



Received: 1/8/2025 @ 11:49am

January 8, 2025

Rapid Response Program Administrator
Ohio Department of Job and Family Services
30 E Broad St.
Columbus, OH 43215

Via E-Mail: rapdresp@jfs.ohio.gov

Re: **Nitto – WARN Notice of Facility Closing**

Dear Sir/Madam:

This letter serves as official notice under the Worker Adjustment and Retraining Notification Act (“WARN”) that Nitto, Inc. (“Nitto”) will be permanently closing the following facility, and permanently terminating the employment of all of the employees employed at or reporting to the facility (with the exception of a small number of employees who will be transferring to a Nitto facility in Frankfort, Kentucky):

Name of Facility:	Nitto, Inc. (Piqua, OH)
Address of Facility:	1620 S. Main St, Piqua, Ohio 45356
Approximate Number of Affected:	147

We expect to permanently terminate the employment of employees at the facility in phases between March 2025 and September 2025. The first group of terminations will take place between, March 7th, 2025 and March 21st, 2025. No recall, transfer, or bumping rights exist, and no union or other employee representative represents the affected employees. A list of the job titles of the affected employees and the number of affected employees in each job classification is attached as Exhibit A, in accordance with 20 C.F.R. 639.7(f).

To the extent you require any additional information, please contact Cassi Schallenberg, the Human Resources Manager, at 937-773-4820, or via email at Cassandra.schallenberg@nitto.com.

Respectfully,

Nitto, Inc.

Kathleen Baldoni
Kathleen Baldoni
Vice president, Human Resources

Tel.: (848) 367-8325
Email: kathleen.baldoni@nitto.com

SCHEDULE OF AFFECTED INDIVIDUALS

Categories will be staggered layoffs, as
operations wind down.

Job Title / Category	Number of Affected Employees	Anticipated Date of Separation
Accounting	3	March 7, 2025 - September 30, 2025
Engineering	6	March 7, 2025 - September 30, 2025
Site Leader	1	March 7, 2025 - September 30, 2025
Human Resources	3	March 7, 2025 - September 30, 2025
IT	1	March 7, 2025 - September 30, 2025
Maintenance	3	March 7, 2025 - September 30, 2025
Operations	6	March 7, 2025 - September 30, 2025
Production	99 (70 are temps)	March 7, 2025 - September 30, 2025
Purchasing	2	March 7, 2025 - September 30, 2025
QES	3	March 7, 2025 - September 30, 2025
Warehouse	9	March 7, 2025 - September 30, 2025
Customer Service	3	March 7, 2025 - September 30, 2025
Distribution	8	March 7, 2025 - September 30, 2025