

Received: 4/24/2026 @4:29pm



April 24, 2026

Director of Ohio Job and Family Services and the Ohio Rapid Response Unit

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BY EMAIL

WARN Notice Extension

To Whom It May Concern:

On February 27, 2026, First Brands Group, LLC (the “Company”) notified you pursuant to the Worker Adjustment and Retraining Notification Act and Ohio Revised Code § 4113.31 (the “WARN Act”) regarding its intention to permanently close the entirety of TMD Tiffin facility located at 1441 N. Maule Rd. Tiffin, OH 44883.

We are writing to provide an update that the Company now expects that 345 employees will be retained through May 31, 2026, and those employees have been notified that their previously-received WARN notices are being extended. The reason for the postponement is to allow the Company to continue to pursue sales of certain of its U.S. facilities. All other employees’ notices will not be extended, and those employees will be separated on the date provided in the Company’s prior WARN notice.

Please refer to the prior notice you received for additional information pursuant to the WARN Act.

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

Sincerely,

First Brands Group, LLC



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 TMD Tiffin facility located at 1441 N. Maule Rd. Tiffin, OH 44883 (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 407 total employees will be affected by this closure. The Company expects that the closure will commence on April 30, 2026 and that all 407 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.

Certain affected employees are represented by the United Auto Workers, Local 2021, whose chief elected officer, Shawn Fain, is located at 8000 East Jefferson Avenue, Detroit, Michigan 48214. The local union representative is Rich Crayon.

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
Accountant	1
Auditor - Tiffin	4
Clerk- General	1
Die Setter	5
Die Setter - Tiffin	8
Engineer- Manufacturing	1
Engineering Coordinator	1
Engineering Manager	1
Engineering Technician	4
GPS Engineer	1
HR Generalist	1
Maintenance - Tiffin	5
Maintenance Coordinator	3
Manager- Maintenance	1
Manager-HR (Plant)	1
Manufacturing Engineer	4
Material Handler - Tiffin	7
MP & L Analyst	8
MP & L Supervisor	1
MP& L Coordinator	3
MP& L Supervisor	1
MP&L Manager- Plant	1
Operations Manager	1
Plant Manager	1
Press Operator - Tiffin	42
Press Operator - Tiffin T2	104
Press Operator- Tiffin T2	1
Preventative Maintenance Clerk	1
Process Engineer	1
Process Technician	7
Production Handler	3
Production Handler - Tiffin	17
Production Superintendent	1
Production Supervisor	5
Quality Coordinator	3
Quality Engineer	2
Quality Manager	1
Supervisor - Tool & Die	1
Support Operator	2
Support Operator - Tiffin	10
Support Operator - Tiffin T2	12
Support Operator- Tiffin T2	1

Technician- Lab S	1
TIF Auditor- Quality	5
TIF Material Handler	2
TIF Operator	1
TIF Operator - Press	2
TIF Operator- Press	86
TIF Support Operator	5
Tool and Die Maker	4
Warehouse Coordinator	1