



Received: 12/15/2025 @ 2:49pm

December 8, 2025

Via U.S. Certified Mail

Rapid Response Program Administrator  
Ohio Department of Job & Family Services  
Office of Workforce Development – Rapid Response Unit  
P.O. Box 1618  
Columbus, OH 43216-1618

Dear Rapid Response Team:

This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that Cooper Standard Automotive, Inc. is permanently closing its facility located at 2378 State Route 345 NE, New Lexington, Ohio 43764, with expected separations commencing on approximately February 6, 2026, with closure scheduled for approximately July 1, 2027. This will result in the layoff of approximately 228 employees. A list of the job titles and number of affected employees as of November 24, 2025, in each job classification as well as the anticipated schedule is attached as Exhibit A.

Cooper Standard is continually analyzing plant utilization and looking for opportunities to optimize our manufacturing footprint and overall operating efficiency. As a result, the Company has made the difficult decision to close our New Lexington, Ohio facility.

UAW Local 1686 has been notified. The President of UAW Local 1686 is Tyler Wolfe and he may be contacted at [dub8168@gmail.com](mailto:dub8168@gmail.com). The Union will be notified of affected employees sixty (60) days or more prior to the last day of their employment. Bumping rights do exist under the provisions of the collective bargaining agreement currently in effect between Cooper Standard and UAW Local 1686. The specific procedures for exercising these rights are outlined in Article 7, Section 9. of the collective bargaining agreement. Hourly employees and salaried employees, to the extent feasible, will be offered the opportunity to transfer to other Cooper Standard facilities based on certain eligibility requirements.

Notice templates that will be provided to affected employees and their representatives are attached. Individual notices will be made available upon request as they become available.

For further information, please contact Larry Wasnock, Plant Manager, at [larry.wasnock@cooperstandard.com](mailto:larry.wasnock@cooperstandard.com) or (989) 245-7400.

Sincerely,

Larry Wasnock  
Plant Manager

Copy to: Trent Thompson, Mayor of New Lexington, OH  
Ben Carpenter, President, Perry County Board of Commissioners



### Exhibit A – Impacted Positions in New Lexington, OH

Hourly or Salary	Job Profile Name	Total Employees
Hourly	Assoc, Shipping/Receiving (Indirect)	17
	Assoc, Stockroom (Indirect)	1
	Leader, Team-I (Direct)	8
	Leader, Team-I (Indirect)	3
	Maintenance, Electrician (Indirect)	16
	Operator, Finishing-F&B-I (Direct)	36
	Operator, Finishing-F&B-III (Direct)	7
	Operator, Quality-I (Indirect)	1
	Operator-I (Direct)	84
	Quality, Lab-I (Indirect)	8
	Utility - I (Indirect)	6
	Utility - III (Indirect)	4
	Utility - IV (Indirect)	2
<b>Hourly Total</b>		<b>193</b>
Salary	Controller, Plant - I	1
	Engineer, Facilities	1
	Engineer, Process (Plant)	2
	Engineer, Process (Plant) - Assoc	1
	Engineer, Process (Plant) - Sr	2
	Engineer, Quality	3
	Generalist, Human Resources - Assoc (Plant)	1
	Manager, Human Resources - I	1
	Manager, Maintenance I	1
	Manager, Manufacturing Business Unit - I	1
	Manager, Quality	1
	Planner/Scheduler, Production	1
	Planner/Scheduler, Production - Assoc	2
	Plant Manager - II	1
	Specialist, Health/Safety/Environmental - Sr	1
	Specialist, Material Procurement	2
	Supervisor, Maintenance - I	2
	Supervisor, Production - I	8
	Supervisor, Quality Assur - I	1
	Supervisor, Shipping/Receiving	1
	Technician, Information Technology - Lead	1
<b>Salary Total</b>		<b>35</b>
<b>Grand Total</b>		<b>228</b>

### Anticipated reduction schedule:

	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26	Nov-26	Dec-26	Jan-27	Feb-27	Mar-27	Apr-27	May-27	Jun-27
<b>Total</b>	30	2	0	48	4	0	8	15	0	23	4	19	0	20	45	0	10