

ADDRESS REPLY TO P.O. BOX 1734 ATLANTA, GA 30301

December 28, 2020 <u>Via US Mail</u>

Georgia Department of Labor Rapid Response 148 Andrew Young International Blvd. NE, Suite 400 Atlanta, GA 30303 gawarn@qdol.ga.gov

Dear Georgia Department of Labor:

Earlier this year, The Coca-Cola Company announced that it would be reorganizing its workforce to support the next stage of the company's transformation into a growth-oriented, consumercentered, total beverage company. In the virtual world created by the pandemic, we've learned that we can work differently, in a more networked manner, across geographies and teams.

Our organizational changes are designed to re-wire the operation to better focus our investments against a defined portfolio that prioritizes the brands best positioned for growth. We believe our efforts will help the company gain share and customers, maintain strong system economics, strengthen our reputation with stakeholders and position our organization for the future.

In August, we announced that these changes would result in job reductions in our corporate workforce beginning in early 2021, with the majority of these reductions occurring at our corporate headquarters. This includes employees located at One Coca-Cola Plaza, Northwest in Atlanta, Georgia. The facility will not be closing.

Consistent with these plans, employment separations and indefinite layoffs will begin on or about March 31, 2021 or during the 14-day period that begins on that date. We anticipate that these plans, when finalized, will be permanent.

Open roles began posting in mid-December, with additional roles posting in early January. We are encouraging all employees, including those identified in this notification, to think about their career path with the company and consider applying for new roles in the organization.

A list of job titles and the number of employees currently holding affected positions accompanies this letter as Attachment A. Bumping rights are not available for affected employees. There are no union(s) representing the affected workers.

This announcement and timetable are based on the best information currently available. Various factors may still affect these plans and the timing of employee separations. You will be informed of any changes as additional information becomes available. To the extent these plans constitute a covered event under the Worker Adjustment and Retraining Notification Act (WARN), or any comparable state or local laws, this letter is intended to fulfill any requirements imposed

thereunder. The company, however, by providing this notice does not admit that WARN applies or that this notice is legally required.

As has long been our culture at Coca-Cola, we do not take decisions about job impacts lightly and will treat our people with dignity, fairness and respect throughout this process. In addition, we will be providing employees with transition support and assistance. We are committed to doing all of this quickly as we move to build an organization that is agile and positioned for faster growth.

If you have any questions or desire additional information, please contact Gene Rackley, Group Director, State & Government Relations at: (404) 676-3369.

Respectfully,

Lisa V. Chang

Senior Vice President & Chief People Officer

The Coca-Cola Company

Encl.: Attachment A

ATTACHMENT A

As explained in the accompanying letter, The Coca-Cola Company anticipates that the job titles and the number of employees listed below will be affected by a workforce reduction at the facility located at One Coca-Cola Plaza, Northwest in Atlanta, Georgia.

Separations Tentatively Scheduled to Commence and Continue During a 14-Day Period Commencing on March 31, 2021:

<u>Position</u>	No. of Impacted Employees
Account Coordinator	6
Account Executive II	5
Account Executive II - Circle K	1
Account Executive II - Warehouse Sales East	1
Account Executive II, Foodservice/Dispensed - QuikTrip	1
Account Executive III	2
Admin Assistant	3
Administrative Assistant	4
Administrative Assistant I	1
Administrative Assistant III	1
Agile Coach	1
Analyst II, Budget	3
Analyst Sparkling Portfolio & Channel Strategy	1
Application Architect II - Contour	1
Area Install Coordinator	8
Area Marketing Manager	1
Area Sales Manager	1
Asset Management Specialist	5
Associate Creative Director	2
Associate Design Manager	1
Associate Graphic Designer	1
Brand Activation Manager	5
Brand Activation Manager - Sparkling	1
Brand Director	1
Brand Director Water	1
Brand Manager	1
Brand Manager - Honest	2
Brand Manager - Powerade	2
Brand Manager - Sparkling Water	1
Brand Manager - Sprite	1
Brand Manager - Strategy and Choice Innovation	1
Brand Manager, Fanta	1
Brand Manager, Gold Peak	1
Brand Manager, I	1
Brand Manager, Peace and FUZE Tea Brands	1.

