

Date: June 9, 2026

To: All Employees

From: WE Soda Management and USW Local 13214 Leadership

Re: Upcoming Personnel Movement

Over the last several months, WE Soda has been carefully evaluating its operational needs across departments. As part of that review, the Company has determined that certain positions within the Caustic and Sesqui areas are no longer needed at their current staffing levels. These decisions have not been made lightly and we, WE Soda and the USW Local 13214, are reaching out together to make sure you have clear, straightforward information about these decisions.

We know that news like this can cause uncertainty, and we want to be upfront with you about what is happening, what the process looks like, and what your rights and options are. Most importantly, these changes do **not** involve a layoff, and employees will be able to exercise their rights as outlined in the attached agreement and the Collective Bargaining Agreement.

Here is what you need to know:

All current open mine positions will be posted for site-wide bidding and employees will have the opportunity to bid on them.

Bidding restrictions will be lifted for these postings, with the following exceptions:

- Employees currently at the AAA classification or higher will not be eligible to bid.
- Employees in a surface line of progression program (including Lab and Utilities) will not be eligible to bid.
- One employee from the surface maintenance mechanical group will be permitted to bid out.
- No more than one employee per remaining surface production overtime group will be permitted to bid out of their area.

If there are still unfilled mine vacancies after bidding, those positions will be filled in accordance with the Agreement (Section XVII.9.). The most junior employees in the Westvaco and Granger Plant departments would be moved into the Mine Department to fill those roles.

Affected Positions:

The following positions are part of this reduction in force, which is **without a layoff**


- **8 – AA – Crystal Recovery Area Attendants, Caustic**
- **2 – ZA – Caustic/Crystal Recovery Relief Operators, Caustic**
- **4 – A – Crusher Operators, Sesqui**
 - These positions will be combined with the 4 – A – Dissolver/Cleanup/Relief Operator positions. Four positions will be retained under the title “A – Dissolver/Cleanup/Relief Operator, Sesqui.”

The following positions will be part of a **temporary** reduction in force, where they will be assigned as a Mine Utility Helper.


- **4 – A – Baby Sesqui Operators, Sesqui**

Your bid rate classification will be maintained during this period. You will also have automatic recall rights back to your previous position for up to 120 days, unless you successfully bid to another job in the meantime.

In closing, we understand this kind of news is never easy to receive. Please know that both the Union and the Company are committed to supporting employees through this transition.



Ryan Allkema, VP Manufacturing
WE Soda



Marshal Cummings, President
USW Local 13214