



February 23, 2024

State of Michigan
Department of Labor & Economic Growth—
Work Force Development
P.O. Box 30805
Lansing, MI 48909

Re: Notification of Plant Closing

Dear Manager of Workforce Development:

I am writing to provide notice that the Opus Packaging-Kalamazoo, LLC plant located at 2710 N. Pitcher Street, Kalamazoo, Michigan 49004, will permanently close some time after April 23, 2024, but not less than 60 days after today's date. While a notice of closing may not be required by the WARN Act (29 U.S.C. § 2101 et seq.) because there are fewer than 100 employees at that plant (See, 29 U.S.C. § 2101(a)(1)(A)), the WARN Act encourages voluntary notice of plant closings (29 U.S.C. § 2106) when the Act does not require notice. Therefore, as a courtesy, we are providing this notice.

1. The Kalamazoo plant will permanently close some time after April 23, 2024, but not less than 60 days after this notice.
2. A total of 62 employees work at the Kalamazoo plant. All of their jobs at the Kalamazoo plant will be permanently eliminated as a result of the plant closing. However, all of those employees have been offered jobs in their same job classification, at the same or greater rate of pay and benefits, and with no loss of seniority at the Opus Packaging, LLC facility located at 6610 Patterson Ave., SE, Caledonia, Michigan 49316.

In June 2023, the employees were first notified that the Kalamazoo plant would close some time in the spring of 2024, and that they would have the opportunity for jobs at the Caledonia facility. It appears that almost all of the employees will accept the offer of employment at the Caledonia facility. Those employees who elect not to accept employment at the Caledonia facility will be offered severance agreements with severance pay.

3. The job titles of the employees at the Kalamazoo plan and the number of employees in each job title are as follows:

<i>Job Title</i>	<i>Number of Employees</i>
General Manager	1
Plant Manager	1
Supervisor	6
Human Resources Generalist	1



<i>Job Title</i>	<i>Number of Employees</i>
Environmental Health & Safety Coordinator	1
Account Manager	3
Team Leader-Coordinator	4
Tooling Specialist	1
Machine Operator	10
Machine Assistant	12
Assembler	11
Truck Driver	5
Material Handler	4
Accounts Receivable Specialist	1
Technician I	1

4. The attorney for Opus Packaging-Kalamazoo, LLC, Michael E. Cavanaugh, may be contacted for further information. His contact information is:

Michael E. Cavanaugh
Fraser Trebilcock Davis & Dunlap, P.C.
124 W. Allegan Street, Suite 1000
Lansing, MI 48933
Telephone: (517) 377-0812
Email: mcavanaugh@fraserlawfirm.com

Best Regards.

Sincerely,

Debra Doyle

Debra Doyle, SPHR
Chief Human Resources Officer