

February 4, 2025

VIA US Mail & ELECTRONIC MAIL (ETT.DWD@dhewd.mo.gov)

WARN Coordinator
Missouri Department of Higher Education & Workforce Development
Office of Workforce Development
P.O. Box 1087
Jefferson City, MO 65102

RE: Notice of Closure

Dear WARN Coordinator:

On behalf of Royal Canin North America ("Royal Canin"), this notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988 which requires employers to give official notice to certain government units or officials of a pending office and/or plant closure.

Royal Canin (EIN 221594774) is permanently closing its plant located in Rolla, Missouri, at the following address:

Royal Canin
1700 Bridge School Road
Rolla, MO 65401

Manufacturing is being transferred to other Royal Canin facilities.

It is currently anticipated that this final closing will take place following decommissioning on December 31, 2025. Production is expected to end on April 18, 2025.

All 105 associates can seek alternate employment within Royal Canin and the Mars, Incorporated ("Mars") family of companies. Associates who have not secured alternate employment within Royal Canin or Mars will be separated from employment because of the plant closing. As of the date of this letter, it is anticipated that 85 associates will separate from employment on April 18, 2025, and the remaining 20 associates will separate on December 31, 2025.

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Associates will receive notice of their last day of employment/date of separation no later than 60 days before the effective date.

A list of the affected positions and the number of associates holding each position is enclosed herewith. Affected associates are not represented by a union and do not have bumping rights.

Affected associates were first notified of the closing on January 14, 2025.

If you have any questions, please feel free to contact me at 717.940.4866 or Mars' representatives, Brianna Jones, Business Partner, at 618.530.6692 or Sarah Friedrichsen, Associate Relations Manager, at 773.383.3086.

Sincerely,



Kimberly J. Overbaugh

Position Affected	# of Associates
Area Maintenance Technician Extrusion	1
Area Maintenance Technician Mixing	1
Area Maintenance Technician Packaging	1
Associate CI Engineer	1
Automation Engineer	1
Continuous Improvement Engineer	1
Continuous Improvement Specialist	1
E&T Coordinator	1
Education & Training Leader	1
Extrusion Apprentice	1
Extrusion Operator	4
Extrusion Operator - Apprentice	1
Facilities Maintenance Coordinator	1
Factory IT Engineer	1
Finished Goods Utility	1
Health, Safety & Environment	1
Health, Safety & Environment Manager	1
Industrial Custodian	3
Industrial Engineer Manager	1
Inventory Coordinator	1
Maintenance Manager	1
Maintenance Planner Scheduler	1
Maintenance Purchasing Coordinator	1
Maintenance Receiving Coordinator	1
Maintenance Technician	6
Manufacturing Controls Technician	1
Manufacturing Technician	3

Position Affected	# of Associates
Mixing Apprentice	1
Mixing Operator	3
Occupational Health Nurse	1
Offsite RM Receiver	1
Operations Coordinator	1
Operator	11
Packaging Team Leader	1
Pest Control Technician	1
PH&R Officer	1
PPI Engineer	2
Process Utility	3
Process Utility Operator	1
Procurement Coordinator	2
Production Planner Coordinator	1
Production Shift Manager	1
Project Engineer	1
Quality & Food Safety Coordinator	1
Quality & Food Safety Manager	1
Quality and Food Safety Continuous Improvement Coordinator	1
Quality Control Coordinator	2
Receiving Lab Operator	1
Reliability Engineer - Process	1
Sanitation Lead	1
Sanitation Manager	1
Sanitation Tech	1
Sanitation Technician	4
Senior Process Lead	3

Position Affected	# of Associates
Shift Manager	2
Shipping Operator	3
Shipping Team Leader	3
Site Director	1
Sr. Project Engineer	1
Technical Manager	1
Technician- Quality	5
Warehouse	1
Grand Total	105