



February 23, 2026

Director of Ohio Job and Family Services and the Ohio Rapid Response Unit
rapdresp@jfs.ohio.gov

Breeyn Tarr
Rapid Response & WIOA Adult and Dislocated Worker Program Administrator
Office of Workforce Development
P.O. Box 182105
Columbus, OH 43218-2105
Phone: 614-696-0506
breeyn.handberg@jfs.ohio.gov

Mayor Justin Bibb
City of Cleveland
601 Lakeside Ave, Room 227
Cleveland, Ohio 44114
MayorBibb@clevelandohio.gov

Dale Miller
2079 E 9th St, Floor 8
Cleveland, OH 44115
damiller@cuyahogacounty.gov

BY EMAIL

To Whom it May Concern:

First Brands Group, LLC (the "Company") regrets to inform you that it will be conducting a mass layoff at the Cleveland Corporate Office facility located at 127 Public Square Suite 5300, Cleveland, OH 44114 (the "Facility"). This letter constitutes notice to you, pursuant to the Worker Adjustment and Retraining Notification Act of 1988 and Ohio Revised Code § 4113.31.

The Company expects that 146 total employees will be affected by this layoff. The Company expects that the layoff will commence on February 23, 2026 and that 146 employees will be terminated effective February 23, 2026. At this time, the Company expects the layoffs to be permanent. Bumping rights are not applicable.

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

As you may be aware, the Company has gone to great lengths to maintain its operations. For the past several months, the Company has been trying to obtain capital by selling its business lines to buyers that would be able to continue operations.

This process has included marketing the business to various potential buyers, sharing information about the business, and entering into negotiations. Many potential bidders were interested in continuing operations. In other words, bidders were interested not only in assets and inventory, but in its employees too, such that they could continue to operate the business going forward. To that end, announcing this action earlier than today would have jeopardized the sale process and the Company believed that potential bidders would not have been interested in the business lines without its employees. Finding a bidder who would have allowed the Company to continue operating all of its business lines was a primary goal of the sale process.

The Company indeed made progress with several bidders toward sales that would have permitted operations to continue. The Company and various parties exchanged drafts of agreements, discussed which business lines parties would purchase, and progressed toward potential resolutions. The Company reasonably believed that these sales would ultimately come to fruition. Unfortunately, in recent days, several such parties have suddenly and unexpectedly withdrawn or narrowed their bids, such that the Company no longer sees a viable path toward retaining certain employees. The Company is providing this notice as soon as it became practicable to do so, that is, after exhausting its efforts to obtain capital via sales processes and allow for continued operations.

We also note that, in addition to the sale process, the Company has spent the past several months seeking additional financing that would have prevented today's decision, or at a minimum, provided financing that would have allowed continued operations through the conclusion of a sale process. Again, the Company believed that its lenders would not have provided such capital if the Company had announced these layoffs any sooner. While certain outside parties did ultimately decide to fund specific business lines, the Company was unfortunately unable to receive any commitments to fund Company-wide operations, and moreover, several such sources of funding unexpectedly and suddenly decided to reduce or cease their funding, such that the sale of certain facilities, and certain operations of the Company, cannot proceed as the Company had reasonably believed would occur.

The sudden cessation of the sale process as to certain facilities was unfortunately an unforeseeable event that has led to today's decision and the abbreviated timeline for layoffs. Given the urgency and seriousness with which the Company and the potential purchaser approached the sale process and the fact that parties had been actively negotiating a purchase agreement, the sudden change in circumstances was unexpected and not reasonably foreseeable.

The factors noted above, among several others, have led to today's decision. The Company engaged in numerous efforts to avoid this action, but made this decision as soon as it became clear that there was no path forward remaining.

Attached hereto as Exhibit A is a list of the job titles of positions to be affected, and the number of affected employees in each job classification.

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.

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. A copy of the template notice provided to affected employees is attached as Exhibits B 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,

First Brands Group, LLC

Exhibit A

Job Titles of Affected Positions	Number of Affected Employees
Account Manager	17
Acquisition, Recruiting	1
Administrative Assistant	1
Analyst- Catalog Data	1
Analyst Category I	1
Analyst- CPFR	5
Analyst CPFR I	7
Analyst- Finance	1
Analyst- Sales Ops	1
Analyst- Supply Chain	1
Attorney	1
Brand/Product Manager II	1
Business Analyst	1
Business Analytics and Operations Specialist	1
Business Developer II	1
Business Development Manager	3
Category Manager	2
Clerk, Accounts Receivabl	1
Coordinator- EHS	1
Customer Experience Analy	3
Customer Service Specialist E	1
Cybersecurity Manager	1
Data Scientist	1
Demand Planner	1
Dir Trade & Merchandising	1
Director- Business Unit	1
Director- Catalog	1
Director of BI	1
Director of Business Dev	1
Director of Sales	1
Director Pumps	1
Director- Sales	2
Director, Engineering I	2
Director, HR I	1
Director, Sales I	1
Engineer I	1
Engineer- Product	1
Field Sales Manager	6
HPKN-Art Director	2
HPKN-Director of Marketing	2
HPKN-Graphic Designer	1
HPKN-Product Specialist	1

HPKN-Purchasing Agent	2
HPKN-Senior Graphic Designer	1
HPKN-Web Designer	1
Manager - CPFR	1
Manager Finance	1
Manager- Sales	1
Manager- TA	1
Manager, Product	2
Manager, Sales Operations	1
Manager, Transportation I	1
Mgr Cust Exp	1
MI - Category Manager	1
MI - Senior Project Mgr	1
National Account Manager	4
National Accts Manager II	1
Ntl Accts & Training Mgr	1
Operations Director I	1
Paralegal	1
Product Content Spst	1
Product Director, Calipers	1
Product Manager	3
Product Specialist	1
Program Manager	3
Promotions Manager	1
QA/QC Manager I	1
Sales Coordinator	1
Sales Director III	1
Sales Mgr - Ind & Spc OE	1
Sales Representative IV	1
Sales Representative V	1
Senior Account Manager	1
Senior Supply Chain Analy	1
SR. Director- Sales	1
SR. Engineer- Product	1
Sr. MP&L Manager	1
Sr. Technical Trainer	1
Supervisor- Warehouse	1
System Admin	1
Talent Acquisition Partne	1
Talent Acquisition Partner	3
Techline Agent	1
VP of Customer Service	1
VP of Operations Brakes	1
VP of WD Sales Channel	1
Zone Manager	9