

December 12, 2025

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*VIA FEDEX SIGNATURE AND ELECTRONIC MAIL*

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John Saunders  
Staff Representative, Martins Ferry, OH  
United Steel, Paper and Forestry, Rubber, Manufacturing, Energy,  
Allied Industrial and Service Workers International Union - Local 1223-06  
705 Main Street  
Martins Ferry, Ohio 43935  
Fax: (740)633-0961  
jsaunders@usw.org

Re: **Notice of Decision to Terminate Operation of Blending Department  
Issued Pursuant to the Worker Adjustment and Retraining Notification  
("WARN") Act and Ohio Rev. Code § 4113.31**

Dear Mr. Saunders,

I write to inform you that Turf Care Supply Corp. ("TCS") has made the decision to permanently close the Blending Department at the Martins Ferry facility. TCS has not taken this decision lightly, and while we explored options to keep the Blending Department operational, the Company has ultimately decided that it no longer makes sense for TCS to have its own blending operation and will cease all blending at Martins Ferry. We currently expect that the last day of operations for the Blending Department will be **February 28, 2026**, at which time all employees in the Blending Department will be permanently terminated.

As the representative of employees impacted by this decision, the Company is willing to engage in good faith bargaining over the effects of this decision on your members. As noted in our meeting December 9, 2025, we hope to start this process on December 15, 2025. Among other things, the Company wishes to discuss implementation of "bumping rights" and potential incentive compensation and "stay bonuses" for employees to remain on the job through February 28, 2026. **Please contact me as soon as possible to discuss the next steps in effects bargaining.**

The following information is provided pursuant to the WARN Act and Ohio Rev. Code § 4113.31:

(1) The Blending Department at Martins Ferry expects to shut down all operations on February 28, 2026. All Blending Department employees are expected to be terminated effective February 28, 2026. Termination of employment is expected to be permanent.

(2) The closure is due to numerous reasons including but not limited to inefficiencies in the manufacturing process, increased competition and declining margins in the market place, increased maintenance costs/upkeep of the facility and escalating material costs.

(3) Certain employees represented by the employee have "bumping" rights. (In some situations, "bumping rights" allow a laid-off worker to "bump" a less senior worker and remain employed.)

(4) Attached to this Notice is a list of the positions that will be impacted by this decision. For purposes of clarity, TCS is ceasing all blending operations at the Martins Ferry facility, and therefore all blending-related positions will be eliminated and employees currently in those positions will be terminated, subject to bumping rights.

If you have questions about this notice, please contact Kevin Maciak, VP Human Resources at 330.558.0910 or [kmaciak@tcscusa.com](mailto:kmaciak@tcscusa.com)

Sincerely,



VP, Human Resources  
Turf Care Supply, LLC  
330.558.0910  
[kmaciak@tcscusa.com](mailto:kmaciak@tcscusa.com)

**List of Positions Affected as Contained in Current Collective Bargaining  
Agreement**

Instrument Tech II  
Instrument Tech I  
Control-Blender Operator  
Lab Analyst  
Fabricator  
Pre Process  
Oiler/Prev. Maintenance  
Control Bagger  
Production Setup  
Blend-Blender Operator  
Parts/Tool Crib  
Warehouse Forklift  
Front End Loader  
Label Room  
Blend Bagger  
Maintenance Utility  
Custodian