

WARN ACT NOTICE TO THE STATE DISLOCATED WORKER UNIT

January 16, 2026

VIA CERTIFIED MAIL & EMAIL

Breeyn Tarr
Rapid Response Program Delivery Manager
Ohio Department of Job and Family Services
Office of Workforce Development
P.O. Box 182105 Columbus, OH 43218-2105
rapdresp@jfs.ohio.gov

**Re: NOTICE OF LAYOFFS BY FIRST FINANCIAL BANCORP PURSUANT TO
20 C.F.R. § 639.7(e)**

Dear Breeyn Tarr,

Please be advised that, on or around March 19, 2026, First Financial Bancorp (“Company”) will begin permanently laying off a number of its employees at its Seville Operations Center located at 4940 Enterprise Pkwy, Seville, OH 44273. The separations of the affected employees are expected to occur in waves, starting on the dates included below. Consistent with these plans, the last day of employment at the Company for the affected employees is anticipated to be one of the following dates or within 14 days thereafter:

- March 19, 2026
- April 17, 2026
- May 18, 2026
- June 17, 2026
- September 15, 2026

A list of the affected job titles and number of employees per classification is attached as **Exhibit A**. First Financial Bancorp mitigated the impact of these layoffs by offering employees the opportunity to be considered for roles with Company. In addition, Company provides severance pay, a COBRA premium subsidy, payment of accrued but unused paid time off, career transition services and unemployment benefit information to eligible employees who will exit as a result of the acquisition. The affected employees are not represented by any union. All layoffs will be permanent, and no bumping rights exist. A copy of the notice provided to affected employees is attached as **Exhibit B**.

For further information regarding this matter, please contact me at MarySue.Findley@bankatfirst.com, or via telephone at 513.979.5734.

Sincerely,

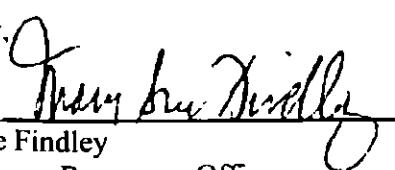

Mary Sue Findley
Chief Human Resources Officer

EXHIBIT A
AFFECTED JOB TITLES & NUMBER OF EMPLOYEES PER CLASSIFICATION

Affected Job Title(s)	Number of Employees Per Classification
Accounting Clerk	2
Administrative Professional 2	1
Chief Credit Officer	1
Chief Financial Officer	1
Chief Operating Officer	1
CHRO/Chief Inclusion Officer	1
Commercial Loan Administrator 1	2
Commercial Loan Administrator 2	2
Commercial Loan Administrator 3	2
Commercial Loan Underwriter 1	1
Consumer Loan Administrator 1	1
Controller	1
Courier	2
CRA Officer	1
CRC Client Service Representative	1
Credit Administrator	2
Deposit Operations Account Specialist 1	1
Deposit Operations Funds Specialist 2	1
Deposit Operations Funds Specialist 3	2
Deposit Operations Team Lead	1
Director of Bank Operations	1
Director of Finance, Market Risk Officer	1
Director of HR Operations	1
Director of Marketing and Communications	1
Escrow Specialist 1	2
Exec Asst to Chairman and CEO	1
Facilities Leader	1
Financial Reporting Manager	1
Forecasting & Planning Analyst	1
General Counsel	1
HR Operations Generalist	1
Intermediate Accountant	1
Loan Servicing Administrator 2	1
Loan Servicing Operations Manager	1
Marketing Manager	1
Mortgage Loan Closer	1
Mortgage Loan Processor Jr UW	1
Payroll Specialist	1
Physical Security Officer	1

Risk Management Officer	1
Salesforce.nCino Administrator	1
Senior Accountant	1
Senior BSA Analyst	1
Senior Corporate Counsel	1
Senior Technology Officer	1
Systems Engineer 2	2
Third Party Vendor Risk Manager	1