

October 27, 2022

**Sent Via Email – rapdresp@jfs.ohio.gov**

Rapid Response Section  
Bureau of WIA  
Ohio Department of Jobs & Family Services

Re: Notification of Permanent Plant Closure Pursuant to Worker Adjustment & Retraining Notification Act of 1998 (“WARN”)

Dear Rapid Response Director:

The purpose of this letter is to inform you that due to corporate restructuring, Norcold, LLC. (the “Company”) will be closing its plant located at 600 S. Kuther Road, Sidney, Ohio 45365 effective January 31, 2023. This permanent shutdown will affect all 258 employees of the Company at the Sidney plant.

Please allow this letter to serve as the Company’s notice that WARN requires within 60 days of the anticipated closure date. As the closure of the plant is permanent, the Company will not be recalling any of the impacted workforce.

Bumping rights are not applicable to this notice. Employees are not represented by a union. The Company is attempting to locate positions at other facilities for affected employees but has not yet been able to finalize any details on potential relocation.

This notice is being given to you on October 27, 2022, pursuant to the Worker Adjustment & Retraining Notification Act of 1988. Formal notice was provided to all affected employees, the Mayor of Sidney, Ohio, and the Shelby County Department of Job and Family Services simultaneous with this notice. This letter is intended to satisfy the Company’s obligation under federal law to provide notice to the state and local government units where the site of employment is located.

Should you have any questions, please contact Heather Bates, Senior Manager, Human Resources at 937-497-3140.

Sincerely yours,

Heather Bates