November 20, 2026

VIA FIRST CLASS U.S. MAIL AND CERTIFIED MAIL

WARN Coordinator
Missouri Department of Higher Education & Workforce Development
Office of Workforce Development
PO Box 1087
Jefferson City, Missouri 65102

RE: WORKER ADJUSTMENT RETRAINING NOTIFICATION ACT NOTICE

Dear WARN Coordinator:

Gateway Packaging Company ("Company") is sending this notice under the Worker Adjustment and Retraining Notification ("WARN") Act to inform you that the Company will be discontinuing its operations and permanently closing its facility located at 5910 Winner Road, Kansas City, Missouri 64125 ("Facility"). Production at the Facility will cease at 7:00 a.m. Central Standard Time on December 17, 2026. The permanent closure of the entire Facility will then occur no later than December 30, 2026, with permanent layoffs of all workers occurring based on the following schedule: (i) approximately 10% of all employees at the Facility shall be permanently laid off by November 30, 2026; (ii) 85% of employees at the Facility shall be permanently laid off by December 17, 2026; and (iii) the remaining 5% of employees at the Facility shall be permanently laid off by December 30, 2026.

The closing of the Facility will result in the permanent layoff of sixty-two (62) employees. The job titles of the positions affected and the number of affected employees in each job classification are attached hereto as Attachment A.

The employees affected by this plant closing are members of the Chicago and Midwest Regional Joint Board, Workers United s/w SEIU ("Union"). The Chief Elected Officer of the Union is Kathy Hanshew, located at 333 S. Ashland Ave., Chicago, Illinois 60607. Applicable bumping rights exist starting the first day of permanent layoffs, described above, and continuing through December 30, 2026. No further bumping rights shall exist beyond December 30, 2026.

For additional information, please contact Senior Human Resources Manager Shanice Johnson via email at Shanice.Johnson@proampac.com or via telephone at 816-483-9800.

Sincerely,

Bill Burkart
Sr. Director – Employee & Labor Relations

Attachment A

JOB TITLES OF AFFECTED POSITIONS	NUMBER OF EMPLOYEES PER TITLE
Associate – Inventory Center	1
Associate – Material Handling	4
Associate – Bag Machine	14
Coordinator – HR	1
Director – Operations	1
Inspector – Packing	15
Manager – Maintenance	1
Manager – Project	2
Operator – Bag Machine	10
Operator Senior – Bag Machine	6
Supervisor – Production	3
Supervisor – Warehouse	1
Technician – Maintenance	2
Trainer – Production	1