



Received: 2/24/2026 @ 7:20pm

Meteor Creative Inc.
1414 Commerce Park Dr,
Tipp City, OH 45371
USA
meteor-group.com

February 24, 2026

Via Certified Mail and Email

TO:

Matt Damschroder
Director
Ohio Dept. of Job and Family Services
Rapid Response Unit
P.O. Box 1618
Columbus, Ohio 43216-1618
rapdresp@jfs.ohio.gov

Honorable Logan Rogers
Mayor
City of Tipp City, Ohio
260 S. Garber Drive
Tipp City, Ohio 45371

Honorable Wade H. Westfall
President, Board of County Commissioners
Miami County, Ohio
201 W. Main Street
Troy, OH 45373

Willis McCoy
President
USW Local 1123L
1234 Harrison Avenue SW
Canton, OH 44706

Re: Notice of Permanent Plant Closing and Layoff

Dear Sirs:

Meteor Creative, Inc. (the “Company”) writes to notify you that it will be permanently closing its manufacturing facility located at 1414 Commerce Park Drive, Tipp City, Ohio 45371 (the “Facility”). This letter constitutes notice pursuant to the Worker Adjustment and Retraining Notification Act of 1988, 29 U.S.C. §§ 2101—2109, and Ohio Rev. Code Ann. § 4141.28(C).

While such notice may not be necessary—as the Company employs fewer than 100 employees at the Facility and does not meet the statutory threshold for a “covered employer” under 29 U.S.C. § 2101(a)(1)—the Company is providing this notice out of an abundance of caution and in accordance with 20 C.F.R. § 639.1(e), which encourages notice in ambiguous situations, to ensure you are fully aware of the closure. This notice is not intended, and should not be construed, as an admission that the WARN Act applies to this closure or that this notice is required from the Company or to any employee. All rights and defenses pursuant to the WARN Act, similar state laws, and other laws are specifically reserved.

The decision to close the Facility is the result of the inability to secure sufficient customer contracts necessary to sustain continued operations. Despite diligent and good-faith efforts to negotiate new business arrangements with customers, those efforts have been unsuccessful, and the customers have declined to enter into the contracts that would have been required to maintain the Facility’s operations.

The Company is providing not less than sixty (60) calendar days’ advance written notice. The closure is expected to occur on or about **April 24, 2026**. The Company expects that approximately **66** employees will be affected by this closure. All affected employees are expected to be

terminated effective **April 24, 2026**. At this time, the Company expects the closing to be permanent. Affected employees' employment will terminate on the Closure Date, or as phased operations permit.

Affected employees at the Facility include both represented and unrepresented employees. Bumping rights exist under the applicable collective bargaining agreement, but are not intended to be applicable because this is a complete plant shutdown.

Employees have been encouraged to contact the Ohio Department of Job and Family Services at 30 East Broad Street, 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 Company will provide information regarding continuation of health insurance benefits under COBRA in a separate communication.

Affected employees who are represented by a union are represented by the United Steelworkers, on behalf of Local 1123L, AFL-CIO-CLC. The following union officials have been notified:

Willis McCoy, President, USW Local 1123L, 1234 Harrison Avenue SW, Canton, OH 44706

Donnie Blatt, Director District 1, United Steelworkers, 777 Dearborn Park Lane, Suite J, Columbus, OH 43085

The job titles of positions to be affected, and the number of affected employees in each job classification, are attached as **Exhibit A** to this letter.

The name and telephone number of the Company's representative who should be contacted for further information is Gary Laufenberg, gary@corpservices.org.

All information is based on the best available information as of the date of this letter and is subject to change.

Sincerely,



Meteor Creative, Inc.

Enclosures: Exhibit A (Affected Job Titles and Number of Employees)

cc:

Willis McCoy, President, USW Local 1123L
Donnie Blatt, Director District 1, United Steelworkers

Exhibit A

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

Job Title	Number of Employees	Bargaining Unit (Y/N)
Extrusion Packer	11	Yes
Extrusion Production Tech	9	No
Extrusion Production Tech Trainee	1	No
Finishing Process Tech. Lead	1	No
Forklift Operator	1	Yes
Machine Operator	18	Yes
Machinist/Tool Maker	1	No
Maintenance Technician	1	No
Quality Auditor	2	No
Sr. Quality Coordinator	1	No
Team Lead – Extrusion	2	No
Team Lead – Maintenance	1	No
Tool Room Bench Helper	1	No
Wire EDM Operator	1	No
Engineering Manager	1	No
Extrusion Department Lead	1	No
Finishing Department Lead	1	No
FlexiTrim Sales & Customer Service Coordinator	1	No
KAM Industrial Solutions	1	No
Manufacturing Engineer	1	No
Material Purchasing Agent	1	No
Production Supervisor	2	No
Project Engineer	1	No
HR Generalist	1	No
Operations Manager	1	No
Engineering Technician	1	No
Shipping Manager	1	No

Tool Room Supervisor	1	No
TOTAL	66	