Received: 6/17/2026 @ 5:35pm

June 17th, 2026

Breeyn Handberg
Rapid Response Worker Program Administrator
Office of Workforce Development
Ohio Department of Job & Family Services
P.O. Box 182105
Columbus, OH 43218-2105
By email: rapdresp@jfs.ohio.gov

Hon. Timothy E. Bubb
President, Licking County Board of Commissioners
20 South Second Street
Newark, Ohio 43055
By email: Tbubb@lickingcounty.gov

Dr. Valerie Mockus
Mayor, Village of Hebron
934 West Main Street
Hebron, OH 43025
By email: valerie.mockus@hebronvillage.org

Re: WARN Notification of Closing of Facility

Dear Government Representatives:

I write to advise you that the Schwebel Baking Company is permanently closing its facility located at 121 O'Neil Dr., Hebron, OH 43025. ("Hebron Facility"). The number of affected employees at the Hebron facility is 110. These layoffs are permanent.

Due to unforeseen business circumstances – including softer sales than anticipated and higher manufacturing costs associated with inflation and inefficiencies – and despite diligent, good-faith efforts to (i) secure additional funding, (ii) seek concessions with union pension plans regarding contributions, and (iii) identify a buyer for the business after a several month process lead by an experienced investment banking firm, Schwebel's has been unable to obtain sufficient financing or secure concessions with pension plans to continue operations, or to obtain an offer to purchase the business. As a result, Schwebel's has no alternative but to wind down and permanently close its operations. Accordingly, we are providing you this notice as soon as practicable under the circumstances. Had Schwebel's secured additional funding, obtained concessions with the pension plans, and/or identified a buyer, the wind down and closure could have been avoided, if not postponed. While we do not know how creditors and other constituents will respond to this development, we expect layoffs will begin the week of July 6 and, barring unforeseen circumstances, proceed through the Labor Day weekend, with all employees to be terminated by Labor Day. Schwebel's was unable to issue this notification sooner because doing so would have deterred potential investors or buyers from due consideration.

Some of the affected employees are represented by Bakery, Confectionery, Tobacco Workers & Grain Millers International Union, Local No. 19. The chief elected union employee is Jim Franklin, jfranklin@bctgmlocal19.com. Some of the affected employes are also represented by the Teamsters, the chief elected union employee is Scott Wilson; swilson@teamsterslocal637.org. Bumping rights exist for union employees but not non-union employees. The Company has notified the Union of the facility closure. I am enclosing a copy of the notice provided to the Union and a template notice provided to non-union employees.

The information contained in this letter is based on the best information available to the Company at this time. In the event that circumstances should change, the Company reserves its right to delay the anticipated layoff and will let you know as soon as practical of any material changes.

If you have any questions or require further information, please contact me at 330-783-2860, HR@schwebels.com. I am also the Company's liaison to the Commission of Labor.

Sincerely,

Ryan Hutchison
Director, Human Resources

Enclosures

June17th, 2026

Jim Franklin
Bakery, Confectionery, Tobacco Workers & Grain Millers International Union, Local No. 19
9665 Rockside Road, Suite B
Cleveland, OH 44125
By Email: jfranklin@bctgmlocal19.com

Re: Notification of Closing of Facilities

Dear Union Representatives:

I write to advise you that the Schwebel Baking Company is permanently closing all of its facilities, including its Ohio locations:

8277 Georgetown Road
Cambridge, OH 43725

3550 E 7th Avenue
Columbus, OH 43219

406 Reed Avenue
Cuyahoga Falls, OH 44221

1306 Brandt Pike
Dayton, OH 45404

121 O'Neil Drive
Hebron, OH 43205

2139 Stumbo Road
Mansfield, OH 44906

7578 Tyler Blvd
Mentor, OH 44060

7382 Whipple Avenue NW, N.
N. Canton, OH 44720

22626 Royalton Road
Strongsville, OH 44149

6898 Commodore Drive, Unite C
Walbridge, OH 43465

5345 Canal Road, Unit A
Valley View, OH 44125

920 E. Midlothian Blvd.
Youngstown, OH 44502

965 E. Midlothian Blvd.
Youngstown, OH 44502

Due to the number of employees at each site of employment, the only worksites subject to the federal and Ohio Worker Adjustment and Retraining Notification Acts (WARN) requirements are Youngstown and Hebron.

