



October 9, 2026

Via Email and Registered 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 Registered Mail

sarah.wilson@cityofbellevue.com

City of Bellevue
Kevin Strecker, Mayor
165 Bellevue Way, Bellevue, Ohio 44811

Via Email and Registered Mail

smiller@sanduskycountvoh.gov

rzimmerman@sanduskycountvoh.gov

jcsmith@sanduskycountvoh.gov

The Board of Sandusky County Commissioners
Scott Miller, Board Member
Russ Zimmerman, Board Member
Justin Smith, Board Member
622 Croghan Street
Fremont, Ohio 43420

Re: WARN Notification Letter - Markdom Plastics USA, Inc. (the "Company") dba Markdom Plastics Ohio 2 located at 122 Hirt Drive, Bellevue, Ohio 44811

To Whom It May Concern:

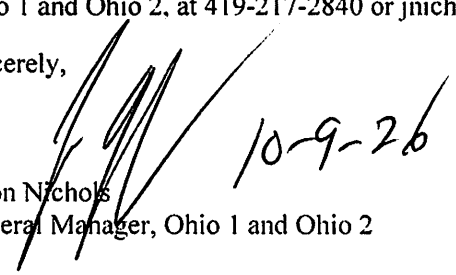
This letter constitutes notice pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §§ 2101-09, and Ohio Revised Code § 4113.31. The Company intends to permanently close its Ohio 2 facility located at 122 Hirt Drive, Bellevue, Ohio 44811. This action is being taken as a result of strategic shifts in the Company's business, including the consolidation of its Ohio operations, together with increased market competition, shifts in demand for the Company's products, and technological advancements affecting manufacturing processes and labor requirements, all of which have impacted the Company's operations and necessitated the closure of this facility. Prior to reaching this decision, the Company evaluated alternatives to closure but concluded that closing the Ohio 2 facility was unavoidable in light of prevailing business circumstances. To minimize the impact on its workforce, the Company intends to offer approximately 75 transfer positions at its Ohio 1 facility to employees of the Ohio 2 facility. The closure will affect approximately 78 employees who work at the Ohio 2 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 plant is anticipated to close on or about May 31, 2027, subject to any wind-down activities. The closure is expected to be permanent, and 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. Employee separations are expected to occur in phases beginning on December 11, 2026, with all separations completed no later than May 31, 2027. 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.

As required under Ohio law, 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 closure, please contact Jason Nichols, General Manager at Ohio 1 and Ohio 2, at 419-217-2840 or jnichols@markdom.com.

Sincerely,



Jason Nichols
General Manager, Ohio 1 and Ohio 2

Exhibit A

AFFECTED JOB CLASSIFICATIONS – OHIO 2 FACILITY

Job Title	Number of Individuals Affected
Buyer MRO	1
Grinder	1
Maintenance Technician	4
Manufacturing Engineer	1
Material Handler	10
Materials Manager	1
Materials Supervisor	1
Materials Team Lead	1
Operator	36
Process Technician	5
Production Supervisor	2
Production Team Lead	1
Quality Auditor	3
Quality Engineer	1
Relief/Utility	6
Shipping Clerk	3
Tooling Technician	1
Total	78

Exhibit B

NOTICE LETTER TO EMPLOYEES

October 9, 2026

Via Hand-Delivery and U.S. Mail

[EMPLOYEE NAME]

[EMPLOYEE ADDRESS]

Re: WARN Notification Letter - Markdom Plastics USA, Inc. (the "Company") dba Markdom Plastics Ohio 2 located at 122 Hirt Drive, 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 close its entire facility located at 122 Hirt Drive, Bellevue, Ohio 44811. This plant closure is expected to be permanent. The expected date of the closure is May 31, 2027.

Employees at the Ohio 2 facility who are not transferred to our Ohio 1 facility will be separated from employment as a result of the closure. Separations will occur in stages between December 11, 2026 and May 31, 2027. Approximately 78 employees are expected to be separated from employment as a result of the closure. Your individual expected separation date, or a separation period of no more than 14 days, will be communicated to you separately in writing at least sixty (60) days before that date. The Company does not offer job bumping rights.

As required under Ohio law, 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>