Prand Managor Charleing Water	1
Brand Manager, Sparkling Water	1
Brand Manager, Sprite	1
Brand Planning Manager	1
Budget Analysis Manager	6
Budget Analyst	1
Budget Analyst II	1
Business Analyst	2
Business Development Consultant II	1
Business Operations & Project Manager	1
Business Process Consultant II- Program Contour	7
Business Systems Analyst II	1
Business Transformation Project Mgr V	1
Category Advisory Services Manager - Circle K	2
Category Strategic Advisory Analyst	1
CCNA Customer Master Data Governance and Initiative Lead	
CCTM Director – Special Projects	1
Change and Communications Manager	1
COBC Manager	1
Coca-Cola TM Brand Director	1
Coke TM Director	1
Commercial Finance Director - Active Hydration	1
Commercial Finance Director - Tea Portfolio	1
Commercial Finance Director - Water Portfolio	1
Commercial Finance Manager	1
Commercial Finance Manager, Water Portfolio & Topo Chico	2
Communications Director, Agile	1
Controls & Compliance Manager	2
CPS Growth Category Supply Chain Lead - Dairy	1
Customer Engagement Associate	40
Customer Logistics and Supply Chain Specialist	2
Customer Logistics and Supply Chain Specialists	1
Customer Manager, CCP	2
Customer Marketing Consultant II	1
Customer Operations Associate	1
Customer Operations Associate II	12
Customer Operations Associate II- Alpharetta, GA	1
Customer Service Representative VII	1
Customer Service Team Member	13
Customer Specialist	1
Data Analyst	1
Data Steward I	3
Data Steward II	1.
Data Strat. Lead - Contour	1
Design Manager	2
Design Manager, IMC - Tea & Coffee	1
Design Project Manager	1

Dir ,FSOP Modernization Reimb	1
Dir, Innovation Strategic Planning	1
Director Advertising I - Group	1
Director Area Sales	1
Director Brand Development, Tea & Coffee	1
Director Business System Planning I - Contour	1
	1
Director Category Management-Drug/ Value	1
Director Compliance and Data Analytics	1
Director Consumer and Brand Analytics & Analytics	1
Director Consumer Brand Analytics & Insights	1
Director Employee & Culture Communications	1
Director External Communications	1
Director Field Execution, Drug and Value	1
Director FSOP Strategy RCG	1
Director II - SRA/Environmental	1
Director Integrated Marketing Content	1
Director IT - BI & Analytics	1
Director IT - Master Data Solutions	1
Director IT - Strategic Solutions	1
Director IT, CCNA Technical, Innovation & Stewardship	1
Director IT, Supply Chain	1
Director of Operations- Platform Innovation	
Director of Region Assets	1
Director Process Engineering, GCD	
Director Quality I	1
Director Retail Strategy - Foodservice	1
Director Sales	1
Director Sports Marketing and Activation - Pro Sports	
Director, Policy & Requirements, Product Integrity	1
Director, Area Sales	1
Director, Business Development - Latin America/Europe	1
Director, Category Insights & Analytics	1
Director, Category Strategic Advisory	1
Director, CCNA Packaging R&D	1
Director, Coffee/Tea Product Development	1
Director, Customer Communications	1
Director, Customer Financial Governance NRS	1
Director, Customer Insights & Analytics	1
Director, Customer Marketing East	2
Director, Digital & Payment Plaforms	1
Director, Equipment Commercialization	1
Director, Ethics & Compliance Training and Strategic Initiatives	1
Director, External Communications	1
Director, Finance FCOE	1
Director, Finance Marketing	1
Director, Finance SPM	1

