

Received: 7/29/2026 @ 9:02am



DOWNLITE

**Supplemental Notice to State of Ohio*

VIA EMAIL AND FEDEX DELIVERY

July 22, 2026

Ohio Department of Job & Family Services
Rapid Response & WIOA Adult and Dislocated Worker Program
30 E. Broad St,
Columbus, OH 43215
rapdresp@jfs.ohio.gov

Re: Down-Lite International, Inc./Worker Adjustment and Retraining Notification Act (WARN) Notice

Dear Rapid Response,

This supplemental notice is provided to you, pursuant to the federal Worker Adjustment and Retraining Notification Act (WARN) [29 U.S.C. § 2101, et seq.] and Ohio Revised Code § 4113.31, you were informed on April 20, 2026, that Down-Lite International, Inc. planned to close the facility located at 8153 Duke Boulevard, Mason, Ohio 45040 and lay off approximately 145 employees currently employed at that location. The layoff was expected to commence on or about June 15, 2026, and conclude on or about June 29, 2026.

The layoffs for certain selling, general, and administrative employees has been postponed until on or about July 31, 2026, and will conclude on or about August 14, 2026. The postponement is due to general administrative tasks with the sale of the business to Live Comfortably.

If you need additional information, you should contact Sandy Coleman 513-229-6346, scoleman@downlite.com.

Sincerely,

Sandy Coleman
Director of Human Resources
Down-Lite International, Inc.



**Additional Notice to State of Ohio*

VIA EMAIL AND FEDEX DELIVERY

July 22, 2026

Ohio Department of Job & Family Services
Rapid Response & WIOA Adult and Dislocated Worker Program
30 E. Broad St,
Columbus, OH 43215
rapdresp@jfs.ohio.gov

Re: Down-Lite International, Inc./Worker Adjustment and Retraining Notification Act (WARN) Additional Notice

Dear Rapid Response,

This additional notice is provided to you, pursuant to the federal Worker Adjustment and Retraining Notification Act (WARN) [29 U.S.C. § 2101, et seq.] and Ohio Revised Code § 4113.31, that Down-Lite International, Inc., you were informed on April 20, 2026, that Down-Lite International, Inc. planned to close the facility located at 8153 Duke Boulevard, Mason, Ohio 45040 and lay off approximately 145 employees currently employed at that location. The layoff was expected to commence on or about June 15, 2026, and conclude on or about June 29, 2026.

The layoffs for certain selling, general, and administrative employees has been postponed until on or about August 28, 2026, and will conclude on or about September 25, 2026. The postponement is due to general administrative tasks with the sale of the business to Live Comfortably.

This facility closure is being done in conjunction with the sale of the business to Live Comfortably, as the operations conducted at this facility is being consolidated with Live Comfortably's operations elsewhere.

The postponed layoff is expected to be permanent and will affect approximately 5 employees. The layoffs are expected to commence on or about August 28, 2026 and conclude on or about September 25, 2026. Due to need to consolidate operations following the sale of the business, other than providing 60-days' notice to all affected parties there is little action Down-Lite can take to avoid these plant closings.

The affected employees do not have any "bumping" rights. In other words, they do not have the right to take another employee's job.

Each of the affected employees will receive at least 60 days' notice of their layoff. We are providing notice to the affected employees, the Department of Job and Family Services, Warren County, and Deerfield Township. The employees are not represented by a union.

Down-Lite will ensure that all employees will be paid all earned wages and any benefits through the date of termination. Down-Lite has provided affected employees with the following information, which is included in the notice given to each affected employee:

Ohio's Unemployment Insurance Program is available to assist you. You can contact the Office of Unemployment Insurance Operations by calling 1-877-644-6562 or 1-800-750-0750 between 8 AM and 5 PM Monday through Friday (except holidays). You can also fax to 614-466-7449.



To contact Unemployment Benefits via mail, send correspondence to the following address:

Office of Unemployment Insurance Operations
P.O. Box 182212
Columbus, OH 43218-2212

On any mailed and/or faxed correspondence, please include your FULL name, your claimant ID and/or the last 4 digits of your Social Security Number.

Ohio's Department of Job & Family Services is available to help you find solutions to the temporary challenges you may face until you are reemployed. There are many types of support services you may be eligible for including job placement assistance, retraining programs, or counseling services. Please go to OhioMeansJobs.com for more options or visit your nearest OhioMeansJobs center.

