



Letter to the Editor

Dear Waynesboro community-

Recent headlines may have left you confused about our recently-announced decision to idle a portion of INVISTA's Waynesboro plant. INVISTA believes its employees and our neighbors deserve accurate information, whether the news is good or bad about our business or our site performance. Because of that belief, I wanted to take an opportunity to explain where INVISTA Waynesboro finds itself today and reiterate the facts that we communicated to employees and then to the news media and the community last week.

Throughout last week's face-to-face meetings with as many employees as possible, I explained our situation and handed them an information packet containing a summary letter, Q&A information, and official documents consistent with government requirements. This information clearly stated that all Waynesboro employees were analyzed as part of the idling initiative, and that we anticipate approximately 210 roles may be eliminated over the next few months. This information has not changed.

While we do not yet know the exact proportion of contractors and employees, the current planned restructuring will leave more than 500 people at the site.

I want to reiterate that we anticipate this idling will be temporary. We don't know how long this period of idling might last because startup and timing will be determined by market conditions, and INVISTA cannot predict the timing of market recovery.

Every INVISTA business in every region is feeling the effects of this downturn. We are employing a variety of strategies to bring spending in line with market conditions, deferring growth projects, devising alternative work schedules to match production needs, and reducing contractor and employee roles as appropriate. This is no different abroad than it is in Virginia.

Our business and many of our employees are facing significant hardships in this current market. We all hope for a quick economic recovery that will allow us to restart portions of the site we will have to idle, and we will take great satisfaction in letting former employees know that we are hiring at that time. Until then, we value the support of the community as we manage through this economic downturn.

Sincerely,

Michael W. Laczynski
Waynesboro Plant Manager