

December 12, 2025

Received: 01/12/2026 @ 2:04 pm

VIA FEDEX SIGNATURE AND ELECTRONIC MAIL
FedEx Tracking: 887026012020

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

Sincerely,



VP, Human Resources
Turf Care Supply, LLC
330.558.0910
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