



September 4, 2025

Via Email

Breeyn Tarr
Rapid Response & WIOA Adult and Dislocated Worker Program Administrator
Office of Workforce Development
P.O. Box 182105
Columbus, OH 43218
email: rapdresp@jfs.ohio.gov

Mayor Sam Scaffide
10075 Ravenna Road
Twinsburg, OH 44087
email: sscaffide@twinsburg.oh.us

Matt Damschroder
Director
Ohio Department of Job & Family Services
30 E Broad St
Columbus, OH 43215
email: WIOAQNA@jfs.ohio.gov

Re: WARN Act Notice

To Whom It May Concern,

On behalf of Essendant Co. and Essendant Management Services LLC (together, "Essendant" or the "Company"), I am sending this notice to you to satisfy any obligation that may exist under the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq., the Ohio Revised Code § 4141.01 et seq., and any similar state or local law (collectively, the "WARN Act"). If no obligations exist, this notice is being provided to you voluntarily.

As a result of changes in and downsizing of the Company's business, the Company unfortunately will have to permanently close and terminate the employment of all employees employed at or reporting to its facility located at 2479 Edison Blvd #2c, Twinsburg, OH 44087 (the "Cleveland Facility"). The total number of affected employees is 99 at or reporting to the Cleveland Facility. All affected employees have been notified via hand delivery, mail or email of their separation dates, which will occur on or within fourteen days after November 7, 2025. Such terminations of employment are expected to be permanent, and employees will not have bumping rights for other positions. None of the employees are represented by a labor union or any other collective bargaining representative.

The Company has on file a list of the job titles of positions to be affected and the number of affected employees in each job classification. If you have questions, please contact me, Joe Kave, Vice

President, General Counsel, by phone at 312-316-4950 or by email at jkave@essendant.com, as I will be acting as the Company's representative with regard to these matters.

Sincerely,

/s/ Joe Kave

Vice President, General Counsel

Worker List by Job Title:

Job Title	
Associate, Distribution 1	16
Associate, Distribution 2	46
Associate, Maintenance 1	1
Associate, Maintenance 2	2
Associate, Ops Services	3
Associate, Ops Support	4
Associate, Prod Support	2
Driver	7
Driver, Lead	3
HR Business Partner	1
Janitor	3
Mgr, Dist Center 3	1
Mgr, Logistics-Field OH	1
Mgr, Operations	2
Mgr, Ops Maintenance	1
Mgr, Ops-Dept 2	1
Mgr, Ops-Dept 2 OH	5
	99