

June 18, 2026

VIA FEDERAL EXPRESS AND EMAIL

Honorable Mike Moore
Mayor
City of Jeffersonville
City Hall, Suite 250
500 Quartermaster Court
Jeffersonville, IN 47130
mmoore@cityofjeff.net

Ms. Ashley Gatlin
Program Director, Rapid Response
Indiana Department of Workforce Development
10 N. Senate Avenue
SE 311
Indianapolis, IN 46204
warn-notice@dwd.in.gov

RE: Announcement of Workforce Reduction – WARN Notice

Dear Mayor Moore and Ms. Gatlin:

Pursuant to the federal Worker Adjustment and Retraining Notification (“WARN”) Act, 29 U.S.C. §§ 2101 et seq., we write to inform you that we are planning the closure of our manufacturing facility located at 1826 Spring Street, Jeffersonville, Indiana 47130. In that regard, please be advised of the following:

1. As we announced today, due to manufacturing network optimization initiatives, the Company plans on closing its manufacturing facility located at 1826 Spring Street, Jeffersonville, Indiana 47130 (the “Plant”).
2. There are approximately 111 employees currently employed at the Plant. It is anticipated that the closure of the Plant will occur pursuant to the following schedule:

<u>Anticipated Date of Separation</u>	<u>Approximate Number of Affected Employees</u>
August 16, 2026 – August 31, 2026	52
September 1, 2026 – September 15, 2026	58
January 31, 2027	1

This information is what the Company anticipates as of the date of this notice, but the exact schedule and number affected employees could change, though we do not expect it to be meaningfully different than the foregoing. Employees will receive written notice under the WARN Act at least 60 days in advance of their anticipated employment end date.

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3. There are no bumping rights. However, employees who remain working until released are eligible for severance or separation benefits.
4. The employees at the Plant are not represented by a labor organization.

We will provide a list of job titles of the affected employees upon request.

If you need any further information, please contact me by phone at 812-218-7692 or by email at steven_futter@campbells.com.

Sincerely,

/s/ Steven Futter

Steven Futter
Site People & Culture Manager