Director Financial Planning & Project Management	1
Director, Financial Planning & Project Management Director, Flavors Brands Portfolio and Innovation	1
Director, GCD - Sparkling Innovation & Continuity	1
Director, Global Claims	1
	1
Director, Global Finance Processes - Contour	1
Director, Human Insights - Analytics	1
Director, Human Insights - Sparkling	1
Director, IMC - Coca-Cola Trademark	1
Director, IMC - Stills	1
Director, IMC MMBU	1
Director, IMC Sprite	1
Director, IMC Tea and Coffee	1
Director, Innovation	1
Director, Innovation Capability	
Director, Inside Sales	1
Director, IT - Finance and HR	1
Director, Marketplace Intelligence	1
Director, Network Operations	1
Director, PAC	1
Director, Package Commercialization	1
Director, POM Region Customer Service	1
Director, Process Improvement Team	1
Director, R&D Microbiology	1
Director, Refreshment Tea, Strategy and Innovation	1
Director, Region Marketing - Central	1
Director, RGM Planning	1
Director, Sales & Commercial Lead	1
Director, Shared Application Platform	1
Director, Shopper Marketing, Circle K & Convenience Retail	1
Director, Social Commitment	1
Director, Sparkling Innovation	1
Director, Sparkling Product Development	1
Director, Sports Marketing and Activation - Motorsports	1
Director, Strategic Initiatives & Source to Procure	1
Director, Strategy and Planning	1
Director, Tax Technology	1
Director, Walmart Global	1
Distributor National Sales Executive - Atlanta	1
Dunkin' RTD Coffee Brand Director	1
EA3 - Business architect	1
East Zone Effectiveness Manager	1
eCommerce Amazon Account Executive	1
Enterprise Architect 5-Supply Chain/Fin	1
Equipment Development Principle Engineer	1
Equipment Engineering Mgr	2
Exec Admin Assist, Corp Finance & M&A	1

Exec Admin Assist, North America Exec Admin Assistant	
Exec. Admin Assistant	
Executive Administrative Assistant	
Executive Administrative Assistant Executive Administrative Assistant	
Executive Administrative Assistant Executive Creative Director	
Federal Tax Manager	
Fiannce Master Data Analyst - Contour	
Field Execution Manager	
Finance Director, Corporate Functions	
Finance Director, Innovation/ Technical	
Finance Integration Process Specialist - Contour	
Finance Lead - Contour	
Finance Leadership Associate	
Finance Leadership Associate (FLA)	
Finance Manager IT & Integrated Services	
Finance Manager, IT & Integrated Services	
Finance Service Manager, E-Commerce Infrastructure Development	
Finance Services Manager - I OPEX COE	
Finance Services Manager - OPEX COE	
Finance Services Manager I	
Finance Services Manager I - CTM Finance	
Finance Services Manager I - DKO	
Finance Services Manager I- DME COE Analyst	
Finance Services Manager II	
Finance Services Manager II - CAT Commercial	
Finance Services Manager II - CTM	
Finance Services Manager II - Financial Planning & Innovation - Tea & Coffee	
Finance Services Manager II – HQ Financial Planning & Analysis – Franchise & NRS	
Finance Services Manager II - Media	
Finance Services Manager II – NRS Forecasting and Analytics Manager	
Finance Services Manager III	
Finance Services Manager I	
Financial Analysis & Digital Commercial Manager – Digital Integration	
Financial Analysis Consultant II	
Financial Analysis Manager III	
Financial Analyst	
Financial Analyst - Contour	
Financial Analyst II	
Financial Manager III, BDB	
Financial Manager, Global Analysis	
Financial Operations Communication Communica	
Financial Planning & Innovation Manager - Active Hydration & Water	
Financial Planning and Finance Innovation Manager - Sparkling &	

