packaging Corporation of America – Richmond, Virginia Plant
2000 Richmond Highway, Richmond, Virginia 23224
Permanent Plant Closure

Dear Mayor Avula, Ms. Short, & Mr. Brickey:

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).

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. 8-699 ("Union"). The Union has been notified in writing of the decision and bargaining unit employees have also been made aware of the decision. It is estimated that the total number of employees affected by this business decision is 110.¹

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. Employees will be released from duty the week of June 1, 2026. There may be a few employees who are asked to stay beyond this time frame; all employee separations are expected to occur no

¹ There is a satellite warehouse located at 2903 Walmsley Boulevard, North Chesterfield, Virginia 23234 that currently employs a total of six (6) employees. PCA intends to continue operating the warehouse and will engage in discussions with the USW regarding ongoing staffing of the facility.

later than the end of the month. Any employee released prior to the conclusion of the 60-day WARN notification period will be compensated accordingly.

PCA will work with state and local government officials – including the Virginia Dislocated Worker Program – 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,

A handwritten signature in black ink, appearing to read "Mark J. Romaniuk". The signature is fluid and cursive, with a large initial "M" and "R".

Mark J. Romaniuk, Esq.
Deputy General Counsel
(224) 268-6474
MarkRomaniuk@packagingcorp.com

CC: Tim Fisher, Area Labor Relations Manager
Hillary Miller, Area Human Resources Manager
Brett Tavel (BTavel@vccs.edu)