

Received 9/30/2025 @ 5:36pm



Dear Officials,

In compliance with the federal Worker Adjustment and Retraining Notification (WARN) Act and Ohio Revised Code 4113.31 (Ohio's mini-WARN Act), MAHLE Thermal and Fluid Systems hereby provides notice of a permanent plant closing at our facility located in Mt. Sterling, Ohio.

- **Company Name and Address:** MAHLE Thermal and Fluid Systems Mt. Sterling Inc. 10500 Oday Harrison Rd. Mt. Sterling, Ohio 43143
- **Nature of Action:** Permanent Plant Closure
- **Planned Dates:** The closure is expected to begin on December 1, 2025 and continue through August 31, 2026
- **Number of Employees Affected:** Approximately 141
- **Job Titles/Departments Affected:** Production Associates (88), Ship/Rec/WH (7), Maintenance (10), Supervisors/Team Leaders (12), Managers (7), Quality (7), Engineering (6), Admin (3), Finance (1)
- **Bumping Rights:** Affected employees do not have bumping rights
- **Reason for closing:** Business Site Restructuring
- **Company Contact:** Samantha Wilkins, Head of Human Resources, (740) 572-7869, samantha.wilkins@mahle.com

While this closure is a very difficult step for our company, our priority is to support our employees and minimize the disruption to their lives. We value the collaboration with your office and local workforce partners to help ensure that all affected employees have access to the resources and opportunities they need moving forward.

Sincerely,

Samantha Wilkins

Head of Human Resources

MAHLE Thermal and Fluid Systems Mt. Sterling Inc.