

January 16, 2026

VIA EMAIL AND U.S. MAIL

Ohio Department of Jobs and Family Services
Office of Workforce Development
rapdresp@jfs.ohio.gov
WARN Act Notice
P.O. Box 1618
Columbus, Ohio 43216-1618

Mayor Wade Kapszukiewicz
Wade.Kapszukiewicz@toledo.oh.gov
One Government Center
640 Jackson Street
Toledo, Ohio 43604

Lucas County Board of Commissioners
c/o Jody Balogh, Clerk
jbalogh@co.lucas.oh.us
One Government Center, Suite 800
640 Jackson Street
Toledo, Ohio 43604

**Re: New Horizons Baking Company, LLC
Closure of Facility at 1015 New York Avenue, Toledo, Ohio 43611**

This letter serves as formal notice that New Horizons Baking Company, LLC's ("NHBCo") plant located at 1015 New York Avenue, Toledo, Ohio 43611 (the "Plant") will close on or after Tuesday, March 17, 2026. Employee separations via permanent layoff as a result of this closure are expected to begin on or after March 17, 2026.

The decision to close the Plant was based on NHBCo's goal to support long-term business efficiency, consolidate locations, and encourage strategic growth. Limitations in the infrastructure within the Plant prevent it from supporting these legitimate business goals.

The employee separations via permanent layoff will impact a total of 68 employees (the "Impacted Employees"), and includes those with the following job titles:

Position Title	Number of Employees
Sanitation	8
Sanitation Lead	1
Muffin Mixer	2
Muffin Break & Relief	4

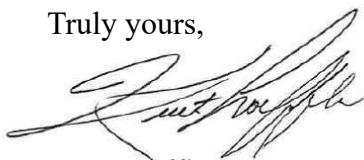
Muffin Group Leader	3
Muffin Wrapping	8
Muffin Pullaway	3
Muffin Relief	3
Muffin Hand Scaling	3
Shipping & Receiving	3
Shipping and Receiving Lead	2
Shipping and Receiving Head Lead	1
Maintenance – Plant Mechanic	7
Maintenance	3
Maintenance Tech	1
Maintenance Lead/Foreman	1
Utility	6
Production	4
Quality Assurance	3
Corporate Operations	1
Human Resources	1
TOTAL	68

Employees in the listed positions are represented by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO-CLC, Local 1-377 (the “Union”). Both the Union and the Impacted Employees have received notice of the closure and impending permanent layoff through written notice as required by both the Federal and Ohio Workers Adjustment and Notification Act

Inasmuch as the Plant is closing in its entirety the unionized Impacted Employees do not have bumping rights.

For further information, please feel free to contact the undersigned at (419) 660-4065 or kurt.loeffler@nhbco.com.

Truly yours,



Kurt Loeffler

Chief Financial Officer, Treasurer and Secretary
New Horizons Baking Company, LLC