If you need additional information, you should contact Sandy Coleman 513-229-6346, scoleman@downlite.com.

Sincerely,

Sandy Coleman
Director of Human Resources
Down-Lite International, Inc.

Enclosures

- (1) Affected Job Classifications
- (2) Additional Notice to Affected Employees



(1) Affected Job Classifications

Benefits Manager - 1

Chief Information & Marketing Officer - 1

Director of Human Resources - 1

EDI Analyst - 1

Vice President of Marketing - 1



(2) Additional Notice to Affected Employees

**Additional Notice to Affected Employee*

VIA EMAIL AND FEDEX DELIVERY

July 22, 2026

[Employee's Name]

[Address]

[Address]

**Re: Down-Lite International, Inc./Worker Adjustment and Retraining Notification
(WARN) Additional Notice**

Act

Dear [Employee's Name],

As an affected employee of Down-Lite International, Inc., pursuant to the federal Worker Adjustment and Retraining Notification Act (WARN) [29 U.S.C. § 2101, et seq.] and Ohio Revised Code § 4113.31, you were informed on April 20, 2026, that Down-Lite International, Inc. planned to close the facility located at 8153 Duke Boulevard, Mason, Ohio 45040 and lay off approximately 145 employees currently employed at that location. The layoff was expected to commence on or about June 15, 2026, and conclude on or about June 29, 2026.

The layoffs for certain selling, general, and administrative employees has been postponed until on or about August 28, 2026, and will conclude on or about September 25, 2026. The postponement is due to general administrative tasks with the sale of the business to Live Comfortably.

This facility closure is being done in conjunction with the sale of the business to Live Comfortably, as the operations conducted at this facility are being consolidated with Live Comfortably's operations elsewhere.

The postponed layoff is expected to be permanent and will affect approximately 5 employees. The layoff is expected to commence on or about August 28, 2026, and conclude on or about September 25, 2026. Your termination as a result of the facility closure is expected to occur within that 28-day time period.

You do not have any "bumping" rights. In other words, you do not have the right to take another employee's job.

Ohio's Unemployment Insurance Program is available to assist you. You can contact the Office of Unemployment Insurance Operations by calling 1-877-644-6562 or 1-800-750-0750 between 8 AM and 5 PM Monday through Friday (except holidays). You can also fax to 614-466-7449.

To contact Unemployment Benefits via mail, send correspondence to the following address:

Office of Unemployment Insurance Operations
P.O. Box 182212
Columbus, OH 43218-2212

On any mailed and/or faxed correspondence, please include your FULL name, your claimant ID and/or the last 4 digits of your Social Security Number.



Ohio's Department of Job & Family Services is available to help you find solutions to the temporary challenges you may face until you are reemployed. There are many types of support services you may be eligible for including job placement assistance, retraining programs, or counseling services. Please go to OhioMeansJobs.com for more options or visit your nearest OhioMeansJobs center.

If you need additional information, you should contact Sandy Coleman 513-229-6346, scoleman@downlite.com.

Sincerely,

Sandy Coleman
Director of Human Resources
Down-Lite International, Inc.



Received: 4/28/2026 @ 10:10am

**Notice to State of Ohio*

VIA EMAIL AND FEDEX DELIVERY

April 20, 2026

Ohio Department of Job & Family Services
Rapid Response & WIOA Adult and Dislocated Worker Program
30 E. Broad St,
Columbus, OH 43215
rapdresp@jfs.ohio.gov

Re: Down-Lite International, Inc./Worker Adjustment and Retraining Notification Act (WARN) Notice

Dear Rapid Response,

This is to inform you, pursuant to the federal Worker Adjustment and Retraining Notification Act (WARN) [29 U.S.C. § 2101, et seq.] and Ohio Revised Code § 4113.31, that Down-Lite International, Inc. plans to close the facilities located at 8153 Duke Boulevard, Mason, Ohio 45040 and 11093 Kenwood Road, Blue Ash, Ohio 45242 and lay off approximately 164 employees currently employed at those locations.

These facility closures are being done in conjunction with the sale of the business to Live Comfortably, as the operations conducted at these facilities are being consolidated with Live Comfortably's operations elsewhere.

The layoff is expected to be permanent and will affect approximately 164 employees. The layoff is expected to commence on or about June 19, 2026, and conclude on or about July 2, 2026. Due to need to consolidate operations following the sale of the business, other than providing 60-days' notice to all affected parties there is little action Down-Lite can take to avoid these plant closings.

