



VIA OVERNIGHT MAIL & ELECTRONIC DELIVERY

August 27, 2026

Honorable Bill Rock Jr., Mayor Gas City
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Re: Packaging Corporation of America – Gas City Converting Operation
520 South First Street, Gas City, Indiana 46933
Permanent Plant Closure

Dear Mayor Bill Rock Jr. & City Council:

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. 37 ("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 Seventy-Eight (78).

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. It is anticipated that employees will be released from duty the week of October 26, 2026. 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 Indiana Department of Workforce Development and Region 3 WorkOne Board -- 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 dark ink, appearing to read 'Mark J. Romaniuk', with a stylized, cursive script.

Mark J. Romaniuk, Esq.
Deputy General Counsel
(224) 268-6474

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CC: Basant Ahluwalia, Labor Relations
David Sukosky, Executive Director Human Resources
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