



Received: 10/23/2026 @ 2:30pm

October 23, 2026

Via Email and Certified Mail

rapdresp@jfs.ohio.gov
Director, Ohio Department of Job and Family Services
Ohio Rapid Response Unit
30 East Broad Street, 32nd Floor
Columbus, OH 43215

Via Email and Certified Mail

kevin.strecker@bellevueohio.gov
cc: sarah.wilson@cityofbellevue.com
City of Bellevue
Kevin Strecker, Mayor
165 Bellevue Way, Bellevue, Ohio 44811

Via Email and Certified Mail

Commissioners@huroncounty-oh.gov
Huron County Commissioners
Bob Morgan, County Commissioner
Harry Brady, County Commissioner
Tom Dunlap, County Commissioner
180 Milan Avenue, Suite 7
Norwalk, Ohio 44857

Re: WARN Notification Letter - Markdom Plastics USA, Inc. (the "Company") dba Markdom Plastics Ohio 1 located at 560 Goodrich Road, Bellevue, Ohio 44811

To Whom It May Concern:

This letter constitutes notice pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §§ 2101–09, and Ohio Revised Code § 4113.31. The Company intends to conduct a layoff at its Ohio 1 facility located at 560 Goodrich Road, Bellevue, Ohio 44811. The facility is not closing and will continue to operate. This layoff is expected to be permanent. This action is being taken as a result of the anticipated closure of our Ohio 2 facility located at 122 Hirt Drive, Bellevue, Ohio 44811, and the resulting transfers of Ohio 2 employees to the Ohio 1 facility, which have impacted the Company's operations and necessitated this reduction in force. Prior to reaching this decision, the Company evaluated alternatives to the layoff but concluded that the reduction was unavoidable in light of prevailing business circumstances. The layoff will affect four (4) employees who work at the Ohio 1 facility. A list of the positions affected and the number of employees to be separated in each job classification is attached as **Exhibit A**. A copy of the notice being provided to the affected employees is attached as **Exhibit B**.

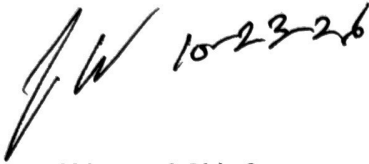
The layoff will occur in a single round on December 24, 2026, and will be the only round of layoffs in connection with this action. There will not be any bumping rights for affected employees. None of the affected employees are represented by a union. All affected employees will be notified of their expected separation dates and that their separations from employment will be permanent. This notice is being provided not less than sixty (60) days in advance of the first separation, as required under the WARN Act and applicable Ohio law, including Ohio Revised Code § 4113.31. This notice is provided voluntarily and is not an admission that either the WARN Act and Ohio Revised Code § 4113.31 applies to the Ohio 1 facility.

The Company has evaluated and will provide affected employees with information on unemployment insurance benefits and available job placement, retraining, and counseling services, and will coordinate with the Ohio Rapid

Response Unit of the Ohio Department of Job and Family Services to help connect employees with the transition services available to them.

If you desire any additional information regarding this layoff, please contact Jason Nichols, General Manager at Ohio 1 and Ohio 2, at 419-217-2840 or jnichols@markdom.com.

Sincerely,

A handwritten signature in black ink, appearing to be 'JW', followed by the date '10-23-26' written in a similar cursive style.

Jason Nichols
General Manager, Ohio 1 and Ohio 2

Exhibit A

AFFECTED JOB CLASSIFICATIONS – OHIO 1 FACILITY

Job Title	Number of Individuals Affected
CYCLE COUNTER	1
PRODUCTION SCHEDULER	1
MOLD SETTER	1
PROCESS TECHNICIAN	1
Total	4

Exhibit B

NOTICE LETTER TO EMPLOYEES

October 23, 2026

Via Hand-Delivery and U.S. Mail

[EMPLOYEE NAME]
[EMPLOYEE ADDRESS]
[CITY, STATE ZIP]

Re: WARN Notification Letter - Markdom Plastics USA, Inc. (the "Company") dba Markdom Plastics Ohio 1 located at 560 Goodrich Road, Bellevue, Ohio 44811

Dear [EMPLOYEE NAME]:

This letter constitutes notice pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §§ 2101–09, and Ohio Revised Code § 4113.31. This notice is being provided not less than sixty (60) days in advance of the first separation, as required under the WARN Act and applicable Ohio law.

The Company intends to conduct a layoff at its facility located at 560 Goodrich Road, Bellevue, Ohio 44811. The facility is not closing and will continue to operate. This layoff is expected to be permanent.

Your position is among those affected by the layoff. The layoff will occur in a single round on December 24, 2026, and will be the only round of layoffs in connection with this action. Four (4) employees are expected to be separated from employment at the Ohio 1 facility as a result of the layoff. Your individual expected separation date is being communicated to you separately in writing, in a letter delivered together with this Notice, at least sixty (60) days before that date. The Company does not offer job bumping rights.

The Company will provide you with information on unemployment insurance benefits and available job placement, retraining, and counseling services, and will coordinate with the Ohio Rapid Response Unit of the Ohio Department of Job and Family Services regarding available employee transition services. This information, including how to apply for unemployment insurance benefits, is provided in Exhibit A, attached to this Notice.

If you have any questions regarding this Notice, please contact Jason Nichols, General Manager, Ohio 1 and Ohio 2, by phone at 419-217-2840 or by email at jnichols@markdom.com.

Sincerely,

Jason Nichols
General Manager, Ohio 1 and Ohio 2

EXHIBIT A
TO NOTICE LETTER TO EMPLOYEES
Employment Transition Resources

OhioMeansJobs

OhioMeansJobs is Ohio's primary employment assistance resource. Services include job search and job matching, resume and cover letter assistance, career assessments, interview preparation, skills training and certification programs, and access to local OhioMeansJobs Centers. Employees are encouraged to contact the local OhioMeansJobs Center for assistance with job placement, training opportunities, and career transition services.

Website: <https://ohiomeansjobs.ohio.gov>

Ohio Unemployment Benefits

Employees may be eligible for unemployment compensation benefits. Information regarding eligibility and the claims process is available through the Ohio Department of Job and Family Services.

Website: <https://unemployment.ohio.gov>

Additional Information: <https://jfs.ohio.gov/unemployment-services/for-workers/resources/benefit-rights-information>

Rapid Response Services

Rapid Response is a State of Ohio program that helps employees affected by layoffs and plant closures. Services may include reemployment assistance, resume development, skills assessments, job search workshops, training and retraining opportunities, job fairs, and referrals to community resources. The Company is coordinating with the Ohio Rapid Response team, which may hold information sessions for employees. Details will be shared as they become available. To access Rapid Response services, contact your nearest OhioMeansJobs Center, which you can locate through the OhioMeansJobs website listed above.

Website: <https://jfs.ohio.gov/RapidResponse>