

Received: 2/27/2026 @ 10:08am



February 27, 2026

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BY EMAIL

To Whom it May Concern:

First Brands Group, LLC (the “Company”) regrets to inform you that it will be permanently closing the entirety of the FRAM Greenville facility located at 851 Jackson St. Greenville, OH 45331 (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.

As you may be aware, the Company is currently experiencing a period of financial distress and is in a chapter 11 bankruptcy process. Nevertheless, the Company has gone to great lengths to maintain its operations. This has included pursuing a sale process as well as attempting to seek additional funding from numerous outside parties. However, under all of these circumstances, the Company has now made the difficult decision to close this Facility.

The Company expects that 302 total employees will be affected by this closure. The Company expects that the closure will commence on April 30, 2026, and that 302 employees will be terminated effective on that 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.

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. Copies of template notices provided to affected employees or their representative are attached as Exhibits B and C, respectively, to this letter.

Certain affected employees are represented by the United Auto Workers, Local 2413, whose chief elected officer, Shawn Fain, is located at 8000 East Jefferson Avenue, Detroit, Michigan 48214. The local union representative is Brian Cole.

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
06 Cell Pack Tech	1
Apprentice - Electrician	2
Apprentice - Millwright	1
Apprentice - Toolmaker	3
Apprentice- Millwright	2
Automation Cont Eng	7
Backup Set up B- Cell	1
Buyer	1
Document Control	1
EHS Specialist	2
Electrician	1
Engineer- Controls	1
Engineer- Quality	1
Engineering Manager	1
Escalations	1
GLCL	1
Group Lead - MP	1
Group Lead- MP	1
Group Lead- Operations	5
HR Generalist	1
HSE Technician	1
HSETehcnician	1
Inven Control Spec	1
Inventory Control Specialist	1
IT Site Support	1
Janitor	2
Jeep	14
Labor Pool	1
Lead- Materials	1
Maint Clerk	1
Maintenance Clerk	2
Maintenance Planner	1
Maintenance Planner GL	1
Maintenance Technician	1
Manager- Materials	1
Millwright	1
MP - Millwright	2
MP - Toolmaker	2
MP Fabricator	2
MP Millwright	1
MPGL	1
Operator	1

Operator Inspector	4
Operator- Inspector	3
Planner- Maintenance	2
Press	6
Proc Spec Train -PO	3
Proc Spec Trainer - Final	4
Proc Spec Trainer - Paint	2
Proc Spec Trainer - Paper	2
Proc Spec Trainer - Press	2
Proc Spec Trainer - Weld	3
Process Specialist Trainer	2
Production Planner	1
Production Supervisor	2
Quality Engineer	2
Quality Technician	2
Set up A	2
Set up A- Lead	14
Set up A- Litho	1
Set up A Paint	1
Set up A- Paint	1
Set up A- Pleater	1
Set up A- Pleater XG	1
Set up A- PM	1
Set up A- Press	9
Set up A- Suregrip	2
Set up B	33
Set up B-	1
Set up B- Unitboxer	3
Set up B- Borden	3
Set up B- BUM	2
Set up B- Cell	22
Set up B- Inspector	5
Set up B- Massman	2
Set up B- Stocker	1
Set up B- Welder	5
Set up B- Wolverine	1
Set up B- XG	16
Set up- Operator	3
Setup A - Litho	3
Setup A - Press	4
Setup A - Seamer	1
Setup A - Suregrip	3
Setup A Lead	4
Setup B	6
Setup B - Borden	1
Setup B - BUM	1

Setup B Cells 3 & 4	1
Setup B Operator	14
Setup B Stocker	2
Setup B Unitboxer	1
Setup B Welder 1	1
Setup B Oring	1
Supervisor- Maintenance 45ST	1
Supervisor- Production	1
Team Lead - Materials	1
Technician- Maintenance	3
Technician- Quality	2
Tool Crib Attendant	3
Toolmaker	1
Warehouse Supervisor	1
Welder	1