



Received: 1/27/2026 @ 9:17am

January 27, 2026

Matt Damschroder

Director

Ohio Department of Job and Family Services

rapdresp@jfs.ohio.gov

Breeyn Tarr

Rapid Response & WIOA Adult and Dislocated Worker Program Administrator

Office of Workforce Development

30 East Broad Street

Columbus, OH 43218-2105

614-696-0506

Breeyn.handberg@jfs.ohio.gov

Mayor David Borer

Village Council

102 W Main Street

PO Box 87

Fayette, OH 43521

dborer@villageoffayette.com

Jeff L. Rupp

Fulton County Commissioner

President of the Board of Commissioners, Fulton County

152 S. Fulton St

Wauseon, OH 43567

jrupp@fultoncountyoh.com

BY EMAIL

To Whom it May Concern:

First Brands Group, LLC (the “Company”) previously informed on December 29, 2025, regarding the permanent closure of the entirety of the Eagle Machining facility located at 705 N Fayette Street, Fayette, OH 43521 (the “Facility”). While the Company had planned for the closure to commence on February 27, 2026, the Company has unfortunately faced significant unforeseeable business circumstances that require it to close the Facility effective January 27, 2026. This letter constitutes notice to you, pursuant to the Worker Adjustment and Retraining Notification Act of 1988 and Ohio Rev. Code Ann. § 4113.31.

Pursuant to 29 U.S.C. § 2102(b)(1) and (2)(A), the Company states as follows.

For the past several months, the Company has been actively seeking additional financing that it reasonably believed could be obtained and would have been sufficient to avoid or postpone this shutdown. The Company engaged with numerous lenders and stakeholders who expressed interest in providing capital, including funding that would have allowed the Company to remain operational. Both the Company and these parties believed that closing facilities while financing efforts were ongoing was not practical, as the Company’s assets would have been significantly less marketable if the business were not operating. Most recently, this past week, the Company held a final series of meetings with lenders and key stakeholders in a last effort to secure additional capital. Although the Company believed financing could be obtained, those efforts were ultimately unsuccessful, and no commitments were made. Once it became clear that no viable source of additional financing remained available, the Company provided this notice.

The Company also pursued a fulsome sale process designed to transition the businesses to new owners that could have continued operations and avoided closure. Issuing this notice earlier would have materially undermined its ability to pursue and consummate such a transaction that would have potentially allowed us to avoid the layoffs. While the Company made meaningful progress with several potential buyers, it has now become clear that a sale is not imminent nor actionable and cannot be relied upon to prevent the shutdown.

In addition to the confirmation from the Company’s stakeholders and third-parties that no additional funding will be forthcoming to keep the Facility open, there have also been a number of additional unforeseeable business circumstances that have arisen in the past several days alone that have further necessitated today’s notice. Firstly, the Company received confirmation from major customers that they are withholding payments and unwilling to support the Company, drastically impacting the Company’s financial situation. Secondly, certain parties who were investing significant time and resources into the sale process – and whom the Company assessed to be the most actionable buyers for some or all of the assets – suddenly and definitively determined that they would not be submitting bids. These decisions impacted how the Company’s

stakeholders perceived the risk associated with additional financing and their willingness to see the process through to close. Today's notice is a direct result of these sudden and unexpected events.

The confluence of factors noted above, as well as many others, have necessitated the issuance of today's notice and the abbreviated timeline for the closure of the Facility. Today's notice is intended to provide as much notice as is practicable under the circumstances of the upcoming closure.

The Company expects that 246 total employees will be affected by this closure. The Company expects that 235 employees will be terminated effective January 27, 2026. 5 employees will be retained past that date to assist with matters related to the closure and will be terminated on February 6, 2026. An additional 2 employees will be terminated on February 27, 2026. An additional 4 employees will be terminated on March 27, 2026. At this time, the Company expects the closing to be permanent. Because this is a complete closure of the Facility, bumping rights are not applicable.

Affected employees at the Facility include represented and unrepresented employees. Employees have been encouraged to contact the Ohio Department of Job & Family Services at 30 E Broad St, Columbus, OH 43215, (614) 466-6282 to learn about available services, such as unemployment compensation information, job matching, funding for training, resume writing, interview preparation, and hiring events. Employees have also been encouraged to learn more about Unemployment Benefits by visiting the State's website at <https://jfs.ohio.gov/job-services-and-unemployment> or by calling (877) 644-6562.

Affected employees who are represented by a union are represented by the United Auto Workers Local 1181. The following union officials have been notified:

- Donald Messer, Chairman, Local 1181, 18941 Co. Rd. H, Holgate, OH 43527, Uawlocal1181@outlook.com
- Tricia Geiger, International Servicing Representative, Local 1181, tgeiger@uaw.net
- Shawn Fain, President, United Auto Workers, 8000 East Jefferson Avenue, Detroit, Michigan 48214

The job titles of positions to be affected, and the number of affected employees in each job classification are attached as Exhibit A included with this letter. Copies of template notices provided to affected employees or their representative are attached as Exhibits B and C, respectively, to this letter.

