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September 21, 2026

Breeyn Tarr

Rapid Response & WIOA Adult and Dislocated Worker Program Administrator
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Mario A. Spadafora, Director

Labor & Employee Relations
Michigan Sugar Company

Subject: Toledo Packaging & Warehousing Site

Ms. Tarr and Mr. Kapszukiewicz:

In June of 2024, the Michigan Sugar Company Toledo facility sustained storm-related structural damage to its Packaging and Warehousing facility located at 3332 St Lawrence St, Toledo, Ohio, 43605. Since the completion of repairs to the building, the Company has continued to experience significant difficulties in getting the site fully operational. As a result, the decision has been made to move to a warehousing only operation in Toledo. We have determined that it is in the best interests of Michigan Sugar to invest in packaging and liquid sugar lines at its other facilities.

In light of current circumstances, Michigan Sugar regrets that it must reduce its Toledo workforce by seven employees. The employees affected by this reduction will be notified in writing on September 22, 2026, which will also serve as their last day of employment.

Although we do not believe this reduction required any notice, we are sending this as a courtesy to be considered notice under the Worker Adjustment and Retraining Notification Act (WARN Act).

Feel free to reach out should you have any questions. We have and continue to appreciate the opportunity to do business in the State of Ohio.

Sincerely,

Mario A. Spadafora

mario.spadafora@michigansugar.com

Cell (989) 778-0982

Enclosure:

- *Exhibit 1: List of impacted positions*

Exhibit 1:

List of Job Positions and Number of Individuals Affected by the Layoff

- Maintenance technician (1)
- Packaging & Warehousing Manager (1)
- Quality Control Technician (1)
- Material Handler (1)
- Sugar Specialist (2)
- Shipping Coordinator (1)