



From the desk of

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October 18, 2024

## UPDATE ON THE US PGM RESTRUCTURING

### Timeline and process for hourly and salaried employees affected by layoffs, and available unemployment services

Dear Colleagues,

It has now been over a month since we announced the restructure with layoffs to begin on November 12<sup>th</sup>. We know this is an incredibly stressful time for you, your families, and our communities. We wanted to consolidate all the updates on positions, timing and other details into this communication. If you have any questions, please reach out to your supervisor or any HR team member.

#### Voluntary Severance:

On October 2<sup>nd</sup> we issued a communication offering voluntary severances to union employees in certain hourly positions to allow employees who wanted to voluntarily leave their job to do so, and in turn, potentially open a position for another employee who wants to stay. We offered this option after numerous discussions with the United Steelworkers to ensure that we were aligned with the Union. This process closed on Friday, October 11<sup>th</sup>. Human Resources is preparing individual severance agreements and coordinating meetings with these employees. The agreement allows time for employees to consider the terms. HR will be available to answer questions, assist employees through the process, and ensure employees are comfortable signing and returning the agreements. This will allow the restructure process to continue in a timely manner. We will provide updated seniority lists next week which will include the number of individuals who have signed the voluntary separation agreement to date.

#### Continued Discussions with the United Steelworkers:

The Company and USW leadership have met several times over the past few weeks to discuss opportunities for flexibility and to retain additional employees. These meetings concluded on October 16<sup>th</sup>. These opportunities include creating flexibility in some job classifications that allow employees to do work in different areas or perform work that may have been traditionally done by contractors. We are pleased that the agreed-upon resolutions from these meetings will result in the preservation of approximately 50 additional employees.

#### Hourly and Salary Employee Layoff Processes:

The bumping process as outlined in the Collective Bargaining Agreement will begin next week. Please understand that this could take a bit of time, depending on how many levels of bumping occur. While the union bumping and layoff process will be ongoing, the salary employee processes are expected to be completed by Friday, October 18<sup>th</sup>, which is when all salary employees should have resolution on their position.

#### Layoff Dates:

The dates of the layoffs have been set and all layoffs are expected to be completed by 5:00 p.m. on Friday, November 15<sup>th</sup>. Employees will receive additional information regarding their specific exit meeting day and time the week of November 4<sup>th</sup>.

The schedule is as follows:

- Tuesday, November 12<sup>th</sup> – SWO and MET Hourly employees – in Columbus
- Wednesday, November 13<sup>th</sup> – SWO and MET Hourly employees – in Columbus
- Thursday, November 14<sup>th</sup> – EBO Hourly & Salary employees – in Big Timber, and SWO & Columbus-based Salary employees – in Columbus
- Friday, November 15<sup>th</sup> – SWO & Columbus-based Salary employees – in Columbus



INNOVATION



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY

**Unemployment Services:**

Job Service will continue to be in Columbus on Tuesdays from 10:00 a.m. – 3:00 p.m. at the PRO Building, and at the Palladium Lodge in Big Timber on Wednesdays from 10:00 a.m. – 3:00 p.m. Representatives will assist employees affected by the layoff to apply for unemployment and explain other benefits available to them through State and other programs.

A Certified Financial Planner® with Financial Finesse will be available in Columbus for in-person sessions with employees the week of November 11<sup>th</sup>. Additional information will follow. If you would like to speak with a Financial Coach before then, coaches are available Monday through Friday, from 7:00 a.m. to 6:00 p.m. by calling (888) 450-2881. Also, employees can schedule a virtual 1:1 meeting with a representative from Empower to assist with 401(k) questions by calling (833) 961-5273.

We know this is a very difficult time for everyone and want to ensure employees receive the support they need. Lyra, our EAP provider, is available to all employees and their immediate family members. Lyra is accessible by calling (877) 932-2101 or by visiting [www.sibanyestillwater.lyrahealth.com](http://www.sibanyestillwater.lyrahealth.com), using the code SSMC.

Please continue to visit the [2024 Restructuring Information and Resources \(sharepoint.com\)](#) page on our Intranet and [Stillwaterfamily.org](http://Stillwaterfamily.org) for the latest communications about the restructuring and available resources for employees affected by the layoffs.

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