



An American Standard Brands Company

February 22, 2024

Received: 2/22/2024 @ 11:40am

**VIA OVERNIGHT DELIVERY
AND ELECTRONIC MAIL**

Breeyn Handberg
Rapid Response Program Administrator
Ohio Department of Job and Family Services
30 East Broad Street
Columbus, Ohio 43215
rapdresp@jfs.ohio.gov

Subject: WARN Notice/Permanent Closure of Decorative Panels International, Inc.

Dear Administrator Handberg:

I am the General Manager for Decorative Panels International Inc. (the “Company” or “DPI”). This letter is being sent to you pursuant to the Federal Worker Adjustment and Retraining Notification Act (“WARN”),

Unfortunately, DPI has made the difficult decision to permanently close its operations. This permanent closure will impact all of DPI’s operations including: (1) DPI’s Alpena, Michigan manufacturing plant located at 416 Ford Avenue, Alpena, Michigan 49707 (the “Alpena Plant”); and (2) DPI’s manufacturing and warehouse facility located at 2900 Hill Avenue, Toledo, Ohio 43607 (the “Toledo Plant”).

Some of the employees at the Alpena Plant are represented the IAMAW Local Lodge W-260 (the “Union”). The Business Representative for the Union is Anthony Robbins. Mr. Robbins’ business address is 841 N. Wayne Road, Westland, Michigan 48185. Mr. Robbins’ email address is Arrobinsd169@gmail.com. Mr. Robbins is copied on this letter.

All of DPI’s operations will be permanently closed. The expected closure date for the Toledo Plant is May 31, 2024. The expected closure date for the Alpena Plant is August 31, 2024. It is expected that layoffs will begin on February 25, 2024. There will not be bumping rights. All DPI employees will either work or be paid for the WARN Notice period.

The total number of employees impacted by the closure is 260. The Alpena Plant has a total of 184 employees. 148 of these employees are in the Union. The Alpena Plant has 36 non-Union employees. The list of positions at the Alpena Plant impacted by DPI's closure is attached as Exhibit 1. The Toledo Plant has 76 employees. None of the Toledo Plant employees are in a union. The list of positions for the Toledo Plant impacted by DPI's closure is attached as Exhibit 2.

If you have any questions regarding this letter or the permanent closure of DPI's operations, you may email me at Daryl.Clendenen@decpanels.com or phone me at 419-377-5627.

Sincerely,

/s/ Daryl S. Clendenen

Daryl S. Clendenen
General Manager

cc: Anthony Robbins (via email) (Arrobinsd169@gmail.com)

EXHIBIT 2

Location	Hourly/Salary	Job Code - Description
Toledo	Hourly	ASNII - ASN Packaging Class II
Toledo	Hourly	LEADRLF - Lead Relief
Toledo	Hourly	PRF - Perforator Operator
Toledo	Hourly	PRTINSP - Print Line Inspector
Toledo	Hourly	LFT - Lift Truck Packaging Line
Toledo	Hourly	LFTWHSE - Lift Truck Warehouse
Toledo	Hourly	PRTUTY - Print Line Utility
Toledo	Hourly	TSRC - Toledo Store room clerk
Toledo	Hourly	INTERN - Intern
Toledo	Hourly	PRF - Perforator Operator
Toledo	Hourly	LFT - Lift Truck Packaging Line
Toledo	Hourly	SHPCORD - Shipping Coordinator
Toledo	Hourly	MAINTB - Maintenance Mechanic B1
Toledo	Hourly	LFTWHSE - Lift Truck Warehouse
Toledo	Hourly	PPDTEC - PP D Technican
Toledo	Hourly	PRTOP - Printer Operator
Toledo	Hourly	ASNII - ASN Packaging Class II
Toledo	Hourly	PRTTC - Print Line Top Coat
Toledo	Hourly	PRTINSP - Print Line Inspector
Toledo	Hourly	PRF - Perforator Operator
Toledo	Hourly	ASNII - ASN Packaging Class II
Toledo	Hourly	ASNII - ASN Packaging Class II
Toledo	Hourly	MAINTB - Maintenance Mechanic B1
Toledo	Hourly	PRTGC - Print Line Ground Coat
Toledo	Hourly	PRTOP - Printer Operator
Toledo	Hourly	WRPOP - Wrapper Operator
Toledo	Hourly	PRTINSP - Print Line Inspector
Toledo	Hourly	PRTOP - Printer Operator
Toledo	Hourly	LEADPRT - Lead Print Line
Toledo	Hourly	ASNII - ASN Packaging Class II
Toledo	Hourly	ASNII - ASN Packaging Class II
Toledo	Hourly	CTS - Cut to Size-Special Order
Toledo	Hourly	FILLOP - Fill Line Operator
Toledo	Hourly	LEADPRT - Lead Print Line
Toledo	Hourly	LFTWHSE - Lift Truck Warehouse
Toledo	Hourly	LEADASNN - Lead ASN North Room
Toledo	Hourly	PRTOP - Printer Operator
Toledo	Hourly	MAINTB - Maintenance Mechanic B1
Toledo	Hourly	MAINTSR - Maintenance Mechanic SR
Toledo	Hourly	MAINTA - Maintenance Mechanic A
Toledo	Hourly	MTLHDNL - Material Handler
Toledo	Hourly	COATTECH - Coating Technician
Toledo	Hourly	MAINTB - Maintenance Mechanic B1
Toledo	Hourly	LFTWHSE - Lift Truck Warehouse
Toledo	Hourly	PRTUTY - Print Line Utility
Toledo	Hourly	LEADRLF - Lead Relief

EXHIBIT 2

Toledo	Hourly	LFTWHSE - Lift Truck Warehouse
Toledo	Hourly	LFTWHSE - Lift Truck Warehouse
Toledo	Hourly	CTS - Cut to Size-Special Order
Toledo	Hourly	LFT - Lift Truck Packaging Line
Toledo	Hourly	PRTTC - Print Line Top Coat
Toledo	Hourly	PRTOP - Printer Operator
Toledo	Hourly	ASNII - ASN Packaging Class II
Toledo	Hourly	WRPOP - Wrapper Operator
Toledo	Hourly	ASNIII - ASN Operator Class III
Toledo	Hourly	CTS - Cut to Size-Special Order
Toledo	Hourly	PRTGC - Print Line Ground Coat
Toledo	Hourly	PRTTC - Print Line Top Coat
Toledo	Hourly	ASNII - ASN Packaging Class II
Toledo	Hourly	CTS - Cut to Size-Special Order
Toledo	Hourly	MAINTSR - Maintenance Mechanic SR
Toledo	Salary	MGRPLT - Manager Plant
Toledo	Salary	MGRGEN - Manager General
Toledo	Salary	INSSAL - Inside Sales
Toledo	Salary	ACCREC - Accounts Receivable
Toledo	Salary	MGRSAM - Manager Sales & Marketing
Toledo	Salary	IT - IT Department
Toledo	Salary	LEADMFOF - Lead MFG Ops Group
Toledo	Salary	ACCTSTF - Accountant Staff
Toledo	Salary	PCHNG - Purchasing
Toledo	Salary	MGRMAINT - Manager Maintenance T
Toledo	Salary	MGRSLS - Manager Sales
Toledo	Salary	MGRMAINT - Manager Maintenance T
Toledo	Salary	ACTGSUP - Accounting Support
Toledo	Salary	PPDES - PP D Designer
Toledo	Salary	INSSAL - Inside Sales