

Ms. Heidi Quirion
Program Administrator,
Office of Workforce Development
Ohio Department of Job and Family
Services
6680 Poe Avenue
Dayton, Ohio 45414
United States of America

Reference: **International Motors LLC - Notice of the Company's Sale
of its Springfield OH Operations**

Dear Government Official:

We are writing to notify you that International Motors, LLC (the "Company") has entered into an agreement with Roshel, Inc. ("Roshel") to sell a majority of its assets in Springfield Ohio to Roshel (the "Sale"). This includes the Springfield Assembly Plant ("SAP") located at 6125 Urbana Road, Springfield OH, 45502, as well as the Company's Truck Specialty Center ("TSC") located at 5975 Urbana Road, Springfield OH, 45502. The Sale is expected to close on October 2, 2026 (the "Sale Closing Date"). It is further expected that all of the Company's Springfield operations at SAP and TSC will be concluded by the Sale Closing Date, and that virtually all employees who are employed by the Company at those locations will be terminated from employment with the Company effective that date except for employees who are on certain types of leave of absence as of the Sale Closing Date. Employees who are on those certain types of leave as of the Sale Closing Date will remain employed by the Company until the conclusion of their leave, at which time their employment with the Company will be terminated.

As you may know, some of the employees at these facilities are represented for purposes of collective bargaining by the United Auto Workers Union, on behalf of its Locals 402 and 658 (the "Union"). Payments and benefits that will be provided to Union-represented employees at the time of termination have been separately negotiated with the Union at both SAP and TSC. Severance pay and benefits for employees who are not represented by the Union will be offered by the Company to eligible employees subject to certain terms and conditions that will be separately communicated to those employees. Employees represented by the Union may have bumping rights under the collective bargaining agreements during the period up until their termination date, depending upon the circumstances. Employees who are not represented by the Union do not have bumping rights.

Please be advised that the Company's Springfield work locations are not being closed, as Roshel has advised the Company that it intends to commence new operations at these Springfield locations at some point in the future following the Sale Closing Date. Nevertheless, all employees will be permanently terminated from employment with the Company as of the Sale Closing Date if they remain employed with the Company at that time, except for employees who are on certain types of leave of absence at that time as specified above.

Please be further advised that as of the date of this letter, there are approximately 1,314 employees employed at SAP, approximately 1,137 of whom are represented by the Union; and there are approximately 27 employees employed at TSC, approximately 21 of whom are represented by the Union. The Union officials who are directly involved with this situation are the following:

- The UAW International representative for the Company's Springfield operations is Ed Zirkle, UAW International Representative; he can be reached by email at ezirkle@uaw.net
- The chief elected official of UAW Local 402 for both SAP and TSC is Chris Blizzard, President; he can be reached by email at cblizard402@gmail.com
- The chief elected official of UAW Local 658 for both SAP and TSC is Loren Miller, President; he can be reached by email at loren.miller@international.com

This notice is being provided pursuant to the federal Workers' Adjustment and Retraining Notification Act (the "WARN Act") as well as the Ohio state WARN statute. In accordance with Ohio WARN, I am enclosing a copy of the notice provided to the Union (which includes a list of all impacted bargaining unit employees) and a template of the notices provided individually to all non-represented employees. As you can see from these materials, affected employees have been advised that upon the termination of their employment with the Company, they may qualify for unemployment benefits, and have been further advised that more information regarding unemployment benefits and the application process for those benefits can be accessed from the following URL:

<https://ifs.ohio.gov/job-services-and-unemployment/unemployment/for-unemployed-workers>

If you have any questions regarding any related matter or would like further information, please contact me directly at the address, phone or email address listed below.

Sincerely,



Tim Powelke

Director of Employee & Labor Relations
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