

October 6, 2025

Via e-mail and overnight mail

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### **WARN Act Notification – Facility Closure and Workforce Reduction**

Dear Public Official,

We hope this letter finds you well.

We are writing to inform you of the upcoming closure of our facility, located at 229 Factory Street LaPorte, IN 46350. In accordance with the Worker Adjustment and Retraining Notification (WARN) Act, we are providing this notice to communicate an impending plant closure and mass layoff.

As part of our strategic planning, the decision has been made to relocate operations to a new facility in Lebanon, Indiana. This decision was not an easy one, and the company fully recognizes the impact it will have on the employees. The business has made the decision to relocate operations from Laporte, Indiana to Lebanon, Indiana. As a result, we will be permanently closing our Freudenberg Residential Filtration Technologies, Inc. operations at 229 Factory Street LaPorte, IN 46350 on December 5, 2025.

The layoffs will begin 60 days from the date of this notice and will affect all positions at the facility.

We anticipate that up to 173 employees will be affected by this action. Individual notifications to impacted employees will commence on or around October 6, 2025.

INNOVATING TOGETHER

The impacted job titles include:

Assembler

Clerk

Inventory Control

Janitor

Machine Operator

Maintenance Supervisor

Maintenance Technician

Material Handler

Operations Manager

Production Lead

Production Manager

Production Supervisor

Receiving Supervisor

Shipping Manager

We understand the impact this decision may have on our employees and the local community, and we are committed to working with local workforce agencies to support transition efforts.

If you have any questions or require additional information, please do not hesitate to contact me at [melissa.tucker@freudenberg-filter.com](mailto:melissa.tucker@freudenberg-filter.com).

Sincerely,



Melissa Tucker

VP of HR

Freudenberg Residential Filtration Technologies, Inc.