



Received: 7/14/2026 @ 3:05am

April 14, 2026

Via Overnight Mail and E-mail

matt.damschroder@jfs.ohio.gov; rapresp@jfs.ohio.gov; breeyn.handberg@jfs.ohio.gov

Mr. Matt Damschroder
Director
Ohio Department of Job and Family Services
30 East Broad Street
Columbus, OH 43215

Rapid Response Unit
WARN Notices
30 East Broad Street
Columbus, OH 43215

Breeyn Tarr
Rapid Response & WIOA Ault and Dislocated Worker Program Administrator
Office of Workforce Development
P.O. Box 182105
Columbus, OH 43128-2105

Re: Refresco's Facility Located at 300 Industry Dr., Carlisle, OH 45005/WARN Notice
Prior WARN Notice and Facility Not Closing

Dear Mr. Damschroder, Ms. Tarr, and Rapid Response Unit:

On or about April 14, 2026, Refresco Beverages US Inc. ("Refresco") sent you a letter pursuant to the Federal Worker Adjustment and Retraining Notification Act ("WARN") and the Ohio State plant closing law, specifically Ohio Revised Code 4113.31 to provide advance notice of a plant closing under the Federal WARN Act and Ohio State law for its facility located at 300 Industry Dr., Carlisle, OH 45005 ("Facility").

After further consideration, while Refresco ceased manufacturing operations at this Facility on or about June 24, 2026, Refresco decided that the Carlisle facility will transition to use as a distribution center for warehousing, storage, and shipment of products and the Facility will not be closing and will remain in operation at this time. A small team of employees will remain employed at the Facility. The Facility has commenced operations as a distribution center. Additionally, since our last notice, some employees made the decision to transfer to other Refresco facilities.

As to Refresco's employees, 9 employees separated from employment after the announcement, an additional 28 employees had their employment conclude as a result of manufacturing operations discontinuing at the Facility, 6 employees will separate from employment later this month, and 1 employee will separate from employment later this year. (Updated Worker List/Job Title, page 2.)



Please contact me if you would like further information on behalf of Refresco. I can be reached at (862) 485-8986 and mark.scott@refresco.com.

Sincerely,

Mark Scott

Mark Scott
 Human Resources Director – Northeast Region
 Refresco Beverages US Inc.
 8112 Woodland Center Boulevard
 Tampa, Florida 33614
 Phone: 862-485-8986
 E-mail: mark.scott@refresco.com

Job Title	Number
Batching Blending Tech II	3
Forklift Operator	2
Forklift Operator II	1
Machine Operator	10
Machine Operator II	4
Machine Operator Lead	5
Machine Operator Utility	1
Maintenance Tech	6
Parts Coord	1
Plant Controller	1
PLC Tech	1
Quality Microbiologist	1
Quality Tech	2
Supervisor Maintenance	1
Supervisor Production	3
Supervisor Quality	1
Warehouse Coordinator	1
Total:	44



Received: 4/14/2026 @ 6:51am

April 14, 2026

Via Overnight Mail and E-mail

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Mr. Matt Damschroder
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Re: Refresco's Facility Located at 300 Industry Dr., Carlisle, OH 45005/WARN Notice

Dear Mr. Damschroder, Ms. Tarr, and Rapid Response Unit:

I am writing to you pursuant to the Federal Worker Adjustment and Retraining Notification Act ("WARN") and the Ohio State plant closing law, specifically Ohio Revised Code 4113.31 to provide advance notice of a plant closing under the Federal WARN Act and Ohio State law.

I am the Human Resources Director – Northeast Region, for Refresco Beverages US Inc. ("Refresco"). After careful consideration and thorough evaluation, Refresco has made the difficult decision to discontinue manufacturing operations at its Carlisle, Ohio facility located at 300 Industry Dr., Carlisle, OH 45005. The decision was made after extensive review of various factors related to Refresco's manufacturing operations and network; ceasing production at this facility was because of the needs of Refresco's customers as well as high operating costs. Refresco plans to cease manufacturing operations at the plant on or about June 24, 2026. Refresco anticipates that on or about July 11, 2026, warehousing will conclude and the plant will be closed, with additional decommissioning of equipment thereafter. Refresco expects the entire facility to be closed on or about July 11, 2026 or within a one (1) to two (2) week period of this date, and the closing will be permanent. Employees at the facility and warehouses are not represented by a union and bumping rights do not exist.

Attached as Schedule A is a list setting forth the job titles of affected employees, along with the total number of employees in each job classification. The anticipated schedule for employment losses for each job classification is also set forth below. The total number of employees affected by this closure will be approximately 63 employees (although approximately 7 of those employees are being offered a position at a different Refresco location, with a separation date listed in Schedule A if they do not accept the position at a different location). To help mitigate the impact of this action on affected employees, Refresco will facilitate on-site job fairs to assist with job placement outside of Refresco, as well as assistance with resume writing. Refresco is also offering severance packages to employees



whose employment will end conditioned on a separation agreement and employment through their scheduled separation date.

Affected employees at this location are being advised on April 14-15, 2026 that they may apply for unemployment benefits after their last day worked, including by providing the following information in all notices to affected employees:

You may access the Job and Family Services website 24 hours a day, 7 days a week at <https://unemployment.ohio.gov>. You may also file toll-free by calling (877) OHIOJOB (644-6562) or TTY at (888) 642-8203, Monday through Friday, 7:00 a.m. – 6:00 p.m. (excluding holidays).

A copy of the notice being provided to affected employees is enclosed for your review.

Attached please find: (1) schedule A listing the job titles of each affected employee along with their department and anticipated separation date, and (2) a copy of the notice provided to affected employees.

Please contact me if you would like further information on behalf of Refresco regarding the closing. I can be reached at (862) 485-8986 and mark.scott@refresco.com.

Sincerely,

Mark D Scott

Mark Scott
Human Resources Director – Northeast Region
Refresco Beverages US Inc.
8112 Woodland Center Boulevard
Tampa, Florida 33614
Phone: 862-485-8986
E-mail: mark.scott@refresco.com

Enclosures



Schedule A

Job Title	Number of Employees	Anticipated Separation Date
Batching Blending Tech II	4	6/24/26
Field Quality Manager	1	6/24/26
Forklift Operator	3	6/24/26
Forklift Operator II	1	7/11/26
HR Generalist	1	7/31/26
Inventory Control Specialist	1	7/11/26
Machine Operator	13	6/24/26
Machine Operator II	6	6/24/26
Machine Operator Lead	5	6/24/26
Machine Operator Utility	1	6/24/26
Maintenance Technician	6	5 on 6/24/26, 1 on 7/25/26
Manager Maintenance	1	7/31/26
Manager Production	1	7/31/26
Manager Warehouse	1	7/31/26
Parts Coordinator	1	6/24/26
Plant Administrative Assistant	1	7/25/26
Plant Controller	1	7/31/26
Plant Manager	1	7/31/26
PLC Technician	2	7/25/26
Quality Microbiologist	1	6/24/26
Quality Technician	4	6/24/26
Supervisor Maintenance	1	12/21/26
Supervisor Production	3	2 on 6/24/26, 1 on 7/25/26
Supervisor Quality	1	7/31/26
Warehouse Coordinator	1	7/11/26
Warehouse Lead	1	7/11/26

Refresco North America

8112 Woodland Center Blvd • Tampa • Florida • 33614 • USA

Our drinks on every table