The affected employees do not have any "bumping" rights. In other words, they do not have the right to take another employee's job.

Each of the affected employees will receive at least 60 days' notice of their layoff. We are providing notice to the affected employees, the Department of Job and Family Services, Hamilton County, Warren County, Deerfield Township, and Blue Ash. The employees are not represented by a union.

Down-Lite will ensure that all employees will be paid all earned wages and any benefits through the date of termination. Down-Lite has provided affected employees with the following information, which is included in the notice given to each affected employee:

Ohio's Unemployment Insurance Program is available to assist you. You can contact the Office of Unemployment Insurance Operations by calling 1-877-644-6562 or 1-800-750-0750 between 8 AM and 5 PM Monday through Friday (except holidays). You can also fax to 614-466-7449.

To contact Unemployment Benefits via mail, send correspondence to the following address:

Office of Unemployment Insurance Operations
P.O. Box 182212
Columbus, OH 43218-2212

On any mailed and/or faxed correspondence, please include your FULL name, your claimant ID and/or the last 4 digits of your Social Security Number.

8153 Duke Blvd Mason, Ohio 45040 Phone: 513.229.3696 Fax: 513.229.6301 www.downlitebedding.com



Ohio's Department of Job & Family Services is available to help you find solutions to the temporary challenges you may face until you are reemployed. There are many types of support services you may be eligible for including job placement assistance, retraining programs, or counseling services. Please go to OhioMeansJobs.com for more options or visit your nearest OhioMeansJobs center.

If you need additional information, you should contact Sandy Coleman 513-229-6346, scoleman@downlite.com.

Sincerely,

Sandy Coleman
Director of Human Resources
Down-Lite International, Inc.

Enclosures

- (1) Affected Job Classifications
- (2) Notice to Affected Employees at the Duke Boulevard Location
- (3) Notice to Affected Employees at the Kenwood Road Location



(1) Affected Job Classifications

Accounting Controller - 1
Accounts Payable Manager - 1
Accounts Payable Specialist - 1
Benefits Manager - 1
Chief Executive Officer - 1
Chief Information & Marketing Officer - 1
Chief Marketing and Merchandising Officer - 1
Clerk Office Controller - 1
Collaborative Inventory Planning - 2
Customer Service Manager - 1
Desktop Support - 1
Director of Human Resources - 1
Director of IT - 1
Dock Worker B2B and eCommerce - 5
Duke Maintenance Tech - 4
eCommerce Customer Care - 1
eCommerce Drop Ship and Marketplace Operation - 1
eCommerce Drop Ship Coordinator - 1
eCommerce Office Clerk - 1
EDI Analyst - 1
Filler Machine Operator - 1
Filling Operator - 8
Forklift Driver - 1
Graphic Designer - 2
Hauser Operator - 4
Inventory & Production Specialist - 1
Label Room Clerk - 2
Lead for Warehouse - 1
Logistics Manager - 2
Machine Operator - 2
Maintenance and Engineering Manager of Cincinnati - 1
Manager - Billing, Credit & Collections - 1
Merchandise Design Associate - 1
Merchandising Coordinator - 1
Owner - 1
Plant Manager - 1
Product Compliance and Engineering Coordinator - 1
Product Engineer - 1
Product Manager/Merchandiser - 1
Production Lead - 10
Production Manager - 2
Production Supervisor - 2
Production Worker - 20
Quality Assurance Auditor - 1
Quality Assurance Manager - 1
Quality Assurance Supervisor - 1
Receiving Supervisor - 1
Senior Account Manager - 3
Senior Accountant - 1
Senior Product Manager/Merchandiser - 1



DOWNLITE

Senior VP of Sales - 1
Sewing Operators - 18
Shipping Clerk - 2
Shipping Lead - 2
Shipping Office Lead - 1
Shipping Supervisor - 2
Sourcing Analyst - 1
Tech Pro Manager - 1
Traffic Clerk - 1
VP Brand and Product Management - 1
VP of E-Commerce - 1
VP of Finance and Accounting - 1
VP of Hospitality Sales - 1
VP of Marketing - 1
VP of Sales - 1
VP of Sales/Merchandising Off Price - 1
VP of Sales/Sales Executive - 2
VP of Sourcing - 1
VP Sourcing & Quality Assurance - 1
Warehouse Associate - 13
Warehouse Associate Material Handler - 4
Warehouse Lead - 3