

April 2, 2026

Michael Welter, Rapid Response Coordinator
Oregon Dislocated Worker Unit
Oregon HECC – Office of Workforce Investments
3225 25th Street SE
Salem, OR 97302

David Ripma, Mayor – Troutdale, OR
219 E. Hist. Columbia River Hwy.
Troutdale, OR 97060

VIA FIRST-CLASS MAIL

Re: Notice of Plant Closing

Dear Government Official,

Nelson Global Products, Inc. (“NGP”) is ceasing all operations at and closing its entire facility in Troutdale, OR, located at 1459 NW Sundial Road, Troutdale, OR 97060. NGP anticipates that approximately 65 employees will be permanently laid off by September 30, 2026, or within 14 days thereof. The layoff will be permanent. None of the employees are represented by a union and bumping rights do not exist.

A table listing all affected job classifications and the number of affected employees in each job classification is attached as **EXHIBIT A**.

This notice is intended to comply with the notice obligations, if any, of NGP under the Worker Adjustment and Retraining Notification Act (the “WARN Act”). However, the giving of this notice shall not constitute an acknowledgement by NGP of any obligations under the WARN Act in the event the effects of the layoff are such that the requirements of the WARN Act do not apply.

If you have any questions or would like further information, please contact me at 1-859-402-7593.

Sincerely,



Joe Freeman

VP – Global Human Resources
Nelson Global Products, Inc.

April 2, 2026

To: Mayor – Troutdale, Oregon
Rapid Response Coordinator – Dislocated Worker Unit

Subject: Plant Closure

Attached is a letter informing you that as of April 2, 2026, we are announcing the closure of our manufacturing facility in Troutdale. Although this is a difficult decision to make, we have had to consider the proximity of our customer base, a dwindling sales forecast and shipping costs. Over the past several years, this plant has experienced reduced sales, reduced headcount and a reduction of the utilization of almost 200,000 sq ft to almost half that size. We anticipate that the plant closure will be accomplished by September 30, 2026 and will keep you apprised of any changes in those dates.

I have made the decision to exercise the WARN notice early for two reasons:

1. This closure will require the movement of equipment and other materials over several months.
2. Because of this staggered reduction, I want to give our employees as much time as possible to secure other employment opportunities while supporting our transition.
3. We have also found that by giving this much notice, we can offer job fairs to local employers, have them assess our skills and make commitments for employment based on the person's skills and separation date.
4. We have adjusted our severance policy to have a minimum of four weeks' severance which will hopefully be an incentive for those with less than two years of service to stay and assist with the transition.
5. Several of our employees have been designated as key individuals for the transition and will also receive retention bonuses.
6. In my 16 years with the company, I have had to close two other facilities. We are proud of the fact that our early warning and severance plans resulted in over 85% of our employees securing jobs prior to their termination date.
7. I will be in Troutdale with other executives to make the announcement. During the week of April 6, the VP of Personnel for our US Business Groups will meet with each individual and provide their official WARN notices and information concerning expected dates of separation and their severance amounts. Her contact information is below as well as a local contact for the plant.
8. We have also decided to maintain a small office in Troutdale with approximately ten (10) people for servicing customers, working on new product development and providing engineering support (CAD Design) to the team.



9. We do not anticipate having to meet any of the criteria for executing the WARN notice based on timing and headcount reductions. However, by executing a WARN notice, everyone who can assist our employees during this transition will have been notified.
10. People who are on leave will be notified by mail during the week of April 6.

If there is any additional information I can provide, please feel free to contact me via the information in my signature block.

Regards,

A handwritten signature in black ink, appearing to read "Joe Freeman".

Joe Freeman

VP – Global Human Resources
Nelson Global
1560 Williams Drive
Stoughton, WI 53589
1-859-402-7593
joe.freeman@nelsongp.com

Note: The Stoughton address is my official office location but due to travel, I am very rarely there so contact via email is the best option.

Troutdale Contacts

Gerald Tarpley – Plant Manager	gerald.tarpley@nelsongp.com
Mari Logan Harris – Plant HR Manager	mari.logan-harris@nelsongp.com Currently on leave
Maria Castellanos – HR Assistant	maria.castellanos@nelsongp.com

Located in Indianapolis

Angie Scanlon – VP HR US Business Group	angela.scanlon@nelsongp.com
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EXHIBIT A

Affected Job Classifications	Number of Affected Employees
Machine Operators/ Machine Operator Tech	37 32 Operators and five Technical
Engineering techs	2
Material Handlers	8
Welders	3
Material Buyers	2
Customer Service Reps	2
Maintenance Tech	1
Quality Tech	2
Scheduler/Planner	2
HR Assistant	1
Manufacturing Engineer	1
Team Leaders	4
Plant Management	
Production Manager	1
Quality Manager	1
Safety Manager	1
Engineering Manager	1
Materials Manager	1