

Breeyn Tarr

Rapid Response & WIOA Adult and Dislocated Worker Program Administrator
Ohio Job & Family Services
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&

Christina Muryn

Mayor of Findlay Ohio
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Findlay, Ohio 45840
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Mario A. Spadafora, Director

Labor & Employee Relations
Michigan Sugar Company

Subject: Closure of Michigan Sugar Co. Facility - Findlay, Ohio

Ms. Tarr and Ms. Muryn:

I am writing to inform you that, after careful consideration by our senior leaders, the Michigan Sugar Company will be closing its warehouse facility located at 1343 Greenwood Street, Findlay, OH 45840.

The decision to close the facility is driven by an evolving product mix and customer base that allows Michigan Sugar to service customers from other warehousing sites. Rail service was previously severed to the Findlay site and Ohio has stricter limits on truck weights than Michigan which means it is often difficult to transport sugar from our Michigan factories to the site. In addition, outdated and obsolete equipment would require a significant capital investment for a site that does not produce sugar and does not have rail service.

These and other considerations make it clear that it is no longer feasible for the Company to continue its warehouse operation in Findlay. The final day of active operations has yet to be determined, however the four employees were notified verbally on December 4th, 2025.

Two of the employees are represented by the Bakery, Confectionery, Tobacco Workers and Grain Millers Local 19 (BCTGM) and were notified in writing on December 11, 2025. The two (2) BCTGM-represented

employees at the facility will remain on our active roll until January 31, 2026. We notified the BCTGM Local 19 in writing on December 3, 2025.

As soon as the final day of operations is identified, the remaining two salary employees will be provided with their last day of employment in writing.

Although we do not believe the closure required any notice, we are sending this as a courtesy to be considered notice of a facility closing 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
Cell (989) 778-0982

Enclosure:

- *Exhibit 1 (see below)*
- *Written notification to two BCTGM employees*
- *Written notification to union BCTGM*

Exhibit 1:

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

- *Warehouse Manager (salary)– 1*
- *Warehouse Assistant (salary) – 1*
- *Warehouse Utility Person (hourly) - 2*