

December 2, 2025



FreshRealm®

To: All Indianapolis FreshRealm Facility Employees

From: Martyn Tuthill, SVP, Operations

Michelle Richard, SVP, Chief People and Culture Officer

NOTICE OF INDIANAPOLIS FACILITY CLOSURE AND CESSATION OF OPERATIONS

We regret to inform you that FreshRealm will be permanently closing the Indianapolis (IND) facility located at 3120 Post Road, Indianapolis IN, effective January 31, 2026. This action will result in the termination of employment for all employees at this location on or around that date. A select group of individuals and roles (noted below) will remain employed until on or after **March 20, 2026**.

This notice is being provided to you in compliance with the Worker Adjustment and Retraining Notification (WARN) Act, which requires employers to provide advance notice of a plant closing or mass layoff. The facility will be operational during the entirety of the notice period, and employees will report to work, as scheduled and as assigned, during that time.

Impacted Employees: This action will impact approximately 168 employees. Your employment will end, effective January 31, 2026, unless otherwise noted below. Impacted employees do not have bumping rights, and there are no opportunities for transfer to other facilities, as this closure affects the entire site, and is permanent. The following departments, positions, and employees will be affected by the site closure, effective **January 31, 2026**:

Department	Job Title	Number of Employees Impacted
Facilities Management	Manager, Manufacturing	1
	Supervisor, Manufacturing	5
	Supervisor, Fulfillment	3
Inventory Control	Team Lead	3
	Associate	21
Human Resources	Generalist	1
Production Planning	Planner	1
Quality Assurance	Supervisor	1
	Technician	9
	Associate	1
RTC Prep	Associate	1
RTH Assembly	Team Lead	8
	Associate	47



RTH Packout	Team Lead	1
	Associate	27
RTH Prep	Team Lead	1
	Associate	7
Sanitation	Custodian	1
	Associate	4
Store Picking	Team Lead	1
	Associate	5

The following departments, positions, and employees will be affected by the site closure, effective **March 20, 2026**:

Department	Job Title	Number of Employees Impacted
Facility Management	Director, Manufacturing	1
	Fulfillment	2
	Operations	2
Information Technology	IT Support Technician	1
Quality Assurance	Manager	1
Inventory Control	Team Lead	1
Maintenance	Manager	1
	Team Lead	1
	Technician	4
Receiving	Team Lead	1
	Associate	2
Shipping	Team Lead	1
	Associate	2

Assistance and Support: We are committed to assisting you during this transition and will provide the following support where possible:

Information on unemployment insurance and benefits, including COBRA;

Severance will be paid to all employees who remain actively employed at the site for the duration of the site closure, namely, up to the date of close, January 31, 2026, or March 20, 2026, as noted above. Severance will be a one-time lump sum payment (gross; subject to applicable withholdings and deductions). Employees who are involuntarily terminated or who

resign from FreshRealm at any time during the 60-day period, or any extension thereof, will NOT be eligible for severance and will forfeit any purported right to the same. Please note that severance is not required under federal or state law, policy or practice; nor should it be considered as guaranteed income in any way. Any severance payment is at the sole discretion of FreshRealm.



Compensation/wages will be paid in accordance with our usual pay practices for the duration of your employment with FreshRealm, including during the above-referenced notice period. If at any time you resign or are terminated -voluntarily or involuntarily- from your employment with FreshRealm, compensation/wages will immediately cease in accordance with the same;

Medical, dental and vision insurance employee premium contributions will continue during the notice period for all employees enrolled in the same. This also applies to any 401k, elective insurance/benefits offerings, and any other payroll deductions and withholdings related to the same;

Closer in proximity to the date of the site's closure, you will receive a Separation Agreement via DocuSign to your personal email. Please review and e-sign this Agreement as it will be required to receive severance for those who are eligible. If you have additional questions, please contact Carole West at hr@freshrealm.com, or (347) 560- 5637.

CC:

Indiana Department of Workforce Development
warn-notice@dwd.in.gov

The Honorable Joe Hogsett
Mayor of Indianapolis
Office of the Mayor
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