

Packaging Corporation of America  
1955 West Field Court  
Lake Forest, IL 60045  
Office: 801.447.1634  
Fax: 801.618.3410



July 25, 2015

Ms. Karen Hoopes  
Statewide Business Services/  
Rapid Response Coordinator  
Colorado Department of Labor and Employment  
633 17th Street, Suite 700  
Denver, CO 80202

Electronic and First Class Mail

Subject: Permanent closure of Packaging Corporation of America's Commerce City, CO plant

Dear Ms. Hoopes:

This notice is being provided to you on July 25, 2016, pursuant to the Worker Adjustment and Retraining Notification Act of 1988 ("WARN"), which require employers to give official notice to certain government units or officials of a pending plant closure.

1. Action: Packaging Corporation of America ("PCA") has decided to permanently close its combining operations at its facility located at 5501 Brighton Blvd. Commerce City, CO 80022 ("Commerce City Plant").
2. Critical Dates: PCA will cease operations at the Commerce City Plant no sooner than October 7, 2016. It is anticipated that employee separations will begin on that date.
3. Number of employees impacted: It is anticipated that 70 employees will be affected by this action.
4. Union members are represented by:

**International Union of Operating Engineers, Local 1**

James T. Callahan, International President  
1125 17th Street, NW  
Washington, DC 20036

Steve Haarhues, Local 1 Steward  
2200 E 104th Ave, Suite 206

Thornton, CO 80233

**United Steel Workers, Local 8031**

Leo W. Gerard, International President  
Five Gateway Center  
Pittsburgh, PA 15222

Doug Fennell, Staff Representative  
3150 Carlisle Blvd, NE  
Suite 110  
Albuquerque, NM 87110

Justin Matson, Vice President  
United Steel Workers, Local 8031  
4510 Indiana St  
Golden, CO 80403

5. Bumping Rights: As this is a total closure of the location neither non-bargaining unit affected employees nor bargaining unit affected will have bumping rights at the Commerce City Plant.
6. The job titles of positions that will be affected and the number of affected employee in each job category is set forth on Attachment A.

Should you have any questions, please contact the undersigned at (801) 447-1634.

Sincerely,

Brett Butler  
Area Human Resources Manager