Due to unforeseen business circumstances – including softer sales than anticipated and higher manufacturing costs associated with inflation and inefficiencies – and despite diligent, good-faith efforts to (i) secure additional funding, (ii) seek concessions with union pension plans regarding contributions, and (iii) identify a buyer for the business after a several month process lead by an experienced investment banking firm, Schwebel's has been unable to obtain sufficient financing or secure concessions with pension plans to continue operations, or to

obtain an offer to purchase the business. As a result, Schwebel's has no alternative but to wind down and permanently close its operations. Accordingly, we are providing you this notice as soon as practicable under the circumstances. Had Schwebel's secured additional funding, obtained concessions with the pension plans, and/or identified a buyer, the wind down and closure could have been avoided, if not postponed. While we do not know how creditors and other constituents will respond to this development, we expect layoffs will begin the week of July 6 and, barring unforeseen circumstances, proceed through the Labor Day weekend, with all employees to be terminated by Labor Day. Schwebel's was unable to issue this notification sooner because doing so would have deterred potential investors or buyers from due consideration.

The number of affected employees in the Ohio facilities is 673. For the effected employees on layoffs, the company will follow the collective bargaining agreement.

The information contained in this letter is based on the best information available to the Company at this time. In the event that circumstances should change, the Company reserves its right to delay the anticipated layoff and will let you know as soon as practical of any material changes.

If you have any questions or require further information, please contact me at 330-783-2860, HR@schwebels.com.

Sincerely,

Ryan Hutchison
Director, Human Resources

Enclosure

June 17th, 2026

Re: Notification of Closing of Facilities

I write to advise you that the Schwebel Baking Company is permanently closing all of its facilities, including its Ohio locations:

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employees to be terminated by Labor Day. These layoffs are permanent. Schwebel's was unable to issue this notification sooner because doing so would have deterred potential investors or buyers from due consideration.

As a non-union employee you do not have bumping rights.

We know that this is difficult news and sincerely appreciate your efforts with our operations. We regret that these actions are necessary. You may qualify to collect unemployment benefits. To apply, you should visit this URL: https://jfs.ohio.gov/job-services-and-unemployment/unemployment/for-unemployed-workers.

The information contained in this letter is based on the best information available to the Company at this time. In the event that circumstances should change, the Company reserves its right to delay the anticipated layoff and will let you know as soon as practical of any material changes.

A member of Schwebel's human resources department will follow-up with you regarding information pertaining to benefits. In the meantime, if you have any questions or require further information, please contact me at 330-783-2860, HR@schwebels.com.

Sincerely,

Ryan Hutchison
Director, Human Resources

June 17th, 2026

Brandon Jackenheimer
International Brotherhood of Teamsters Local No. 40
200 Wilmar Avenue
Mansfield, OH 44903
By Email: b.jackenheimer@teamsters40.org

David Dudas
International Brotherhood of Teamsters Local No. 52
8001 Sweet Valley Drive, #3
Valley View, OH 44125
By Email: ddudas@teamsterslocal-52.com

James Riffle
International Brotherhood of Teamsters Local No. 92
1127 9th Street SW
Canton, OH 44707
By Email: james@teamsterlocal92.com

Bill Merdeath
International Brotherhood of Teamsters Local No. 284
555 E Rich Street
Columbus, OH 43215
By Email: bmerdeath@teamsters284.com

Steve Anzevino
International Brotherhood of Teamsters Local No. 377
1223 Teamster Drive
Youngstown, OH 44502
By Email: teamsters377@gmail.com

Scott Weinert
International Brotherhood of Teamsters Local No. 957
2719 Armstrong Lane
Dayton, OH 45414
By Email: sweinert@teamsterslocal957.com

Re: Notification of Closing of Facilities

Dear Union Representatives:

I write to advise you that the Schwebel Baking Company is permanently closing all of its facilities, including its Ohio locations:

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The number of affected employees in the Ohio facilities is 673. Union employees have bumping rights. The anticipated lay off schedule is exclusive of employees' bumping rights under the respective collective bargaining agreement in place, as whether an employee elects to exercise his or her bumping rights may affect the final schedule of layoffs.

The information contained in this letter is based on the best information available to the Company at this time. In the event that circumstances should change, the Company reserves its right to delay the anticipated layoff and will let you know as soon as practical of any material changes.

If you have any questions or require further information, please contact me at 330-783-2860, HR@schwebels.com.

Sincerely,

Ryan Hutchison
Director, Human Resources