



August 13, 2025

Matt Gentry
Mayor of Lebanon
401 S Meridian St
Lebanon, IN 46052

Scott Pell
County Commissioner
Boone County Office Building
116 W Washington St
Lebanon, IN 46052

State of Indiana
<https://www.in.gov/dwd/warn-notice/>

Dear Public Officials:

On October 18, 2025, National Distribution Centers, LLC ("NDC") expects to cease operations at the facility located at 522 S Enterprise Blvd, Lebanon, IN 46052. NDC will attempt to provide employment for employees at other NDC locations. To the extent that these employees do not accept employment at other facilities, NDC will terminate their employment between October 18 and October 25, 2025.

It is NFI's intention to attempt to place some employees at other locations with the same or more favorable working conditions.

More than sixty days' notification was given to our workers on August 13, 2025 with the estimated day of separation being between October 18 and October 25, 2025. There are seventy-nine employees, across the NFI family of companies, who will be affected by the closing. No applicable bumping rights exist in connection with this facility reduction.

The information contained in this letter is based on the best information available to NDC at this time. As permitted by 20 C.F.R. § 639.7(f), the Company maintains other information required by 20 C.F.R. § 639.7(e) on site and readily accessible. Please contact Doug Podgers if you have any questions or require further information.

Sincerely,

Doug Podgers | Human Resources Business Partner

a: 510 Enterprise Blvd Lebanon, IN 46052

e: douglas.podgers@nfiindustries.com

w: nfiindustries.com

o: 765-681-3086

m: 765-894-7325



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Dear Public Officials:

On October 18, 2025, NFI Interactive Logistics, LLC ("NIL") expects to cease operations at the facility located at 522 S Enterprise Blvd, Lebanon, IN 46052. NIL will attempt to provide employment for employees at other NIL locations. To the extent that these employees do not accept employment at other facilities, NIL will terminate their employment between October 18 and October 25, 2025.

It is NFI's intention to attempt to place some employees at other locations with the same or more favorable working conditions.

More than sixty days' notification was given to our workers on August 13, 2025 with the estimated day of separation being between October 18 and October 25, 2025. There are seventy-nine employees, across the NFI family of companies, who will be affected by the closing. No applicable bumping rights exist in connection with this facility reduction.

The information contained in this letter is based on the best information available to NIL at this time. As permitted by 20 C.F.R. § 639.7(f), the Company maintains other information required by 20 C.F.R. § 639.7(e) on site and readily accessible. Please contact Jennifer Hogeveen if you have any questions or require further information.

Sincerely,

Jennifer Hogeveen | Human Resources Business Partner

a: 1550 Cargo Court, Minooka, IL 60477

e: Jennifer.Hogeveen@nfiindustries.com

w: nfiindustries.com

o: 630-209-6812

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