The name and telephone number of the Company's representative who should be contacted for further information is Paul Kosturos (833-434-2557).

The information in this notice is based on the best information available to the Company at this time.

Sincerely,

Exhibit A

Job Titles of Positions to be Affected and Number of Affected Employees in Each Job Title

Job Title	Number of Employees
Buyer I-Commodity	1
CNC Operator	74
Desktop Support	1
Eng'g Lead/Supv-Mft	1
Engineer II-Manufacturing	2
Engineer- Quality	1
Floor Inspector	6
Machine Operator	109
Maintenance A	15
Maintenance B	3
Maintenance Supv II-Gen	1
Manager- HR	1
Material Handler	18
Mgr Supply Chain II Inv	1
Planner- Materials	1
Production Supervisor	3
Production Supv I-Gen	1
Re-Op Operator	1
Set up	2
Set-Up - Direct ECT	5
Sr Planner/Scheduler-Gen	1
Sweeper	3



Received December 29, 2025 @ 2:58pm

December 29, 2025

Matt Damschroder
Director
Ohio Department of Job and Family Services
rapdresp@jfs.ohio.gov

Breeyn Tarr
Rapid Response & WIOA Adult and Dislocated Worker Program Administrator
Office of Workforce Development
30 East Broad Street
Columbus, OH 43218-2105
614-696-0506
Breeyn.handberg@jfs.ohio.gov

BY EMAIL

Dear Mr. Damschroder and Ms. Tarr,

First Brands Group, LLC (the “Company”) regrets to inform you that it will be permanently closing the entirety of the Eagle Machining facility located at 705 N Fayette Street, Fayette, OH 43521 (the “Facility”). This letter constitutes notice to you, pursuant to the Worker Adjustment and Retraining Notification Act of 1988 and Ohio Rev. Code Ann. § 4113.31.

For several weeks now the Facility has been operating at significantly reduced production. During that time, the Company has been evaluating its footprint and go-forward business strategy. As part of such evaluation, the Company has determined that the Facility has been underperforming for the past year, causing a strain on the Company’s liquidity and increasing the Company’s capital need. Even with additional capital, the cost structure for the Facility does not support keeping this Facility in operation. As a result, the Company has made the difficult decision to permanently close the Facility.

The Company expects that 251 total employees will be affected by this closure. The Company expects that the closure will commence on February 27, 2026, and that 248 employees will be terminated effective February 27, 2026. The Company currently expects that the Facility closure will be complete by March 1, 2026, and that three (3) employees will be retained past that date to assist with matters related to the closure. The Company expects that one (1) such employee will be separated on March 31, 2026. The final two (2) employees do not yet have a set termination date. At this time, the Company expects the closing to be permanent. Because this is a complete closure of the Facility, bumping rights are not applicable.

Affected employees at the Facility include represented and unrepresented employees. Employees have been encouraged to contact the Ohio Department of Job & Family Services at 30 E Broad St, Columbus, OH 43215, (614) 466-6282 to learn about available services, such as unemployment compensation information, job matching, funding for training, resume writing, interview preparation, and hiring events. Employees have also been encouraged to learn more about Unemployment Benefits by visiting the State’s website at <https://jfs.ohio.gov/job-services-and-unemployment> or by calling (877) 644-6562.

Affected employees who are represented by a union are represented by the United Auto Workers Local 1181. The following union officials have been notified:

- Donald Messer, Chairman, Local 1181, 18941 Co. Rd. H, Holgate, OH 43527, Uawlocal1181@outlook.com
- Tricia Geiger, International Servicing Representative, Local 1181, tgeiger@uaw.net
- Shawn Fain, President, United Auto Workers, 8000 East Jefferson Avenue, Detroit, Michigan 48214

The job titles of positions to be affected, and the number of affected employees in each job classification are attached as Exhibit A included with this letter. Please note that, pursuant to 20 C.F.R. § 639(c)(4), the notice to representatives of affected employees (Exhibit C) contains the names of workers currently holding affected jobs, which the Company requests be treated as sensitive information and not publicly filed.

The name and telephone number of the Company's representatives who should be contacted for further information are Darla Williamson, Regional HR Manager (330-980-0677) or Sabreen Rahhal, Director of Human Resources (682-252-1274).

The information in this notice is based on the best information available to the Company at this time.

Sincerely,

Shekhar Kumar

Senior Vice President, M&A, First Brands Group, LLC

Exhibit A

Job Titles of Positions to be Affected and Number of Affected Employees in Each Job Title

Job Title	Number of Employees
Buyer I-Commodity	1
CNC Operator	74
Desktop Support	1
Eng'g Lead/Supv-Mft	1
Engineer II-Manufacturing	2
Engineer- Quality	1
Floor Inspector	6
Machine Operator	109
Maintenance A	15
Maintenance B	3
Maintenance Supv II-Gen	1
Manager- HR	1
Material Handler	18
Mgr Supply Chain II Inv	1
Planner- Materials	1
Production Supervisor	3
Production Supv I-Gen	1
Re-Op Operator	1
Set up	2
Set-Up - Direct ECT	5
Sr Planner/Scheduler-Gen	1
Sweeper	3