



Received: 6/23/2026 @ 5:18pm

Franklin County Board of Commissioners  
c/o Erica Crawley  
[erica.crawley@franklincountyohio.gov](mailto:erica.crawley@franklincountyohio.gov)

Mayor Lance Westcamp  
[LWestcamp@groveport.org](mailto:LWestcamp@groveport.org)

Breeyn Tarr  
[breeyn.handberg@jfs.ohio.gov](mailto:breeyn.handberg@jfs.ohio.gov)

June 23, 2026

*Sent via Email*

RE: Notice of Mass Layoff

Greetings:

After careful consideration and many internal conversations, we've decided to close A. O. Smith Corporation's Groveport, Ohio facility and move production to Appleton, Wisconsin, and Haltom City, Texas. This decision is the result of broader business considerations at A. O. Smith – how we operate, where we invest, how we simplify our water treatment business and how we position the company.

More specifically, A. O. Smith Corporation has decided to permanently discontinue our water treatment operations at our Groveport plant, located at 4343 S. Hamilton Road, Groveport, Ohio 43125, and warehouse, located at 2500 Creekside Parkway, Lockbourne, OH 43137. As a result, we anticipate that we will permanently lay off approximately 92 employees over the next six months, commencing (August 24, 2026). Please see Exhibit A, attached to this letter, which details the expected date of the first separation, and the anticipated schedule for making separations, as well as the job titles of positions to be affected, and the number of affected employees in each job classification.

During planning of this plant closure, many alternative options to mitigate the impact of a plant closure were explored and, accordingly, several groups of employees were determined to be eligible for job transfers and remote work arrangements.

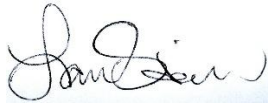
The affected employees have no bumping rights and do not have reemployment rights. The affected employees are not represented by a union.

The Company is offering severance benefits, transition assistance programs (including outplacement services) and, as always, access to our Company's Employee Assistance Program to affected employees. It

is our hope that these programs will lessen the impact of the mass layoff on individual employees and on the community as a whole.

Additional information regarding these job reductions is available at the facility and can be obtained by calling Lauren Staiduhar, Director of Human Resources, at (262) 622-8029.

Sincerely,

A handwritten signature in black ink, appearing to read "Lauren Staiduhar", is positioned above a thin blue horizontal line. To the right of the signature, there is a vertical yellow line.

Lauren Staiduhar  
Director, Human Resources  
A. O. Smith Corporation

## EXHIBIT A

The following job titles of positions and the number of affected employees in each job classification will be impacted by the plant closure.

Job Title	Number of Affected Employees
Assembly Operator I	19
Assembly Operator II	8
Plastics Operator	16
Lead	9
Material Handler	4
Assembler	2
Quality Inspector	2
Maintenance Technician III	2
Maintenance Lead	2
Melt-Blown Machine Service Operator	2
Melt-Blown Machine Service Operator II	2
IT Support Specialist	1
Shipping Coordinator	1
Stock Handler	1
Stock Handler – title change	1
AssemOper	1
CI Engineer	1
Mold Setter	1
Plant Controller / Cost Accounting	1
QC / Material Handler	1
Interim Supervisor	1
Mold Process Technician	1
Production Supervisor	1
Sr Manufacturing Engineer	1
Product Engineer	1
Human Resources Supervisor	1
Receiving Clerk	1
Sr. Product Engineer	1
Cycle Counter	1
MRO Coordinator	1
Maintenance Supervisor II	1
MC Maintenance Controls Tech	1
BOM Tech	1
CI Project Manager	1
Accountant	1

## **EXHIBIT A, CONT.**

The anticipated schedule for making separations will proceed as follows:

- 8/24/2026-9/04/2026 - 19 employees will be separated.
- 9/7/2026-9/18/2026 - 9 employees will be separated.
- 10/05/2026-10/16/2026 - 35 employees will be separated.
- 10/19/2026-10/30/2026 - 8 employees will be separated.
- 11/30/2026-12/11/2026 - 20 employees will be separated and the plant will close.
- 01/11/2027-01/22/2027 - 1 remote employee will be separated.