Financial Consists Manager	1
Financial Services Manager	2
Financial Services Manager I Active Hydration	1
Financial Services Manager I - Active Hydration	1
Financial Services Manager I - CTM	1
Financial Services Manager I - Customer Agreement Team	1
Financial Services Manager I - SPM Finance	1
Financial Services Manager I - Tea Portfolio	1
Financial Services Manager II NRS Finance Drug & Value Channels	1
Financial Services Manager II - NRS Finance - Drug & Value Channels Financial Services Manager II, Customer Agreement Team	1
	1
Financial Services Manager III	1
Financial Services Manager III - Natural Channel	1
Financial Services Manager III - On-Premise	1
Financial Services Mgr I	1
Floor Operation Supervisor	1
Food Service Customer Marketing Manager	1
Forecast Manager	1
Fountain Account Coordinator	4
Freestyle Customer Operations Associate II	1
Freestyle Customer Service Team Member	1
Freestyle Finance Manager	4
Freestyle Operations Manager	1
FSM III Opex Manager	1
FSOP Reimbursement COE Manager	1
Genesys Analyst GFO-GL Close Process Lead - Contour	2
GFO-GL Close Process Lead - Contour GFO-Interco/Fixed Assests Process Lead - Contour	1
Global Benefits Admin Lead	1
Global Customer Director	1
Global Data Analyst	1
Global Data Analyst Global Data Steward, Customer & Vendor	3
Global Data Steward, Finance	2
Global Data Steward, Finance Global Data Steward, Supply Chain	2
Global Data Steward-Supply Chain	1
Global Director, People Analytics Platform Strategy	1
Global Director, Feople Analytics Hadorn Strategy Global Director, Shared Services	1
Global Finance Integration Director	1
Global Initiatives Assistant - Contour	1
Global Innovation Director - Sparkling	1
Global Marketing Director	1
Global Senior Brand Manager Flavor Sparkling	2
Global Stills Manager, Juice-Dairy-Plant	1
Group Dir. Customer Master Data	1
Group Director - Honest Tea TM	1
Group Director - Nonest Year 191 Group Director - Strategy & Planning	1
Group Director Finance	1
Group Director Finance	

Croup Director Prand Marketing, smartwater	1
Group Director, Brand Marketing- smartwater Group Director, Business Affairs	1
Group Director, Category Strategic Advisory	1
Group Director, Coca-Cola Freestyle Commercial Strategy & Execution	1
Group Director, Connections Planning & Investments	1
Group Director, Consumer and Brand Analytics & Insights	1
Group Director, Diet Coke	1
Group Director, Director, Global ETA	1
Group Director, Entertainment and Activation	1
Group Director, Finance Freestyle	1
Group Director, GCD	1
Group Director, GCD Group Director, IMC Stills	1
Group Director, IMC, Diet Coke & Sparkling Flavors	1
Group Director, Planning & Sales Analysis	1
Group Director, Powerade	1
Group Director, Production & Social Center	1
Group Director, Revenue Growth Management & Commercial Finance -	
7-Eleven/CR	1
Group Director, RGM Performance Enablement & Execution	1
Group Director, Shopper Marketing CR/7-Eleven	1
Group Director, State and Local Government Relations	1
Group Director, Strategic Initiatives and Analysis	1
Group Director, Strategic Marketing Capabilities and Planning	1
Group Director, Strategy & Alliance Management	1
Group IT Director, Global Digital Marketing	1
Group Manager, Shopper Marketing & eCommerce	1
Grp Dir, Contact Center Ops	1
Grp Dir, Sales Ops, Analysis & Reporting	1
Grp Dir, Sales Support	1
Head of Global Creative	1
HR Business Partner - Sr Manager	1
HR Director Technical and R&D Innovation	1
Human Insights for Sparkling Brands	1
Innovation and Implementation Director, North America	1
Instructional Designer	1
International Account Director	1
International Tax Manager II	1
Internat'l Tax Manager II	1
IT Director, North America IT Operations	1
KO:OP Social and Digital Content Specialist	1
Laboratory Safety & Compliance Manager	1
LAG Controller	1
Lead Accounting Assistant	1
Learning Deployment Manager	1
Legal Assistant, Ethics & Compliance	1
Legal Assistant, Growth Function	1
Legal Assistant, Product Supply & CC	1

