



SIRNA & SONS PRODUCE

Received: 10/2/2025 @ 6:30am

October 2, 2025
Via E-mail and US Mail

Breeyn Tarr
Rapid Response Program Delivery Manager
Ohio Department of Job & Family Services
Office of Workforce Development
P.O. Box 182105
Columbus, Ohio 43218-2105
rapdresp@jfs.ohio.gov

David W. Light
Mayor
City of Norwalk City Hall
38 Whittlesey Avenue
Norwalk, Ohio 44857
cityofnorwalk@norwalkoh.com

Huron County Board of Commissioners
180 Milan Avenue, Suite 7
Norwalk, Ohio 44857
commissioners@huroncounty-oh.gov

RE: Notice of Layoff and/or Plant Closing Pursuant to the Federal Worker Adjustment and Ohio Revised Code Section 4141.28(C)
Location: Sirna & Sons Produce; 650 US-20, Norwalk, OH 44857

To Whom It May Concern:

In compliance with the Federal Worker Adjustment and Retraining Notification ("WARN") Act (29 U.S.C. § 2101 et seq.) and Ohio Revised Code Section 4141.28 (C), Sirna & Sons Produce (the "Company") is writing to provide you with notice of a "mass layoff" or "plant closing," as these terms are defined by statute, at the Company's operation located at 650 US-20, Norwalk, Ohio 44857. Notice is concurrently being provided to affected employees.

The Sirna & Sons Produce facility located at 650 US-20, Norwalk, Ohio 44857, will discontinue its distribution operations at the Norwalk facility and transition to a reduced cross-dock facility. As a result, on December 2, 2025, approximately 45 employees at the location will be permanently laid off from Sirna & Sons Produce. This means their employment is scheduled to terminate effective December 2, 2025. This date may be extended by a few days as we work through the consolidation. We do not expect the employment termination date to be extended beyond December 15, 2025. The Company will continue to provide prompt updates to employees and these government agencies if this transition schedule changes.

There will be no bumping rights or bumping procedures since the employees of the Company are not covered by a collective bargaining unit. Attached please find, a list of the job titles of positions subject to permanent layoff, as well as the number of affected employees in each job classification.

This Notice is not intended and should not be construed as an admission that notice under the WARN Act or state law is required. All rights and defenses pursuant to the WARN Act and other laws are specifically reserved by the Company. The information provided in this letter is based upon the best information available to the Company at this time. Should you have any questions, please contact Vince Sirna at (800) 824-1868, ext. 2212.

Sincerely,

Vince Sirna, Chief Operating Officer

4 GENERATIONS OF COMMITMENT TO FRESHNESS, QUALITY & SERVICE

7176 STATE RT. 88 RAVENNA, OHIO 44266

650 RT. 20 EAST NORWALK, OHIO 44857

TOLL FREE: 1-800-824-1868

LOCAL: 330-298-2222

FAX: 330-298-9733

WWW.SIRNAANDSONSPRODUCE.COM



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RE: Position detail regarding the Notice of Layoff and/or Plant Closing Pursuant to the Federal Worker Adjustment and Ohio Revised Code Section 4141.28(C)
Location: Sirna & Sons Produce; 650 US-20, Norwalk, OH 44857

To Whom It May Concern:

My name is Nicholle Duncan, Vice President of Human Resources for FreshEdge, parent company to Sirna & Sons Produce. The FreshEdge Human Resources department provides support to Sirna & Sons Produce, including human resources administrative functions and payroll functions. The chart below indicates the position titles and position quantity of the Sirna & Sons Produce employees that will be permanently laid off. This means their employment is scheduled to terminate effective December 2, 2025.

POSITION TITLE	EMPLOYEES TO BE TERMINATED
FACILITY MAINTENANCE ASSOCIATE	1
SANITATION ASSOCIATE	2
OFFICE CLERK	1
DISPATCHER	2
DRIVER HELPER	1
DRIVER-OPERATOR	8
QUALITY CONTROL ASSOCIATE	1
RECEIVER	7
REPACKER	6
SELECTOR	12
SHIPPING LEAD	1
SHIPPING SUPERVISOR	1
SPECIALTY SELECTOR	2

Should you have any questions, please contact me. My contact information is below.

Sincerely,

Nicholle Duncan
FreshEdge | VP Human Resources
nduncan@freshedgefoods.com 317.981.3230

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