Logal Assistant JIS Cust & Comm Ldrchn	2
Legal Assistant, US Cust & Comm Ldrshp	1
Legal Strategy Partner Manager - R&D	1
	2
Manager Finance Services II	1
Manager Finance Services II - E-Commerce	2
Manager Finance Services III	
Manager I	1
Manager, Brand and Business Communication	1
Manager, Brand Public Relations	2
Manager, Business Process Improv - DEV	1
Manager, Client Services	1
Manager, Demand Planning	1
Manager, eCommerce Digital Marketing	1
Manager, Facilities Protection Group	1
Manager, Finance Services - CR Reporting & Analytics	1
Manager, Finance Services - I OPEX COE	1
Manager, Finance Services I	7
Manager, Finance Services I - CTM	6
Manager, Finance Services I - Drug Value	2
Manager, Finance Services I - OPEX COE	2
Manager, Finance Services II	15
Manager, Finance Services II - CCNA	1
Manager, Finance Services II - CCNA Cont Group	1
Manager, Finance Services II - Digital	1
Manager, Finance Services II - Key Accts.	1
Manager, Finance Services II - Planning and Controls	1
Manager, Finance Services III	8
Manager, Finance Services III - Financial Planning, Reporting & Analytics	
- OPEX, IPOs SMF / DME	1
Manager, Finance Services III CCFS	1
Manager, Financial Analysis II	1
Manager, Freestyle Customer Service	1
Manager, Health & Welfare	1
Manager, Information Assurance	1
Manager, Innovation Commercialization, PLM and Product Supply	1
Manager, IT Policy & Governance	1
Manager, Multicultural Marketing	1
Manager, Sports Marketing	2
Manager, Sports Marketing & Activation - Marketing Partnerships	1
	1
Marketing Asset Assistant	1
Marketing Asset Coordinator	1
Marketing Asset Coordinator	1
Marketing Communications Consultant II	1
Marketing Director	
Marketing Project Manager - Wendy's	1
Marketplace Connections Manager	1
MD Analyst II- Food Service- ATL-GA	1

Military Export Analyst	1
Mngr, Operational Excell - TPM	1
National Account Director	1
National Sales Account Director	1
New Business Development Director	1
Next Generation Services, Change & CPG Senior Manager	1
North America IT Director, eCommerce	1
NRS Forecasting and Analytics Manager	1
Operational Reporting	1
Order to Cash Lead - Contour	2
P2P Systems Manager	1
Payroll Transition Lead	1
Pension/401(k) Manager	1
Phone Fix Operations Senior Technical Advisor	1
Planner III	1
Planner III - Northeast	1
Planning and Performance Manager	1
PMO Global Lead	1
	1
Portfolio Ops Manager	1
Principal Engineer	1
Principal Financial Analyst Drug Value	1
Principal Financial Analyst - Drug Value	1
Principal SRA Manager, Risk Assessment & Toxicology	2
Privacy Counsel	1
Process and Performance Analyst	2
Process Engineer, GCD	1
Procurement Director , Liquid Food & Tea	1
Procurement Director, IT	1
Procurement Manager, Indirect - G&A	1
Procurement Operations Director - Contour	1
Program Director, World Without Waste	1
Program Manager (Master Scrum Master) Program Manager, Career Development Programs	1
Project Communications Senior Manager	1
Project Coordinator	8
	2
Project Engineer Project Installation Coordinator	1
Project Installation Coordinator	2
Project Manager	1
Project Manager - Finance	1
Project Manager Digital UX	1
Project Manager III	5
Project Manager, Digital UX	1
Project Manager, Industry and Communications	6
Quality Analyst	1
Region Customer Service Team Member	1
Regional Marketing Manager	

Reporting Analyst	1
Research and Development, Juice	1
Retail Execution Manager II	1
Revenue Growth Management Strategy Analyst	1
	1
Revenue Planning Analyst (RGM)	1
Revenue Process Analyst	1
RGM Strategy Analyst	1
Sanitarian	2
Scientist II	
Scientist II - Product Development R&D	2
Scientist II - Sparkling Product Development	
Scientist II, Microbiology	1
Scientist IV - R&D	1
Senior Account Executive – FSOP Emerging Beverages Group	1
Senior Architect	1
Senior Brand Manager - Adult Sparkling	1
Senior Brand Manager - POWERADE	1
Senior Brand Manager, Coca-Cola Trademark	1
Senior Brand Manager, Diet Coke	1
Senior Brand Manager, Honest Tea	1
Senior Brand Manager, smartwater	1
Senior Brand Manager, Sprite	1
Senior Business Analyst	1
Senior Commercial Manager - Honest TM	1
Senior Customer Marketing Manager	2
Senior Design Project Manager	1
Senior Executive Administrative Assistant	1
Senior Experiential Design Manager	1
Senior Finance Manager	1
Senior Financial Analyst	2
Senior Global Sales Executive	1
Senior Manager Digital Capabilities	1
Senior Manager eCommerce Business Development	1
Senior Manager, Active Hydration Product Development	1
Senior Manager, Brand Public Relations	1
Senior Manager, Category RGM	1
Senior Manager, Commercial Execution	2
Senior Manager, Commercial: fairlife DSD, Blue Sky and Hansens	1
Senior Manager, Connection Planning & Investment	1
Senior Manager, Connections Planning & Investment	4
Senior Manager, Connections Planning & Investment (KOllective)	1
Senior Manager, Customer Connections Planning	1
Senior Manager, Entertainment Marketing	1
Senior Manager, Local Connections	1
Senior Manager, Co-Premise Operations	1
Senior Manager, Orr Terrisc Operations Senior Manager, Passion Marketing	1

Senior Manager, Product & Package Innovation Commercialization	1
Senior Manager, Shopper Connections Planning & Investment	1
Senior Manager, Shopper Connections Planning and Investment	1
Senior Manager, Still Product & Package	1
Senior Manager, Venturing Strategy	1
Senior Marketing Manager, Multicultural	1
Senior National Sales Executive - Wendy's	1
Senior Project Manager	1
Senior Quality Systems Auditor	1
Senior Sales Executive - Boston, RI, NY or Atlanta	1
Senior Scientist II, Product Guidance	1
Senior Sports Marketing Manager	2
Senior Technical Advisor	12
Senior Technical Advisor Senior Technical Process and Data Analyst	1
Senior Treasury Analyst Latin America	1
	1
Service Operations Manager Social Center Project Coordinator	1
	1
Social Media Manager, Honest Tea Solution Architect II	1
	1
Solution lead, Freestyle	1
Source to Pay Marketing Co-Development Lead	1
Sparkling Strategy & Innovation Project Manager	1
Sparkling Water Director	
Sr Brand Manager, Social Commitment	1 4
Sr Customer Marketing Manager	1
Sr Dir, Media and Strategy Planning	
Sr IT Technology & Digital Capability Lead - Customer & Commercial	1
Sr Manager Digital Partnerships and Capabilities	1
Sr Manager FSOP Commercialization	1
Sr Manager Sales Capability - NFS	1
Sr Manager Sales Capability - Strategy	
Sr Manager, Retail Strategy	1
Sr Mgr, On-Premise	1
Sr Paralegal, International Operations	1
Sr Procurement Mgr, Process & Systems - Contour	1
Sr Shopper Marketing Manager	1
Sr Technical Advisor	7
Sr Technician- Teleworking	1
Sr. Brand Director, Coffee	1
Sr. Brand Director, Dairy	1
Sr. Brand Director, Global Water	1
Sr. Brand Director, Juice	1
Sr. Brand Director, Tea	1
Sr. Brand Manager	3
Sr. Brand Manager - Gold Peak	1
Sr. Business Analysis Manager-Subway	1

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System Support Specialist III	1
Systems Administrator III - Contour	1
Talent Consultant	3
Tea - Assistant Category Manager	1
Technical Governance Manager	1
Trade Spend Analyst	1
Training Manager	1
Vendor Data Analyst - Contour	1
Vice President, Category Strategy and Innovation	1
Visual Learning Designer	1
VP, Customer & Trade Communications	1
VP, Global Communications & Planning	1
VP, Sales, Arby's	1
WorkPlace Technology Strategist	1
Grand Total	828